



**Wye Valley**  
NHS Trust



**A State-of-the-Art Education Centre  
for the Hereford Community**

Bringing educational provision & community support under one roof



# Artists Impression...

Following a review of training space requirements on the County Hospital site, it has been determined there is a need to establish a state-of-the-art facility to provide education and training to benefit the whole of the Hereford community. Our dedicated education facility will significantly increase the site's current training and library space within the Trust from 1,092 m<sup>2</sup> to 1,800 m<sup>2</sup>.



Community services play a key role in keeping people well, in treating and managing illness and conditions, and supporting people to live their best life. Our single, purpose-built education centre will dissolve historic divides between primary and community health services, whilst maximising learning opportunities for learners across all sectors and services.

**Bringing educational provision & community support under one roof**



# Contents of this proposal...

Our proposal to develop an integrated education centre for the Trust that will not only provide multi-professional education and equitable learning for staff, but give the people of Hereford access to community health education, includes:

<p><b>1</b></p> <p><b>INTRODUCTION &amp; BACKGROUND INFO</b></p> <p>An introduction to the project that sets out our vision and principle aims on the proposed development to a dedicated education and training facility for the Hereford community.</p>	<p><b>2</b></p> <p><b>CURRENT POSITION</b></p> <p>An overview of what education services the Trust currently provides and why the facility needs to be developed to extend and advance medical education and community support.</p>	<p><b>3</b></p> <p><b>PROPOSED SERVICE / CAPITAL DEVELOPMENTS</b></p> <p>The proposal sets out a review of the training space requirements &amp; the need to provide training &amp; community support accommodation on a site that extends 1,800m<sup>2</sup>.</p>
<p><b>4</b></p> <p><b>OUTLINE ASSESSMENT OF BENEFITS</b></p> <p>The benefits this crucial project intends to deliver are: quality, operational, workforce, health &amp; wellbeing, financial, acceptability, reputational &amp; strategic. These points are detailed in this section.</p>	<p><b>5</b></p> <p><b>NEXT STEPS</b></p> <p>We look at the next steps that potential funders will need to take to be part of this exciting, pioneering project to develop multi-professional education and community support in the Hereford community.</p>	<p><b>6</b></p> <p><b>CONTACT INFORMATION</b></p> <p>If you have any further questions regarding this brochure, do not hesitate to contact us for any additional information. We share the contact information for anyone wanting to participate in this exciting project.</p>





# 1. Introduction

## & Background Information

### Aim

Our vision is to create an integrated and inclusive education centre for Wye Valley NHS Trust that provides the space and resources we need for staff education as well as giving patients and carers access education and support.

Our education centre will include:

- + State-of-the-art teaching facilities
- + Increased capacity for multi-professional education
- + Equitable training and development opportunities
- + Space and facilities for community wellbeing programmes

We aim to make the Trust a go-to destination for high quality education for students and staff, providing a lasting positive experience. The Education Centre will play a critical role supporting the recruitment and retention of our staff.

The proposed development is to build a dedicated education and training facility on the County Hospital site. By increasing training and library space within the Trust from 1,092 m<sup>2</sup> to 1,800 m<sup>2</sup>, we aim to expand and enhance the high standard of education we already deliver.



The project will also have significant benefits for the wider Hereford community. In addition to providing space and resources for staff education, the building will enable us to offer inclusive support and education services for patients and carers.

For example, diabetes education, veteran support, disability network meetings and healthcare career advice for young people.



## 2. Current Position

The Trust currently provides the following education services:



The proposed development is to expand & enhance the education we deliver by building a dedicated education & training facility on the County Hospital site

- Medical Education
- Nurse / Allied Health Professional / Healthcare Scientist Education
- Leadership & Management Development
- Clinical Education Fellow programme
- Hereford Academy of Simulation Training & Ergonomics (HASTE) – Academy
- Resuscitation Services – adult & paediatric resuscitation courses
- Advanced Practice Academy Teaching Programme (ACPs & PAs)
- Generic Skills Workshops (multidisciplinary senior staff)
- Functional Skills Qualifications
- Healthcare Support Worker development – trainee nursing associates (TNAs) & Registered
- Nurse Degree Apprenticeships (RNDA)
- Apprenticeships (level 2 to level 7 across the whole workforce)
- Knowledge & Library services
- Statutory & Mandatory Training
- Corporate Induction
- Wellbeing resources





Artist's impression of the new simulation suite

## Collaboration

The Education Directorate works in collaboration with the Foundation Group, Herefordshire and Worcestershire Integrated Care System (ICS), multiple higher education institutes, Health Education England (HEE) and NHS England & Improvement (NHSEI).

The Trust already trains undergraduate medical students from the University of Birmingham in a very successful partnership. We are proud to have received excellent feedback on this programme so far.

Since 2021, medical students from Aston Medical School have attended specialist placements in Hereford. In 2022, students from the Three Counties Medical School expanded our provision even further.

We have links with several universities for the training of nurses, Allied Health Professionals and Healthcare Sciences. Additionally, we partner with some of the following institutions for example to provide valuable apprenticeship opportunities:

Birmingham City University  
Coventry University  
Worcester University  
University of West England





Artist's impression of the new lecture theatre



# Recent Developments

## Clinical Education Fellow Programme

In August 2020, the Trust expanded its fellow programme, moving from four junior doctors to 12 fellows. The team included junior and middle-grade doctors with a range of specialities, as well as a pharmacist, nutrition fellow and digital fellow.

These posts are 50% education and 50% in the post holder's clinical specialty. This enables fellows to benefit from continued clinical development.

The Trust benefits from reduced Medical Locum Agency spend. For example, we saved £376,110 in the financial year 2020/21, with even more ambitious plans taking place in 2021.

## Apprenticeships

The Apprenticeship Levy has provided opportunities for individuals to access training programmes. Within the Trust, we have 65 existing and new staff that have started an apprenticeship programme since April 2020.

In total, we have 133 apprenticeships ongoing across Nursing, Allied Health Professions (AHPs), Administration, Scientific, Therapeutic and Technical staff.

Through Workforce Development funding, we've also invested in upskilling, new ways of working and developing leadership within the Trust. This has benefitted Clinical Support Staff (including healthcare support workers), Healthcare Scientists, Physician Associates and other scientific, technical and therapeutic staff.


## COVID-19 Upskilling

During the first wave of Covid-19, our education team provided Covid-specific skills training to 500+ staff members. We received outstanding feedback on the training, which enabled staff to rapidly deploy exactly where they were most needed.

Participants were equipped with the skills to understand the known science around Covid pathology at that time, to use PPE correctly and safely, to help patients with 'prone' positioning, and practice responding to Covid emergency calls through simulation scenarios.







Artist's impression of the new IT suite

## Demand

In addition to existing demand, it is expected that there will be increased demand for education and training services over the next five years. This is a result of workforce growth, as set out in the NHS People Plan.

Within our local area, this is expected to result in:

- An increase from 42 to 66 Junior Foundation Doctors allocated to the Trust over the next three years
  - An increase in senior trainees from 54 to 68 over the next three years
  - An increase from 132 to 305 Medical Students allocated to the Trust per year over the next five years
  - An increase in Nursing placements — in 2022 alone, the number of student nurses and midwives we're training has increased by 24% to 400 compared to 2021
  - An increase in apprenticeships. In 2019 we had 85 apprenticeships. We now have 133 and expect this number to continue to grow
  - An increase in technology-based training (e.g. simulation teaching)
  - There is also significant unmet demand that the Trust is currently unable to meet, due to the restrictions of our existing facilities. An expanded and enhanced Education Centre would help us address this challenge.
- the development of educational services.



# Existing Facilities

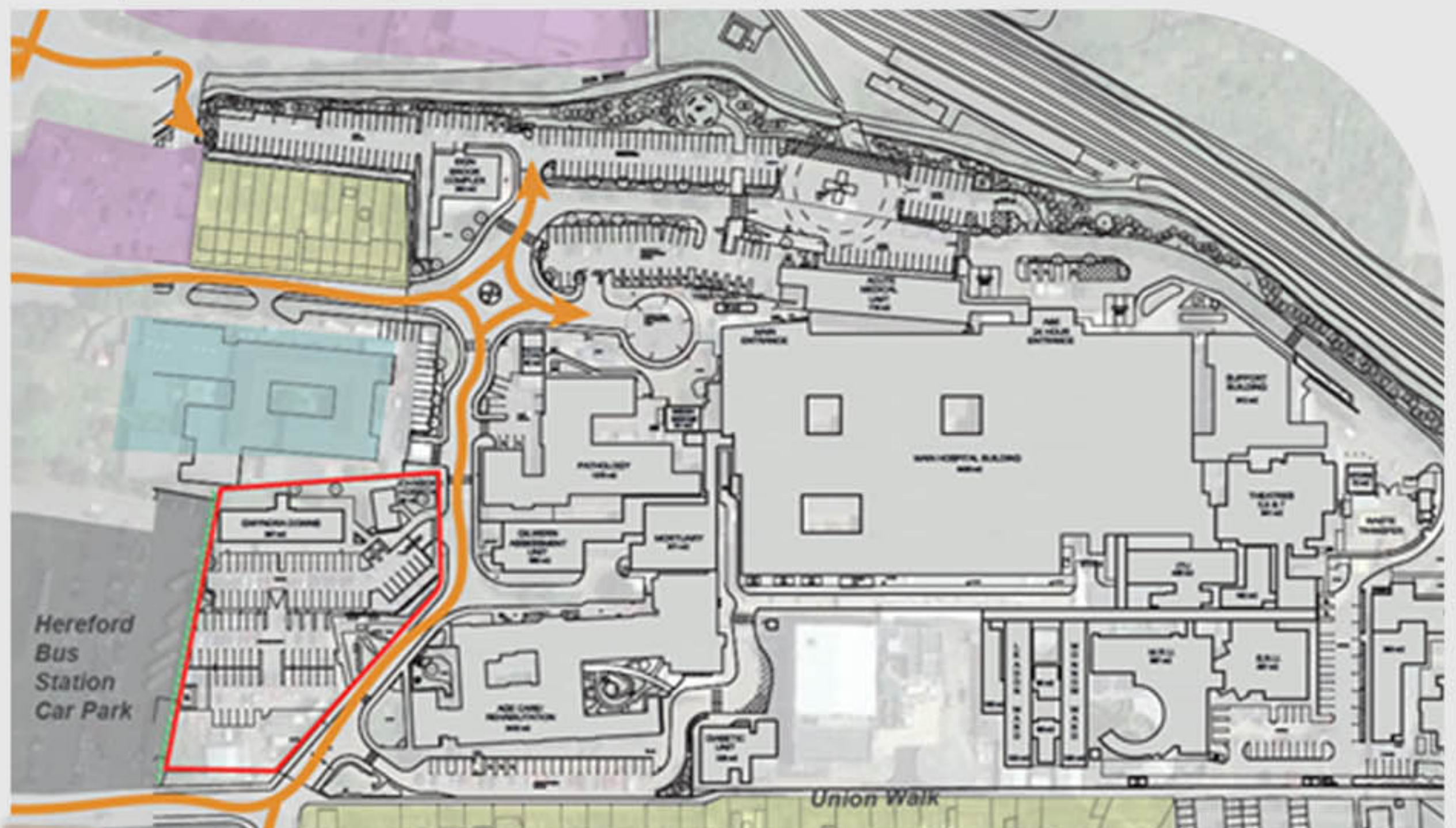
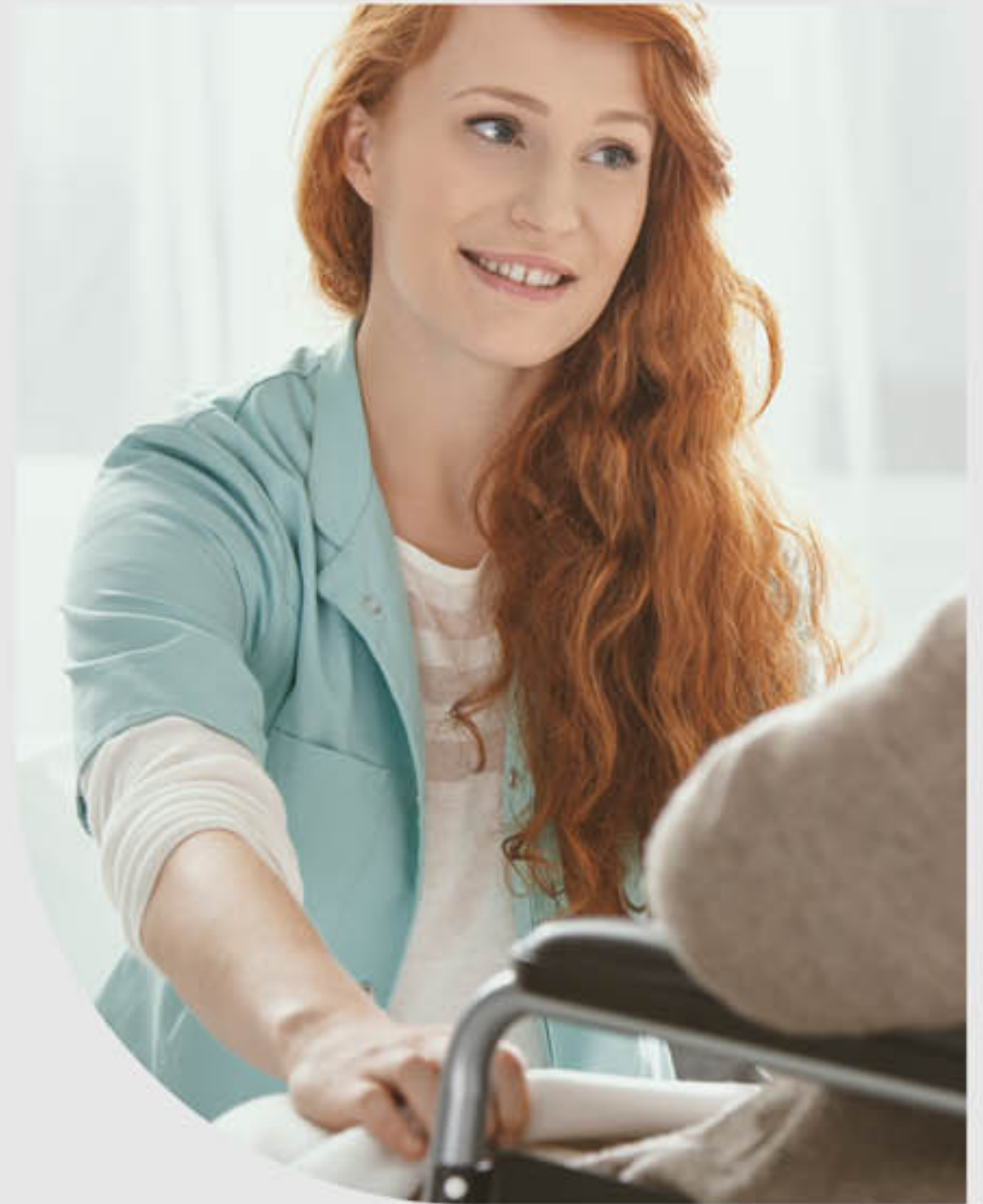
Wye Valley NHS Trust provides education across the workforce from a range of facilities within the organisation.

We currently have education and training facilities spread across a number of different buildings. These include the John Ross Postgraduate Medical Centre (PGMC), Education & Development Centre (EDC) and Johnson's Hospital for resuscitation training.

However, many of the areas are small rooms in old buildings, which inhibits the development of modern training facilities.

Historically, training has been done by separate staff groups – for example, doctors carried out training separately to nurses. But now that we have teams where a range of professionals work together to deliver high quality patient care, we need to train together for some of our learning.

Bringing all our education provision under one roof will enable shared learning opportunities, with the aim of enhancing the safety and quality of patient care and community support.





# 3. Proposed Service / Capital Development

## Indicative Schedule of Accommodation:

Clinical Skills & Resuscitation	218 m <sup>2</sup>
Simulation & Wet Room	287 m <sup>2</sup>
Training Rooms	343 m <sup>2</sup>
Meeting Rooms	27 m <sup>2</sup>
Lecture Theatre	196 m <sup>2</sup>
Admin & Reception	187 m <sup>2</sup>
Library & IT	225 m <sup>2</sup>
Toilets	47 m <sup>2</sup>
Food Hall & Kitchen	271 m <sup>2</sup>
Total m <sup>2</sup>	1,800 m <sup>2</sup>

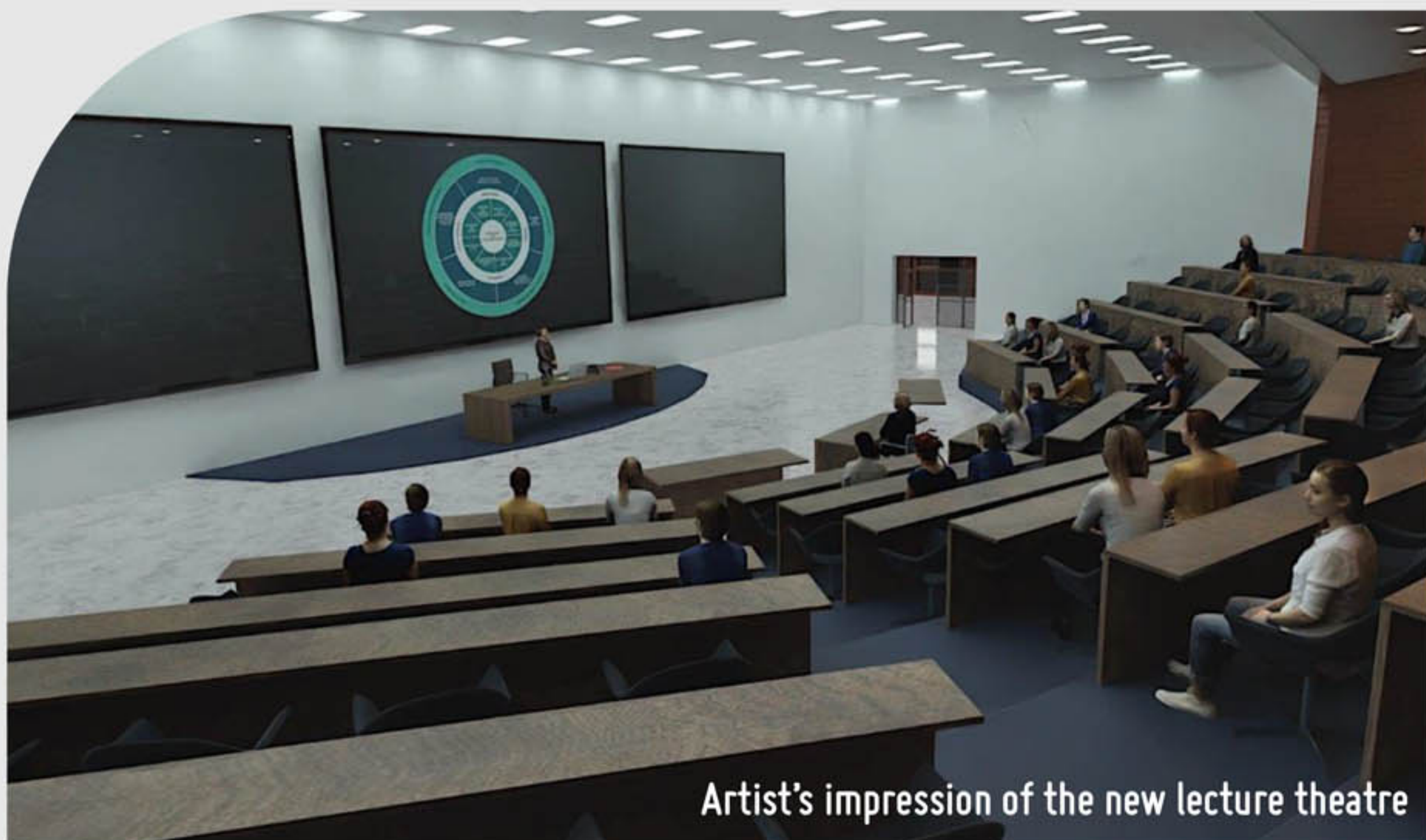
Following a review of our training space requirements, we established that there is a need to provide total training accommodation of 1,800 m<sup>2</sup>.

This reflects a significant increase on the 1,092 m<sup>2</sup> training and library space currently available within the Trust.

The proposed development is to expand and enhance the education the Trust delivers, by building a dedicated education and training facility on the County Hospital site.

We plan to utilise the former Orchard Site (currently used as a contractor's compound) at the entrance to the County Hospital site.

This is primarily due to its accessibility for hospital staff, patients and other users from across the community.



Artist's impression of the new lecture theatre



## Artist's impression of the new information & library area



## The new development will include the following dedicated spaces:

A state-of-the-art simulation ward area, with the ability to run four-patient scenarios for fully immersive high fidelity multi-disciplinary team (MDT) training.

An IT suite co-located with library and information services.

A 200-seat lecture theatre with flexible layout to allow large plenary and smaller breakout sessions.

Several large clinical skills rooms equipped with clinical models and simulation equipment. These will be vital for examination and procedure training, plus all the requirements to deliver Resuscitation Council courses for adult and paediatric care.

Classroom sizes suitable for large and small groups, plus study pods and smaller rooms for educational supervision, coaching and feedback.

Administration areas and office space for the education team, including hot desks and a dedicated welcoming reception.

Facilities for refreshment and toilets.





Our estimates (based on current funding and conservative assessments of additional future income) suggest that current revenue would support such a development.

What's more, the increased income that would result from expanding our capacity would provide additional income to support future education and training.

## **A single, purpose-built and community-focused Education Centre on the County Hospital site would fulfil the following aims:**

Deliver high quality multi-professional education, supported by one integrated team

Make education accessible to all staff, from our most junior students to our most experienced leaders

Promote a culture that maximises the learning opportunities for staff and students across all sectors and services

Provide access to equitable, high-quality support for all learners, aligned with current education programmes. Plus, ensuring adequate preparation for future healthcare careers

Maximise the passion, expertise, strengths and commitment of the education infrastructure and wider partnership networks

Provide essential education, training, support and services to benefit the whole of the Hereford community









Artist's impression of the new simulation suite



# 4. Outline Assessment of Benefits

The benefits this crucial project intends to deliver are:

## Quality

- State-of-the-art teaching facilities
- State-of-the-art Knowledge & Library Services open 24/7
- Equipping the workforce to improve patient care
- Attractive learning environment

## Workforce

- Preparing & upskilling the workforce with the correct skills to meet the organisational & role requirements
- Developing staff into new roles and developing competencies to work at top of licence
- Enhancing our ability to recruit staff & retain them locally

## Operational

- Increased capacity for delivering multi-professional education
- Better utilisation of courses
- Freeing up current facilities for other users
- Enabling regional education providers to deliver locally to our staff

## Health & Wellbeing

- Space & facilities for wellbeing programmes for staff, to meet NHS requirements (for example, the Midlands Wellbeing Charter for Doctors)
- Responding to staff survey feedback, asking for space & facilities for staff to unwind
- Creating dedicated space, resources & facilities to offer inclusive community support, wellbeing programmes & education services for patients & carers in the local area

## Financial

- Capacity to generate income from external sources
- Capacity to increase income from HEE through the education contract
- Reducing unnecessary travel & associated expenses for staff

## Acceptability

- Wye Valley Trust (WVT) staff provided with a single, clinically adjacent location
- Strong support from our regional partner higher education institutions for an enhanced site at WVT for education





## Reputational

- Making our Trust an attractive organisation for potential students & staff to work & learn
- To lead & test new concepts for service & workforce as a trailblazer

## Strategic

- Supporting our strategic, annual objectives, along with our workforce & estates strategies






## 5. Next Steps...

It is proposed that the next steps are to:

- + Commission an architect
- + Identify & approach potential funders
- + Develop an Outline Business Case (OBC)







Junior doctor numbers will increase from 42 to 66 for the most junior Foundation Doctors over the next 3 years. In that time frame we will also increase the more senior trainees from 54 to 68

In 2019 we had 85 apprenticeships, we now have 133 and expect this to continue to grow

In the last 2 years we have increased our physio students from 36 to 64 and occupational therapy students from 21 to 35 per year

In 2022 we are training 400 student nurses and midwives, an increase of 24% from the previous year

Medical student numbers will increase from 132 per year to 305 per year over the next 5 years





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**NHS Trust**

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A teal banner at the bottom of the page. On the left side, there is a photograph of several hands of different ages and skin tones being held together in a supportive grip. The rest of the banner is a solid teal color with white text.

**NOTE:** The pictures used in this document are  
artist's impressions of the new building