



BRUNEL PARTNERS
ACADEMIC CENTRE FOR
HEALTH SCIENCES

2021/22 DELIVERY PLAN

Workstream: Research
Lead: Dr Cherry Kilbride - Research Director - BPACHS

Objective: Build, enhance and strengthen a positive research culture and build research capacity in a way that is sustainable

Support from partners: To raise awareness of research activity and opportunities, to provide permission / create time for staff to get involved, to advise on the research needs of the organisation and to facilitate access to space/staff/ideas for students and academics as required.

Focus area	Actions	Outcomes
<p>Provide NHS staff with access to university-based people who can support research, development and change in practice</p>	<ul style="list-style-type: none"> • Establish a sustainable mentorship network for staff who wish to be research active/provide mentorship opportunities for staff • Create research support networks e.g. collaborative monthly network for rehab staff in CNWL in conjunction with academic geriatrician at St Pancras • To have ‘drop in’ sessions to create space for discussion and idea generation for how to embed clinical research evidence into practice • Joint research/service evaluation projects for pre reg MSc students, NHS staff and supervised by a Brunel academic • To provide support for conference submissions /writing reports/papers for publication and grant applications as required. • To support the establishment /delivery of journal clubs 	<ul style="list-style-type: none"> • Increased number of staff receiving mentorship. • Regular research support networks set up within each partner trust that wishes to have one • Bi-monthly research drop in sessions established in each trust that wishes to have one • Number of collaborative research projects underway and completed • Number of paper submissions, grant applications submitted and awarded • Number of journal clubs established and meeting regularly
<p>Enable staff to access to training and development opportunities</p>	<ul style="list-style-type: none"> • To identify research training needs (i.e. utilise the ‘Shaping Better Practice Through Research: A practitioner Framework’) which will inform the future development of a research training virtual package 	<ul style="list-style-type: none"> • Report delivered identifying needs and areas of training required

	<ul style="list-style-type: none"> • To promote the awareness of research engagement opportunities/ internships (local and NIHR) and other research training opportunities • Continue to promote and facilitate the use of secondments as research assistants on projects at Brunel • Promote creation of Starter Grants that are available for CNWL across the BPACHS patch • Increase creation and delivery of clinical research placements across the patch, building on some examples of successful research placements during covid. London HEE are very keen as are professional bodies to develop these placements. • Provide opportunities for staff to participate in research activities i.e. as a research site or participant identification centre • Continue with circulation of research related CPD type activities including access to university seminars, availability of research grants etc, regardless of provider. 	<ul style="list-style-type: none"> • Partners making use of internship opportunities and staff feel enabled to engage in research • Successful completion of two current secondment. Secondees to present to Trust staff about experiences and learning • Starter grant programme set up with process in place for staff to apply • Increased number of clinical research hybrid placements across the partnership • Amount of collaborative research activity underway. • Partners are aware of research opportunities in advance to enable them to participate
<p>Foster support and change at the organisational level as necessary</p>	<ul style="list-style-type: none"> • Undertake R&D readiness survey (R&D culture index) across the 3 BPACHS partner Trusts (initial focus on AHPs) in conjunction with an identified project lead/team in each Trust • To engage with organisational leaders to help promote the necessary organisational structures to help promote a positive research culture. • Promote the building of research as everyday activity by including in work plans and appraisals at all levels (if not already), starting by targeting people who want 	<ul style="list-style-type: none"> • Leads identified from each partner organisation and readiness survey complete • Action plan developed for each organisation • Improved awareness of research and staff feel empowered to engage in research activity

	<p>to be research active, with aspirations to normalise research activity across the board.</p> <ul style="list-style-type: none">• Development of generic data sharing agreement to facilitate research projects and service evaluations across partners. Simplifying the process whilst ensuring all necessary protections are in place. Specific data requirements will be specified for each project through a specific Data Protection Impact Assessment.	<ul style="list-style-type: none">• Research (all forms from audit, case studies as well as is embedded as part of business as usual activity for staff• All staff have a greater awareness and understanding of research and are confident to participate
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Workstream: Innovation and Digital
Lead: James Ross – BPACHS Director

Objective: Identify opportunities for innovation and facilitate collaboration between partners to develop projects from concept to commercialisation

Support from partners:

Focus area	Actions	Outcomes
Design4Health	<ul style="list-style-type: none"> Support partners to participate in the Design4Health programme and support the programme to deliver high quality solutions to issues raised by partners. Facilitate commercialisation of prototypes into real world products as required 	<ul style="list-style-type: none"> Number of collaborative D4H projects underway Number of prototypes developed Number of products commercialised
Intern placements	<ul style="list-style-type: none"> Provide opportunities for intern roles within Trust departments filled by University students or graduates 	<ul style="list-style-type: none"> Number of intern roles across the partnership
Innovation links	<ul style="list-style-type: none"> Establish links between SME's and Trusts to allow exploration of innovations developed by industry and explore opportunities for Trusts to test and develop solutions in partnership with SME's, ensuring partner Trusts are able to preferentially benefit from such relationships 	<ul style="list-style-type: none"> Number of relationships explored Number of relevant opportunities offered across the partnership
Student projects	<ul style="list-style-type: none"> Establish processes between University departments and partner organisations for development of "real world" student projects at UG and PG levels. Develop further process for developing projects into full solutions where appropriate and support commercialisation of solutions as required. 	<ul style="list-style-type: none"> Number of student projects underway Number of projects taken through to commercialisation

Workstream: Workforce Lead: GH		
Objective:		
Support from partners:		
Focus area	Actions	Outcomes
Workforce Planning	<ul style="list-style-type: none"> • Embed new and existing apprenticeship programmes to upskill current staff and aid recruit of new staff to meet the long term needs of the local NHS workforce. • Identify and pursue widening participation opportunities to work with schools and further education colleges to provide a direct pathway for local people to work in the NHS. 	<ul style="list-style-type: none"> • No of students enrolled on Brunel apprenticeship programmes from NHS partner trusts • No of new staff recruited to new apprenticeships roles • No of internships • No of work experience placements • No of Brunel students that go on to be employed by partners • No of young people studying healthcare related courses at local FE colleges that go on to work in partner organisations
Training and Development	<ul style="list-style-type: none"> • To provide staff with opportunities for career progression, specifically with short modules and CPD that can enhance their current skills and allow them to contribute to the workforce quickly • Develop a full understanding of the gaps in education and training provision required by Partners and identify potential for fully funded opportunities, joint procurement and reciprocal provision. • Develop management through provision of MBA scholarships 	<ul style="list-style-type: none"> • No of short courses developed and available to NHS staff • No of staff attending CPD training through the partnership • No of MBA scholarships taken by partner staff

Workstream: QI
Lead: MH

Objective: Enable organisations to share learning across the partnership through increased awareness of ongoing QI activity and development of evaluation skills for staff

Support from partners: To advise on contact details for QI teams and to agree the process for sharing of QI activity. To allow staff to participate in sharing their projects and to enable staff to undertake training if requested.

Focus area	Actions	Outcomes
QI Sharing	<ul style="list-style-type: none">• Establish process for regular sharing of QI activity across the partnership	<ul style="list-style-type: none">• Increased awareness of ongoing activity• Organisations are able to learn from others successes / failures
QI Evaluation	<ul style="list-style-type: none">• Utilise Brunel's expertise to develop CPD accredited training on Assessment and Evaluation tools and techniques, with a particular focus on QI Projects undertaken by clinical staff	<ul style="list-style-type: none">• More staff confident to undertake QI projects within their organisations