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# Fairer Health for All Leadership Mapping Pack



# Introduction

This Landscape Mapping Pack contains the high level mapping that we have undertaken as part of the scoping phase of the Fairer Health for All (FHFA) Leadership Approach work. It contains three sections:

## Current Leadership Offers

A summary of the relevant leadership programmes and offers we have learnt about through our scoping phase. We know that this will never be the full picture. We have shown which principles of the FHFA principles the programmes support.

## Future Leadership Offers and Spaces

The offers and approaches outlined are all starting in the Autumn of 2023 onwards and are potential spaces for us to feed in learning and learn from in terms of FHFA Leadership.

## Networks and Communities of Practice for System Change

We have summarised at a high level the networks, forums, panels, communities of practice etc. that we have discovered through our initial insight gathering. All the spaces shared are GM based and cover all ten localities. We have split this into three groups to aid discussions.



## The three groups are:

1. System – spaces where the system comes together to focus on system transformation and change.
2. Shared – spaces that bring together communities and those working in the formal system to address shared challenges.
3. Community – spaces led and owned by the community that either focus on a specific topic or are focused on challenging the system to be a do differently.

## There are several points to bear in mind to get the most out of this section:

- This is the fullest picture we can show now and know three will be gaps.
- We are still undertaking conversations and expect this mapping to be updated particularly in respect of social care, housing and the start well agendas.
- All the mapping has come from a system perspective. We will be exploring the community insights as part of co-design.
- We have mapped a limited number of national programmes where there are no locally commissioned offers e.g., for sustainability leadership or they are large high profile national programmes that can be accessed as part of free offers.



| <b>Offer</b>                                                           | <b>Audience</b>                                                                                  | <b>Commissioner</b>                                                           | <b>Provider</b>                       | <b>When</b>   | <b>FHfA Principles Supported by this Offer</b>                                 |
|------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|---------------------------------------|---------------|--------------------------------------------------------------------------------|
| <a href="#"><u>Coaching and Mentoring Hub</u></a>                      | North West NHS Leaders                                                                           | North West NHS Leaders                                                        | NHS North West Leadership Academy     | 2009 on wards | Representation                                                                 |
| <a href="#"><u>Collaborative Masterclasses</u></a>                     | System leaders across the North West                                                             | NW NHS Leadership Academy<br>North West Employers<br>NW ADASS<br>AQUA<br>MIAA | Various                               | 2016 onwards  | People Power<br>Representation<br>Health creating places.                      |
| <a href="#"><u>Citizen Leadership Resource</u></a>                     | Localities as a way of working with local communities to influence the health and care landscape | NHS North West Leadership Academy                                             | Collaborate Out Loud CIC              | 2019 onwards  | People Power<br>Representation<br>Health creating places.                      |
| <a href="#"><u>GM Moving System Leadership Approach</u></a>            | All leaders who want to support everyone to move more                                            | GM Moving                                                                     | Led by Macc with a range of providers | 2020 onwards  | People Power<br>Representation                                                 |
| <a href="#"><u>Inclusive Leadership</u></a>                            | Leaders across GM                                                                                | GMHSCP                                                                        | GMHSCP                                | 2020 onwards  | People Power<br>Fairer Health for All is everyone's business<br>Representation |
| <a href="#"><u>GM Active Transformational Leadership Programme</u></a> | Leaders working in the 12 member organisations across GM                                         | Greater Spory and GM Active                                                   | Future Fit Training                   | 2021 onwards  | People Power<br>Proportional Universalism<br>Health creating places.           |
| <a href="#"><u>GM Leadership Hive</u></a>                              | Business owners across GM                                                                        | The Growth Hub                                                                | Various                               | 2022 onwards  | Health creating places.                                                        |

|                                                                |                                                        |                                   |                      |                        |                                                                                                             |
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| <a href="#"><u>VCSE Workforce development Project</u></a>      | VCSE organisations across GM                           | GN Workforce Collaborative Funded | 10GM                 | 2023 onwards           | People Power<br>Proportional Universalism<br>Representation<br>Health creating places.                      |
| <a href="#"><u>Aspiring Executive Leadership Programme</u></a> | Aspiring Local Government Exec Directors in North West | North West Employers              | North West Employers | September 2023 onwards | People Power<br>Representation                                                                              |
| <a href="#"><u>Equalities CPD Development Programme</u></a>    | Leaders across Greater Manchester                      | NHS Greater Manchester            | Salford University   | 2023 onwards           | People Power<br>Proportional Universalism<br>Fairer Health for All is everyone's business<br>Representation |
| <a href="#"><u>Leadership for Inclusion Masterclasses</u></a>  | Leaders across Greater Manchester                      | NHS Greater Manchester            | Various              | 2023 onwards           | People Power<br>Representation<br>Health creating places.                                                   |



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| <a href="#">Progressing PCNs<br/>The Greater Manchester<br/>PCN development offer for<br/>senior leaders</a> | PCN Clinical Directors                                                                | GM Primary Care<br>Provider Board | NHS Confederation                         | 2023 onwards | Proportional Universalism<br>Representation                                                                                  |
| <a href="#">Primary Care Training Hub</a>                                                                    | Primary care Leaders                                                                  | GM GP Federation                  | Various                                   | Ongoing      | Representation                                                                                                               |
| <a href="#">Rekindle Supplementary<br/>School</a>                                                            | Young People Aged<br>11-16                                                            | Rekindle                          | Rekindle                                  | 2020 onwards | People Power<br>Universalism<br>Fairer Health for All is<br>everyone's business<br>Representation<br>Health creating places. |
| <a href="#">Developing Clinical Leaders</a>                                                                  | Clinical leaders                                                                      | AQuA                              | AQuA                                      | 2023 onwards | Proportional Universalism<br>Representation                                                                                  |
| <a href="#">Leading Integrated Teams</a>                                                                     | Leaders of<br>multidisciplinary teams                                                 | AQuA                              | Affina Organisation<br>Development        | 2023 onwards | Representation                                                                                                               |
| <a href="#">Lead Positive Programme</a>                                                                      | BAME Leaders                                                                          | NHS North Leadership<br>Academy   | BAME to Boardroom<br>The Equality Academy | Ongoing      | Representation<br>Health creating places.                                                                                    |
| <a href="#">GM Leadership Plus</a>                                                                           | Cross-sector leaders<br>working at place level,<br>on the journey toward<br>top roles | GM leadership Plus                | GM Leadership Plus                        | Ongoing      | Health creating places.                                                                                                      |
| <a href="#">Civic Leadership<br/>Programme – We lead for<br/>legacy</a>                                      | BAME Community<br>Leaders                                                             | GMCA                              | She leads for legacy                      | 2023 onwards | People Power<br>Representation<br>Health creating places.                                                                    |

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| <a href="#">Cycle and Stride for Active Lives: The leaders' programme</a> | Community Leaders                                             | TFGM                                  | Unknown                           | 2023         | People Power<br>Representation<br>Health creating places.   |
| Health Equality Champions Programme                                       | Leaders who want to champion equity in elective care recovery | NHS Greater Manchester                | NHS Greater Manchester            | 2023         | Proportional Universalism<br>Representation                 |
| <a href="#">The Roots Collective</a>                                      | Youth leaders across GM                                       | Lankelly Chase System Changers Funded | The Roots Collective              | 2021 onwards | People Power<br>Representation<br>Health creating places.   |
| Integrated Care Collaborative Offer                                       | Integrated Care Directors                                     | NHS North West Leadership Academy     | North West Employers              | 2023         | Health creating places.                                     |
| NHS North West Leadership Academy ICS Development Support                 | ICS leadership Teams                                          | NHS North West Leadership Academy     | NHS North West Leadership Academy | Ongoing      | Representation<br>Health creating places.                   |
| Equalities Education Literacy Programme                                   | Greater Manchester Leaders in health and care                 | GM HSCP                               | Unknown                           | 2023 onwards | People Power<br>Proportional Universalism<br>Representation |
| Qualities Professional Development Programme                              | Current and future equalities professionals                   | GM HSCP                               | Unknown                           | 2023 onwards | People Power<br>Proportional Universalism<br>Representation |

|                                                                                     |                                                         |                                      |                                                   |              |                                                                                                             |
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| NHS North West Leadership Academy PCN Leadership Offers                             | Primary Care Leaders                                    | NHS North West Leadership Academy    | NHS North West Leadership Academy                 | Ongoing      | People Power<br>Proportional Universalism<br>Fairer Health for All is everyone's business<br>Representation |
| <a href="#">Making Every Adult Matter System Leadership</a>                         | Leaders tackling multiple disadvantage                  | Making Every Adult Matter            | Making Every Adult Matter and Changing Futures GM | 2023 onwards | People Power<br>Proportional Universalism<br>Representation                                                 |
| <a href="#">BAME leadership</a>                                                     | BAME leaders in GM Housing Providers                    | Greater Manchester Housing Providers | Unknown                                           | Ongoing      | People Power<br>Representation                                                                              |
| Leadership Development for Youth and Play Workers                                   | Youth and play workers                                  | GM Moving                            | TBC                                               | 2023 - 2025  | People Power<br>Representation                                                                              |
| Together Fund Leadership and Resilience Programme                                   | Grantees from the Together Fund                         | GM Moving                            | TBC                                               | 2023 - 2025  | People Power<br>Representation                                                                              |
| VCSE Leadership                                                                     | VCSE leaders who see movement as a priority             | GM Moving                            | TBC                                               | 2023 - 2025  | People Power<br>Representation                                                                              |
| <a href="#">NHS Leadership Academy - Leading for Systems Change</a>                 | Cross sector teams from localities (National programme) | NHS Leadership Academy               | NHS Leadership Academy                            | Unknown      | People Power<br>Representation                                                                              |
| <a href="#">Foundations in System Leadership: collaborating for health and care</a> | NHS, Local Authority and VCSE Sector                    | NHS Leadership Academy               | NHS Leadership Academy                            | Ongoing      | Representation                                                                                              |

|                                                                                                                 |                              |                                   |                                   |              |                         |
|-----------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------------------|-----------------------------------|--------------|-------------------------|
| <a href="#">Centre for Sustainable Healthcare – Public Health Leadership for Sustainability</a>                 | Public health professionals  | Centre for Sustainable Healthcare | Centre for Sustainable Healthcare | Unknown      | Health creating places. |
| <a href="#">Centre for sustainable healthcare - Board Level Net Zero Leadership Training</a>                    | Board level leaders          | Centre for Sustainable Healthcare | Centre for Sustainable Healthcare | Unknown      | Health creating places. |
| <a href="#">NHS Leadership Academy – Sustainable Leadership for Greener Health and Care</a>                     | New and aspiring NHS Leaders | NHS Leadership Academy            | NHS Leadership Academy            | Unknown      | Health creating places. |
| <a href="#">Leading Anchor Organisations: Leadership Review – Leading and Leadership in Anchor Institutions</a> | NHS Leaders                  | NH NW Leadership Academy          | CLES                              | October 2023 | Health creating places. |

2. Resilience and leadership development for organisations that have received grants from the Together Fund. Moving beyond distributing grants to deliver projects, and investing in the workforce so they can share what they have learnt about recognising and reducing inequalities and influence wider

3. VCSE Leadership. Not sure about this one yet, but 39% of 17,000 VCSE organisations say that activity and movement is one of their top four priorities.

Key



– GM Programmes



– National Programmes

## Future Leadership Offers and Spaces

| Offer                                                                                                 | Audience                                            | Commissioner                                        | Provider        | When                |
|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------|---------------------|
| GM Moving Test and Learn Sites x 2                                                                    | Locality based system leaders                       | Greater Sport                                       | Unknown         | 2023 onwards        |
| GM Community Leadership Test Sites x 2                                                                | Bury and Wigan Community Leaders                    | 10GM                                                | Unknown         | 2023 onwards        |
| Live Well Accelerator Sites                                                                           | Salford<br>Oldham<br>Tameside<br>Bolton<br>Rochdale | Live Provider                                       | Unknown         | 2023 onwards        |
| System Shifting Leadership                                                                            | System leaders across all GM sectors                | GM Combined Authority                               | Innovation Unit | Summer 2023 onwards |
| System Shifting Coaching Offer                                                                        | System leaders across all GM sectors                | Good Lives GM<br>GM Moving<br>Fairer health for All | Innovation Unit | Autumn 2023 onwards |
| Improving Population Health and tackling inequalities in complex systems: An action learning approach | Senior leaders working in Integrated Care Systems   | NHS GM Population Health Team                       | TBC             | Autumn 2023 onwards |
| Carnall Farrar System Leadership                                                                      | NS GM Senior Leaders                                | NHS GM                                              | Carnall Farrer  | Autumn 2023         |
| Creative Health leadership Programme                                                                  | Social prescribers                                  | NHS GM Creative health team                         | TBC             | 2023 onwards        |

# Networks and Communities of Practice for System Change

## System

Inclusion staff network  
NED Network  
NHS Chairs Network  
NHS CEO Network  
NHS HRD Network  
Elected members portfolio networks  
Place based directors' network  
GM Public Health Workforce Strategy Group  
Anchor Learning Network  
NW Organisational Development Network  
New Ways of Working in Neighbourhoods  
Early Help Community of Practice  
GM Frontline Voice Collaborative (Multiple Disadvantage)  
Greater Sport Commitment to Inclusion Community of Learning  
Sport Volunteering Community of Practice  
Greater Sport Enabling Active Lives Forum  
Transformation of leisure centres: Strategy development (Pivot to wellbeing)  
OD Rocks  
GM Race Intelligence Hub  
Live Well Learning Networks  
GM VCSE Hospital Discharge Alliance



## Shared

ARC Public Involvement Panel  
ARC Young People's Panel  
ARC Ageing Panel  
ARC BAME Panel  
Be Vocal about Research Panel#  
Action Network - Food security  
GM Race panel  
Homelessness Action Network  
GM Independent Mental Health Network  
GM Equality Alliance (GM=EqAl)  
GM Third Sector Research Network  
GM Autism Consortium  
GM Coalition of Disabled People  
GM Older Peoples' Network  
GM Welfare Rights Advisers Group  
GM 100  
Digital Inclusion Action Network  
Real Living Wage Action Network  
Women with Unmet Needs System Change Group  
LGBTQ+ Inclusion Community of Learning  
Learning Cycle (Homelessness)  
Community engagement / coproduction in cycling, wheeling and walking  
Women's Health CoP (FHfA)  
Housing First Coproduction Network  
ICS GM Research Engagement Network

## Community

Lankelly Chase System Changers  
GM Systemic Action Research Group  
The Great Northern Weave  
GM BAME Social Enterprise Network  
Greater Manchester BAME Network  
Elephants Trail Network  
Lived Experience Forum (Changing Futures)  
GM Jokes Legislative theatre Action network  
Our Agency – Multiple disadvantage



# Get in touch

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