

Strategy 2022–2027

The overarching strategic aim of the Education, Research and Innovation Directorate is to ensure that **we have a workforce that is prepared to work in the ever-changing NHS.**

Our Mission

To work in partnership to improve people’s health and wellbeing through innovative healthcare that is supported by excellence in education and research

Our Vision

To be nationally recognised as an outstanding provider of innovative, high-quality education and research in support of safe, personal and effective care for all

Our Objectives

To provide excellent education, training and learning opportunities to support the current and future workforce in delivering the best care for our patients

To work with system partners to integrate research activity into all areas of ELHT for the benefit of our patients and colleges

To be recognised across the region as an exemplar site for the development and adoption of innovative practice within healthcare through greater collaboration with local and regional partners

Our People

- Educated, trained and skilled to deliver safe, efficient and effective care to meet the multiple healthcare needs of the local population
- Research active
- Supportive of and involved in innovation, improvement and adopting new technology and ways of working

Education

- Develop a competent, capable, caring and sustainable workforce with equal opportunities for all
- Provide excellent education and training opportunities for the future workforce
- Support and empower educators, trainers, mentors and supervisors
- Provide high quality learning environments with a culture for lifelong learning
- Develop excellence in patient safety training through simulation
- Ensure effective governance for all education and maximise our use of resources and funding to support delivery of the education plan
- Work in partnership to lead the education agenda forwards, utilising a system wide approach

Research

- Increase patient, carer and wider stakeholder involvement in our research activity, to identify needed interventions and support effective implementation
- Support the development of our workforce to actively seek out the best evidence to help improve outcomes and experiences for people, including patients and carers
- Raise research awareness and further a culture of enquiry and critical thinking to engage colleagues in the trust’s research agenda
- Enable effective leadership and create a supportive infrastructure with good collaboration which will provide access to resources, training and research opportunities for all
- Strengthen our existing and develop new partnerships to further enhance and develop our areas of clinical research for patient benefit
- Develop our organisational systems

Innovation

- Investment in colleagues, patients and carers to develop and foster an innovation culture
- Investment in our infrastructure to support our innovative practices
- Greater collaboration with innovation agencies and organisations, and as a result, increased work with local and regional business partners



Safe | Personal | Effective

Performance Measures

- Education and training data including national surveys and evaluation
- Career Development Pathways
- National Staff Survey
- NHSE/I Self-Assessment Report and Library Quality Improvement Framework
- Accreditation of training programmes
- Minutes and agenda items of ICB, PCB meetings
- Increase in research capacity, activity, grant applications and income
- Increase in public and patient involvement in research
- Good Clinical Practice Training Data
- Development of a core Innovation team and champions
- Increase innovation activity and related funding annually
- Increased membership of ICS and national innovation groups