



July 2016

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## Dear Supporter

Summer is here! Sort of.....

### Our Customer numbers are increasing

As the number of organisations we work with is increasing so does the number of people we are able to support; doctors; dentists; engineers and teachers all keen to utilise their skills in the UK. We will continue to work with individuals with our unique offering but we want to speed up improving social mobility for people from excluded communities hence the Growing Points Plus project.

### Growing Points Plus



We are still working with the Family Independence Initiative on setting up a programme to work with low income families in the UK . (FII.org). We are continuing our search for funding for this programme and if you know of an organisation who might help please contact Jane Rennie, the Director at [jane@growingpoints.co.uk](mailto:jane@growingpoints.co.uk)

*There is good evidence that this self help approach works. Consistently, average incomes increase by more than 20% within two years of enrolment. Household savings go up, debt goes down and children do better at school. (FII Newsletter November 2015)*

### Update on Hidden Talents



### The project has gone live!

The chronic shortage of nurses in the NHS is well documented and for a variety of reasons including less training places and more exacting standards of care set by NHS England in the light of high death rates and poor quality particularly for elderly people. NHS Trusts continue to go abroad to the EU and beyond eg the Philippines – in 2013/14 there were at least 96 such trips aboard compared to 27 in 2012/13 and just 11 the year before that.

As with all complex issues there are a range of solutions but Growing Points Leeds Hospitals NHS Trust and the City of Sanctuary Leeds to address recruitment issues by “growing their own”.

### What Growing Points found

Growing Points' mission is to achieve the ambitions of people from excluded communities. Not all, but a majority of their customers are refugees with ambition. The Charity helps them by networking them into people and organisations who can make their dreams come true. Talented volunteer Guardians take responsibility for this work and are always needed to create opportunities and solutions for



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customers who have vastly differing needs. All customers are referred by organisations who “spot” people they think might benefit from working with Growing Points and the City of Sanctuary in Leeds is one of these.....Growing Points noticed a number of women being referred who had qualifications in Nursing but were unable to use them here or wanted to work in the caring profession so the Charity wrote to Leeds Teaching Hospital to see if they could help. Growing points asked specifically if the Trust could offer their customers training (if Health Education England came up with some funding)and could perhaps offer to employ them at the same time to provide an income. Growing Points would as part of the proposition offer trainees support eg helping with application or having existing qualifications translated

“The people that Growing Points encounter are the tip of the iceberg; in view of the shortage of nurses in the UK this seems an important source to tap....”

## **What happened next?**

Leeds Hospital Trust and Health Education England (HEE) agreed to meet Growing Points and both saw the need for, and were keen to support, a pilot Project on a 2 year basis. The referring organisation at Leeds City of Sanctuary produced not 6 but 11 refugee candidates for the programme. Of these candidates 6 were offered places on a one year Clinical Support Worker training programme and one was offered a role as a clinical support worker directly. It is interesting to note that the success rate was higher than that on an average recruitment drive for posts of this nature. It is envisaged that the trainees will continue to work in the Trust and realise their ambition to be nurses in the longer term.

The aim now is to repeat this exercise in Sheffield starting in the Autumn and it is hoped that this model could be adopted more widely and get on a more secure footing with national funding identified. Leeds NHS Trust is going to run another recruitment exercise once Growing Points and City of Sanctuary have identified a critical mass of new applicants.



*Dick Stockford at the AGM for City of Sanctuary, 15 July 2016*

## **Lessons Learned from Hidden Talents**

Refugees are extremely resilient and have great determination and ambition. They want to contribute to their community and are a valuable source of Hidden Talent for the NHS. Trusts need to look closer to home for solutions.

Partnership working between the Trust, City of Sanctuary and Growing Points was vital to ensure that the candidates were well prepared for applying for their places and it will continue to be important throughout the training period. Refugees are sometimes diffident about raising issues and need to be encouraged to identify them early before they become problematic.

The referring organisation plays a huge part in identifying suitable candidates for the local Trust. Refugees for many reasons might not be



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confident enough to put themselves forward for this type of role.

The Trust could see how the principles of this project could transfer to recruitment for other roles ie recruitment drives for housekeeping or maintenance staff.

The funding from the HEE has enabled the Trust to run a number of invaluable workshops for the candidates eg to allow them to become familiar with NHS Jobs, the requisite english and maths tests; and how the recruitment will be organised.

***If you work in a Trust and want to know more about this please contact Jane Rennie [jane@growingpoints.co.uk](mailto:jane@growingpoints.co.uk)***

## **Growing Points Associates**

We have set up an award for customers who have been successful in achieving some or all of their ambitions and who are excellent role models for others. We also hope they will contribute to the work of Growing Points in the future. We have identified two candidates and we will report on that in our next newsletter..

## **Guardians**

We are always looking for more Guardians as our customer base increases! Guardians share their professional networks with customers giving them opportunities they would never normally be offered. Here is a comment from Deidre one of our Guardians:

*"I just want to thank you for getting me involved in such a fantastic project at Leeds, with all those inspiring women! From a selfish point of view, it was just the right thing at the right time for me, and I really feel very privileged to be involved, after you have done the groundwork of setting it all up. A very*

*exciting project, and I shall enjoy being part of it as it progresses."*

**Contact [jane@growingpoints.co.uk](mailto:jane@growingpoints.co.uk) if you want to get involved!**

## **Thanks.....**

to the Rotary Club in Leeds who generously donated £300 towards the purchase of laptops for the women who were successful in our Hidden Talents Project.

## **Goodbye and Hello**

Welcome to Geraldine Clark and Jane Rennie who have recently been appointed as Trustees of Growing Points. Jane Rennie is the Director and Geraldine is also a Guardian.



***New Trustee and Guardian Geraldine Clark***

We say Goodbye to Paula Furnival and Joshua Fabian Millar who have resigned as Trustees due to increasing commitments in their day jobs. We are very grateful to them for their respective contributions to the important work that we do.