



THE HUB PLUS DERBYSHIRE

**End of Year Report
2025 - 2026**





Hub Plus Derbyshire End of Year Summary 2025/26

Key achievements at a glance

100%

Practices engaged with training, development and support services

1,215

Individuals accessing live training sessions during QUEST PLT

181

Training sessions, reaching 3,362 delegates

91%

Consistently high training feedback

Student Placements

27 student placements across 17 practices and 5 roles

Apprenticeships

21 apprenticeships started with 44 enquiries

Coaching

62 individuals accessed mentoring/coaching totalling 250+hours

- 314 staff engaged in face-to-face wellbeing activity
- Workforce retention strengthened through coaching, mentoring and Early Practice Support Scheme.
- 77% completion rate for New to Practice (GPs & nurses)
- Fellowship programmes creating innovation capacity in priority areas.
- 9 fellows recruited with further cohorts planned
- Significant expansion of digital learning access.
- Contributing to neighbourhood readiness

Summary

During 2025/26, Hub Plus Derbyshire delivered practical, high-impact training, workforce development and support programmes aligned to national and local system priorities. The service demonstrated strong value for money, with recent NHS benchmarking identifying national training hub delivery at £71.31 per unit compared with an average of £646.35 per unit in secondary care.

Across the year, Hub Plus strengthened engagement with every general practice, expanded access to training and development, enhanced retention support, and progressed initiatives that build future workforce supply. The work has created a strong platform for continued improvement in workforce experience, resilience and patient care outcomes contributing to neighbourhood readiness.



Reconnecting – Workforce Experience, Culture and Retention

Equality, Diversity and Inclusion

Progress has focused on embedding inclusive leadership and improving workforce insight through enhanced data collection. The Inclusive Leadership pilot successfully engaged 32 participants, with ongoing support and growing engagement. The REACH network highlighted challenges in uptake, leading to a strategic pause and redesign to improve accessibility and impact.

Mentoring and Coaching

The service has significantly expanded, supporting 62 individuals across career development and leadership challenges. Coaching has been embedded across leadership programmes, with improved confidence scores and 80% of participants indicating intent to remain in Derbyshire General Practice with a average service rating of 4.7 out of 5.

"It relit my passion for my job, it gave me hope that there are people who are trying to make things better, alongside the mentoring." [Mentee]

"I've got 10 years until I retire but I was looking to leave, now I'm not, even if I do scale back before I retire It's restored my love of my job and given me more strings to my bow, more confidence to do other things, more contacts – I just need to know who to ask." [Fellow/Mentee]

People Promise

Strengthening workforce engagement and awareness, with sponsorship from GPPB. Full system engagement was achieved, with all practices connecting with the Hub Plus. Six **Voices in Practice listening events** generated actionable insights on workforce experience, directly informing programme design and delivery. Awareness of Hub Plus and the People Promise principles has increased through targeted engagement and workforce recognition initiatives, including **long service awards celebrating more than 200 recipients**, LGBTQ+ awareness and health sessions that have helped promote inclusion, wellbeing, and staff engagement across the system.

Wellbeing

Wellbeing provision has continued to reach staff through workshops, champion networks, and resources. 314 staff engaged across activities, with a strong wellbeing score (4.6/5). Delivery has adapted to operational pressures, with a shift in content delivery and increased focus on embedding wellbeing into wider communications.

Freedom to Speak Up

Focus has been on rebuilding awareness and strengthening networks, with the support and sponsorship of both DDLMC and GPPB. The number of **Speak-Up Champions increased from 16 to 29, while large-scale awareness activity reached over 500 staff in Q4**. This engagement has helped clarify the role of the service and its routes for access and support, contributing to fewer active cases while strengthening staff understanding, confidence, and visibility of the Freedom to Speak Up offer.

Career Conversations

Delivery has remained targeted, with 18 conversations completed and clear links to mentoring and coaching pathways. Work continues to increase uptake through improved marketing and development of a more refined single point of access model



Recruit, Retain, Train – Workforce Development and Pipeline

Non-Clinical Development Programme

Significant progress in programme design and demand validation, with 30 expressions of interest ahead of the pilot programme launch with delivery scheduled for 2026.

QUEST Programme

QUEST has been a major success, delivering large-scale, multi-role training with high satisfaction and engagement in addition to our weekly training and development programmes. Attendance has increased compared with pre-QUEST delivery, reaching 33% of the workforce and achieving full Primary Care Network participation, with strong demand for both clinical and non-clinical training.

Placements

Multiprofessional placement activity has expanded, delivering 27 placements across a growing number of practices and roles. Development of **Learning Environment Approval processes**, preparing sites and expanding multi professional placements with a neighbourhood lens. Strong collaboration with regional partners has strengthened capacity for future growth with the University of Derby aspirant medical students 'grow our own'.

New to Practice

The programme has transitioned into the **Early Practice Support Scheme (EPSS)**, maintaining strong completion rates (77%) and clear evidence of retention impact. Mentoring, peer support, and flexible CPD remain key strengths of the offer.

Educational Projects

A wide range of targeted programmes have been delivered, including suicide awareness, infant feeding, women's health and LARC training in line with Core20PLUS5. Engagement has been high across all PCNs, with consistently excellent feedback and increasing alignment to population health and ICB priorities.

Apprenticeships

Strong growth in apprenticeship uptake and engagement, with 21 starts and 11 different pathways accessed. Increasing interest in non-clinical apprenticeships reflects evolving workforce needs. Significant local levy spend demonstrates system investment in workforce development.

Education and Training

Delivered 181 training sessions, workshops and events, reaching **3,362 delegates** throughout the year. The learning management system has scaled significantly to more than 3,500 users. Education delivery continues to receive high feedback scores, with improvements in accessibility, digital provision and alignment to training needs analysis.

Bespoke Training

Individual team and practice/PCN bespoke training request have remained responsive to local need, with 19 requests received. Delivered sessions achieved high satisfaction (9.1/10), highlighting strong quality. For **every bespoke training delivery commissioned activity contributes to the sustainability of the Hub Plus model**, enabling reinvestment into wider workforce development, innovation and support programmes that benefit Derbyshire general practice.



Reform – Strategic Workforce

Fellowships

Fellowship programmes continue to support innovation and workforce retention, in key areas to **support local and national priorities** including population health, digital, quality improvement and neighbourhood working.

9 new fellows were recruited in 2025/26 with additional cohorts planned. Two-thirds of fellows see clear direct impact on patient care and fellows cite greater confidence and wellbeing leading to lower turnover, less burnout and better care.

“When I started [the fellowship] I was ready to jack it [the practice] in” [Fellow]

“The projects are bigger than just the practice. It’s nice to have time when you are supposed to be doing this, not just squeezed in around the day job, and where the time is intended for the project. Before doing this, spending an hour and a half in meetings felt hard to justify– this is a valid use of my time.” [Fellow]

Workforce Planning

Education Training Activity Plan (ETAP) submissions were completed, with strong engagement from PCNs through workforce planning conversations. A move towards more proactive, data-driven workforce planning is underway, with system-wide approaches planned for 2026.

Resilience – Leadership and Future Workforce

Leadership Development

Multi-professional leadership programmes have supported 51 individuals across range of roles, with our Partnership Development Programme, Practice Manager Induction and Every Voice Matters, identifying future leaders and supporting career progression. Coaching has been embedded into delivery, with clear outcomes building future leadership resilience in line with the NHS Leadership and Management framework.

“I’ve really enjoyed this programme and found it extremely useful for both my personal and professional development. I will be taking the skills I have learned with me in my future career.”
Aspiring Partner

“I was considering a transition from a clinical role into a managerial position, so I enrolled in the programme to build my knowledge and understanding... As a result of this experience, I now confident and prepared to make the move into management.” - Aspiring Practice Manager

Team Development Programme

Delivery has adapted to practice-level readiness, with programmes paused where necessary and integrated into wider system offers (e.g. social prescribing). Activity includes delivery to large cohorts and ongoing programmes across practices and PCNs.



System, Cluster Partnerships and Neighbourhood Development

System and Cluster Partnerships

This year has shown the **Hub Plus continuing to strengthen collaboration across Derbyshire and the wider Derbyshire, Lincolnshire and Nottinghamshire (DLN) footprint**, supporting a coordinated approach to workforce, organisational and service development. During 205/26, work has focused on aligning Training Hub priorities with broader community transformation ambitions, creating opportunities to link workforce development, leadership capability and neighbourhood delivery.

Partnership working with GPPB, Primary Care Networks, community providers, universities and local authorities has enabled the development of shared programmes that support prevention, population health and integrated models of care. **This collaborative approach has helped position workforce development as a key enabler of neighbourhood transformation rather than a standalone activity.**

Neighbourhood Development and Test-and-Learn Approaches

Recognising the national and local move towards neighbourhood working, **Hub Plus has supported the development of early test-and-learn approaches to neighbourhood delivery.** Activity has focused on understanding the workforce, leadership and organisational development conditions required for effective neighbourhood teams, while supporting local partners to explore new ways of working across organisational boundaries.

This work has helped establish a foundation for future neighbourhood development, bringing together learning from primary care, community services, local government, voluntary sector organisations and wider system partners.

Population Health, Prevention and Fellowship Programmes

Fellowship programmes have increasingly been aligned to system priorities, supporting innovation and capability building in areas such as population health management, digital transformation and neighbourhood working. The Population Health Fellow programme has created dedicated capacity to support the practical application of population health approaches within general practice and neighbourhood teams.

2025/26 has seen development of neighbourhood focused fellowships to embed neighbourhood ways of working, support local engagement and strengthen collaboration between professions, organisations and communities. These will be launched early 2026/27.

Social Prescribing and Community Partnership Development

Hub Plus has supported the **initiation of social prescribing and community-focused development projects** designed to strengthen connections between healthcare services, community assets and local populations. This work has complemented existing team development and workforce programmes by helping practices and PCNs explore more preventative, person-centred approaches to care. Our Social Prescribing Development Programme was launched towards the end of 2025/26, impact assessments will be published by end of March 2027.

Pharmacy, Prevention and Integrated Workforce Development

In Q4, working alongside the Pharmacy Faculty and Community Pharmacy colleagues, Hub Plus has supported the development of the **Designated Prescribing Practitioner (DPP)** project. The programme has explored new approaches to workforce development and multidisciplinary collaboration, helping strengthen relationships across professional groups and supporting greater integration of primary care services and strengthened the role of community pharmacy.

This work represents an important step in developing more coordinated workforce solutions that support population health improvement and neighbourhood-based care.

Patient Empowerment, Digital Literacy and Community Capability

A growing focus has been placed on patient empowerment and community capability through **public-facing fellowship projects** and collaborative initiatives with the University of Derby, Public Health colleagues and system insight teams.

Work has included exploring **building digital and AI literacy** amongst both patients and healthcare staff, alongside programmes designed to increase confidence in population health approaches. These initiatives support the longer-term ambition of enabling communities and professionals to make better use of data, technology and evidence to improve health outcomes and reduce inequalities.

Organisational Development and Culture

Hub Plus has continued to strengthen its role as a workforce, leadership and organisational development partner for Derbyshire General Practice. **Through Team Development, Inclusive Leadership, mentoring and coaching, and Voices in Practice engagement events, Hub Plus has supported practices and PCNs to build stronger teams, improve workplace culture and enhance staff experience.**

This work has increasingly extended beyond individual organisations to support collaboration across PCNs, clusters and emerging neighbourhoods, helping create the relationships, behaviours and leadership capability needed for integrated models of care. Subject to funding, organisational development will remain a key focus as Hub Plus continues to support culture change, workforce engagement, inclusive leadership and neighbourhood ways of working in 2026/27.

Key Aspirations for 2026 - 2027

In addition to our core workstreams, we will be focusing on;

1 Workforce planning at-scale

2 Supporting neighbourhood readiness with key partners

3 Expand health inequalities education through Communities of Practice, training, and development opportunities for both clinical and non-clinical staff.

4 Enhanced leadership offers

5 Supporting multidisciplinary neighbourhood teams through shared learning, leadership and workforce development

In a challenging financial environment, Hub Plus has continued to maximise value through collaborative commissioning, programme integration and partnership delivery.

We have also continued to review and internal costs and reduce or maintain wherever possible. Strategies include vacancy management, increase digital efficiencies to processes, and procure using value for money and return on investment measures. We have continued to deliver and re-invest in significant programmes that have utilised and upskilled local Derbyshire expertise for both sustainability and retention. This approach has enabled continuity for general practice while developing innovative models that can help the system respond to future workforce and service pressures.

The Hub Plus team would like to thank the General Practice workforce for their continued engagement with our programmes. These initiatives have been delivered through strong commissioning arrangements and collaborative partnerships with:

- NHS England Workforce, Training and Education (WT&E)
- NHS Derby and Derbyshire Integrated Care Board ICB
- Derbyshire County Council
- General Practice Provider Board
- Derby and Derbyshire Local Medical Committee
- Practices and Primary Care Networks (PCNs)
- University of Derby (student placements)
- Derbyshire Community Health Services and other system partners who have contributed directly to programme delivery