

NATIONAL FINANCE ACADEMY

PROGRAMME UPDATE AND 2022-23 PLAN

The National Finance Academy, chaired by Hardev Virdee, Group Chief Finance Officer at Barts Health NHS Trust ensures there is an inclusive, comprehensive, and structured training and development offer for all staff across England. The Academy works with partner organisations to act as a 'one stop shop' for finance staff to access training and development opportunities, helping to reduce duplication or confusion over the offerings. Its aim is to ensure that our people are nurtured and valued, work within inclusive cultures, have great support in place, and can access opportunities to help them to realise their potential.

PROGRAMME UPDATE

- 31 applications for Breaking Diversity Barriers development programme for under-represented groups in Band 7-8b roles. 22 accepted onto the programme.
- Going Beyond (8c+) now delivered across 4 regions (London, North, South, Midlands) with programme delivery from Dec 2021 until summer 2022.
- New NHS Finance Equality, Diversity and Inclusion Action Plan launched in Nov 2021 & has been very well received.
- The national EDI steering group has been re-established including revised membership with Jeff Buggle chairing the group – working with the I&D ambassadors' network and Sponsees to take EDI action plan forward
- 3 x online inclusion events delivered with excellent attendance and feedback
- The Sponsorship Programme has a thriving network of both Sponsees (199) and Sponsors (203), and both groups have had opportunities to access training from Feb 2022 on a variety of topics to help them navigate their working relationships successfully.
- Piloted CIMA 'Accelerated Programme' scheme for our networks. 15 participants currently on the programme and will be great to see them progress to full qualification within 12 months. Hoping to provide the same or similar schemes annually.
- 'Returning to work' programme and network established. New resource on Parental Leave for Line Managers produced and shared widely across networks. New e-module for this also developed for free use across our networks.
- Feb 2022 we launched and opened applications for our remaining suite of development programmes for all bands:
 - Career Shapers (2-4)
 - Career Developers (5&6)
 - Career Progressors (7-8b)Each programme oversubscribed - received over 250 applications across them all.
- Launched new NHS Finance competency framework in September 2021, which outlines all the technical and behavioural skills that will be needed in each stage of your career. The National Finance Leaders Talent Pool relaunched Feb 2022 and 24 applications were received. Shortlisting currently taking place.

DRAFT 2022-23 PROGRAMME PLAN

- Development of online finance curriculum – built into people’s profiles on the ONF website and will outline all training and development opportunities available to the finance community, linked to the areas in the competencies where they need to develop; to aid with appraisals, PDPs, and outlining career goals
- Insights and experience placements for young people from disadvantaged backgrounds – London pilot
- First time in-post CFO development programme – October 2022
- Regional Finance Academy Boards established July 2022
- Continued support and development opportunities for The Sponsorship Programme networks:
 - Sponsorship Summit, September 2022 – bringing the networks and prospective Sponsors and Sponsees together for networking and learning
 - Further Sponsee and Sponsor training and workshops
- Talent Management Strategy and Framework – event with KPMG in July 2022 with new steering group set up for developments
- Going Beyond Cohort 2 (London Cohort 3) – applications open September 2022
- Breaking Diversity Barriers Cohort 3 – applications open October 2022
- Cohort 2 of Career Shapers, Career Developers, Career Progressors– applications open November 2022, delivery from January 2023
- CFO retreat – 2-day development and networking event, including roundtables and interactive sessions from guest speakers, and updates from NHSE/I
- 3 x online inclusion conferences
- ‘Returning to Work’ development event (online) for people recently coming back into their roles after extended periods of leave. Further resources and guidance developed – looking at other areas of leave such as sickness, wellbeing, sabbatical etc.
- Accelerated Programmes for Accountancy Bodies – development meeting with CIMA in July 2022, working with other bodies to ensure there are other similar opportunities.
- National EDI Steering Group to meet quarterly and assess progress against Action-Plan. EDI scorecard to be developed for FLC to review.