

HEE National Mental Health Programme

Health Education England
Blenheim House
Duncombe St
Leeds
LS1 4PL

E. mentalhealth@hee.nhs.uk

13 August 2021

Dear Colleague,

RE. 2021/22 additional funding for psychological professions training and mentoring/coaching

I am writing to you regarding the details and availability of additional funding, from Health Education England (HEE), through the 2021/22 Spending Review.

Background

The NHS Long Term Plan set out ambitious plans to improve access and quality of NHS mental health provision in England. Delivering on these ambitions will require a step-change in our workforce - the Mental Health Implementation Plan indicates an additional 8,140 WTE psychological professionals will be required in post by 2023/24.

To support the delivery of this workforce expansion, HEE is investing additional 2021/22 Spending Review funding this year in three workforce development opportunities for the psychological professions. The additional funding will be:

1. £1.1m to enable NHS Trusts to develop and deliver access schemes offering paid opportunities for aspiring clinical psychologists to gain clinical experience.
2. £130k to support more staff to undertake accredited qualifying level Family and Systemic Psychotherapy training programmes.

3. An additional £190k to deliver leadership mentoring/coaching opportunities for ethnic minority psychological professionals who aspire to lead.

1. Paid Opportunities for Aspiring Clinical Psychologists to Gain Clinical Experience

In the UK, 20,000 people graduate with a degree in psychology each year. A significant proportion want to find a career in health and care but can find it hard to find a way into the profession. Entry-level posts are often poorly connected to a career path meaning high levels of risk for graduates taking this route. Many graduates find that they have no option but to take on unpaid placement experience to gain the experience required for higher-level qualifications such as the Doctorate in Clinical Psychology.

Owing to the intersectional nature of disadvantage, these uncertainties and volunteer culture have contributed to disproportionate disadvantage for ethnic minority psychology graduates, socio-economically disadvantaged graduates, and psychology graduates who have caring responsibilities.

To address this HEE is investing £1.1m of additional funding in 2021/22. This will enable NHS Trusts to continue to develop and deliver access schemes offering paid opportunities for aspiring clinical psychologists to gain clinical experience. This additional funding is being made available through HEE regional offices on a regional population ('fair share') basis.

We are now inviting applications from NHS Trusts and other providers of NHS commissioned healthcare to bid for funds to provide paid experience for psychology graduates who otherwise would be disadvantaged as they are less able to volunteer their time.

To apply for this funding, please complete the 'Paid Clinical Work Experience Opportunities for Disadvantaged Aspiring Clinical Psychologists' section in the template provided and return it by email to mentalhealth@hee.nhs.uk FAO of Catherine Fleetwood-Walker by Tuesday 7 September 2021.

To note:

- this funding can only be used to provide paid clinical work experience opportunities for psychology graduates
- the funding must be used to create paid opportunities for graduates, with a focus on reaching out to those who are financially disadvantaged by volunteering schemes
- the scheme must operate within the terms of the Equality Act 2010
- placements should be for a minimum of three months (part or full-time) and graduates

paid at a minimum of AfC Band 4

- there should be a minimum of eight paid opportunities per £100,000 of funding
- this funding cannot be used to fund salaries for postgraduate trainees on university programmes
- successful bidders will be required to report quarterly on progress with delivering their scheme

2. Family and Systemic Psychotherapy Training

To support the expansion of Family and Systemic Psychotherapy in line with the ambitions of the NHS Long Term Plan, we are now providing additional investment this year to support more staff to undertake accredited qualifying level Family and Systemic Psychotherapy training programmes.

This investment is expected to fund around an additional 27 training places on Association for Family Therapy and Systemic Practice (AFT) accredited qualifying level training programmes across the seven regions. The additional funding has been made available through HEE regional offices on a regional population 'fair shares' basis.

We are now inviting NHS Trusts and other providers of NHS commissioned healthcare to identify suitably qualified staff members interested in taking up this opportunity. Please complete the 'Family and Systemic Psychotherapy demand scoping' section of the template provided and return it by email to mentalhealth@hee.nhs.uk FAO of Catherine Fleetwood-Walker by Tuesday 7 September 2021.

To note:

- this funding can only be used for paying course fees of an AFT accredited qualifying level Family and Systemic Psychotherapy training course
- the opportunity is open to qualified staff (with a permanent contract) from any eligible discipline who meet the qualifying criteria for an AFT accredited qualifying level course
- applicants should already be working within an NHS Trust or other NHS commissioned healthcare provider in England
- the provider will be required to create a family therapy post (minimum 0.4 WTE spent delivering family therapy) with a commitment for the trainee to move into this post on successful completion of training
- the provider will be required to provide suitable placement learning experiences for the period of training and release the trainee for the time required to undertake placement learning and course attendance
- successful applicants will be required to start the training course by 31 March 2022

Although we will look to support as many individuals as possible, we may need to prioritise investment where there is the greatest need for Family and Systemic Psychotherapy and where providers can most readily increase capacity.

3. Leadership mentoring/coaching scheme for Black, Asian, and Minority Ethnic psychological professionals

In addition to improving access to quality psychological healthcare, the NHS Long Term Plan aims to create a sustainable workforce and leadership that is representative of the diversity of communities it serves.

At present, ethnic minority psychological professionals are disadvantaged in progression to NHS leadership positions. As well as taking action to address equality and inclusion in psychological professions training, HEE is keen to develop leadership coaching and mentoring opportunities to support ethnic minority psychological professionals to reach their full potential.

HEE is investing £190k of additional funding in 2021/22 to help build leadership capacity within the psychological professions across England. This funding aims to deliver leadership coaching and mentoring opportunities for Black, Asian, and Minority Ethnic psychological professionals who aspire to leadership positions. The additional funding will be used to pay for individual staff members to participate in leadership mentoring schemes. The distribution will be through HEE regional offices on a regional population ('fair shares') basis.

We are now inviting NHS Trusts and other providers of NHS commissioned healthcare to identify suitably qualified staff members who would be keen to take up this opportunity and who meet the following criteria:

- a qualified psychological professional¹
- have a minimum of one year's contract with the employing NHS Trust
- work within a psychological profession role
- currently in an AfC Band 5, 6, 7 or 8a role
- aspiring to higher banded roles

Please complete the 'Leadership mentoring/coaching' demand mapping section of the template provided and identify the number of leadership mentoring/coaching opportunities you would like to apply for, and return it by email to mentalhealth@hee.nhs.uk FAO of

¹ The 12 psychological professions are adult psychotherapists, child and adolescent psychotherapists, children's wellbeing practitioners, clinical psychologists, cognitive behavioural therapists, counselling psychologists, counsellors, education mental health practitioners, family and systemic psychotherapist, forensic psychologists, health psychologists, psychological wellbeing practitioners.

Catherine Fleetwood-Walker by Tuesday 7 September 2021. HEE expects approx. 100 grants will be available.

HEE regional offices, supported by their regional Psychological Profession Networks, will make decisions regarding the distribution of this funding. HEE will communicate this to providers in September 2021. Recipients will be given details of leadership mentoring/coaching schemes that can be accessed using this funding (up to £1,800 per individual).

Timetable

Deadline	Action
Tuesday 7 September 2021	Providers to submit bids and application templates by email to mentalhealth@hee.nhs.uk FAO of Catherine Fleetwood-Walker.
Tuesday 21 September 2021	HEE regional offices, advised by Psychological Professions Networks, to decide on the distribution of funding for all three initiatives and communicate decisions to providers.
Tuesday 28 September 2021	Funding is distributed to providers through the NHS Education Contract.
Quarterly	Providers to report quarterly on delivery of the scheme(s).

We feel that this is a great opportunity for the development of the psychological professions' workforce and on behalf of HEE, I would like to thank you in advance for your support and look forward to working with you. Please do not hesitate to contact us at mentalhealth@hee.nhs.uk should you have any questions or queries.

Yours sincerely,



Dr Adrian Whittington

National Lead for Psychological Professions, Health Education England



Alan Ryan

Director of National Transformational Programmes, Health Education England