

# ICS Academy Exchange Newsletter



Summer 2025



## Welcome to the ICS Academy Exchange newsletter summer edition.



As summer unfolds, it's the perfect time to revitalise your skills, take on new challenges, and dive into exciting opportunities for growth.

This edition of our newsletter is packed with updates, upcoming programmes, and resources designed to support your continuous learning journey and career development.

Don't forget that all the resources available on the ICS Academy Exchange are available to anyone working in our Herefordshire and Worcestershire integrated care system.

Please do also continue to use the feedback option on the home page to let us know what you think of our content.



## So Far in 2025

Here's a look at some of the highlights so far this year:

With over **9000** users with accounts and membership from over **165** organisations both large and small, we are able to offer more diverse resources, showcasing development opportunities on offer across the Herefordshire and Worcestershire Integrated Care System.

From courses that can be booked through the ICS Academy Exchange, such as Active Bystander and Adult Safeguarding, to courses that we are showcasing such as QSIR. As well as links to a host of resources from Leadership to Nature and Wellbeing.

In addition to courses and resources that are available to all, we have also developed closed pages designed for a specific groups. These pages allow them to share resources as well as providing forums to share ideas.

If you have any suggestions for new content please get in contact using our **New Requests link.**

## In this newsletter you can expect:

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**ICS Academy Exchange**  
QR Code

# Featured Development Opportunities

## Mary Seacole Local Leadership Programme



This programme is designed for leaders in health and social care who are looking to achieve a nationally recognised, accredited qualification to further their career. It is suitable for those with responsibilities for people and services who will have the opportunity to apply what they learn to the workplace.

Information about the programme and dates for the next cohorts and the application form can be found on our [Mary Seacole Programme Page](#).

## ICS Coaching and Mentoring Hub

The ICS Coaching & Mentoring Hub is a collaboration between Social Care, Voluntary, Community & Social Enterprise, Local Authorities, Primary Care and NHS organisations across Herefordshire and Worcestershire around the provision of coaching and mentoring.

**Our shared aim is “To provide a shared and inclusive approach and system for colleagues across the ICS to access, implement and evaluate coaching support”.**

The Hub is an online portal where you can be matched with qualified coaches or mentors across Herefordshire and Worcestershire ICS who might be best placed to work with you.

To find out more about joining the ICS Coaching and Mentoring Hub go to our [ICS Coaching and Mentoring page](#).

## QSIR Training



QSIR (Quality, Service, Improvement and Redesign), training opportunities are open to anyone working in Health and Care within Herefordshire and Worcestershire and open to everyone regardless of role or banding.

To find out more about the QSIR curriculum and levels of training go to our [QSIR page](#).

## Active Bystander Training



Do you want to work in a great culture, where everyone feels they belong, feels safe to contribute their best and be heard?

Do you want to be part of a movement for change where we all support a compassionate, civil and respectful working culture?

We are looking for passionate people who share our vision to create a community of Active Bystanders to confidently intervene at an early stage preventing harmful behaviours from escalating in our workplaces.

Information about Awareness Sessions and the Active Bystander Programme can be found on our [Active Bystander Page](#)

## Healthcare Project & Change Association



H&W has partnered with the Healthcare Project and Change Association to provide a package of project and change management resources for all staff across our ICS organisations.

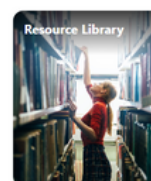
This is designed for:

- Healthcare and social care professionals looking to develop project and change management skills.
- Team leaders and managers responsible for delivering service improvements.
- Anyone involved in transformation projects within the NHS and related organisations

Information about accessing the wealth of project and change resources and to find out more can be found on our [HPCA page](#).

## Resource Library

Don't forget to check out the Resource Library for a wealth of resources covering wellbeing and more development opportunities.



# Coming Soon

## ICS Leader and Manager Essentials Guide



Coming very soon will be our leadership and management essentials guide for Herefordshire and Worcestershire Integrated Care System (ICS). This will include Managing Self, Managing Teams, Managing Change and Managing Resources.

Its aim is to:

- Outline important areas of knowledge, skills and behaviours for all leaders and managers
- Signpost you to resources, e-learning and workshops to support your development

## Workforce Planning and Transformation Toolkits

Coming very soon will be a wealth of resources to help anyone in the ICS who would like to access resources that will assist with workforce planning and transformation. In the toolkit we will include:



- Short training videos covering the fundamentals of workforce planning
- Training pack
- Helpful templates to assist with data collection and analysis
- Template workforce plan
- Case studies
- HEE Star Framework for transformation
- And much more

## Contact Us

**For more information about any of the content on the ICS Academy Exchange. Or to talk to us about adding your own content.**

**Please email us at [hwicb.icsacademy@nhs.net](mailto:hwicb.icsacademy@nhs.net)**