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Success to date has been seen in the Senior Leaders programme where we recruited new staff into our Graduate Management Trainee programme in March 2018. This success was celebrated internally and commended by our directors. 5 of the 6 graduate apprentices who enrolled on the Senior Leader programme successfully completed their end point assessment gaining either a Pass or Merit and were the first in the country to achieve the new standard. We are awaiting results from the End Point Assessment Organisation for the last member of staff, who had extra time. The remaining 22 were all enrolled from our internal staff over time as a learning development opportunity was highlighted in their appraisals. Success from the Chartered Manager Degree Apprenticeship programme will be seen spring 2021 and we are delighted all 6 learners due to complete are on track to complete successfully.

During the setting up and delivery of the graduate programme DMU were responsive to the programme we needed, and made amendments to align to our contract of employments. They have kept us regularly informed of the progress the graduates were making through planned quarterly meetings, programme review board meetings and our own annual provider performance review meetings. Feedback from the academics at DMU and through the quarterly reviews indicates that apprentices are all on track to complete their programmes. To date we have not had any withdrawals although a few staff have taken a break in learning due to personal and business demands and DMU have the flexibility to support this and plan for their return to study.

The Trusts new 'People and Quality Strategy' has a focus on apprenticeships for developing our leadership at all levels. This is a different approach for the Trust. Our Senior Leaders from a variety of clinical departments are benefiting from being able to access training and develop professional credibility through the de



We also run apprenticeship awareness sessions at the Trust which DMU attend and we value the relationship we have with DMU to promote the programme to our staff. They support