

Question 4.2 - Annex J - Health and reduced demand on public services

				Metrics, processes, feedback and improvement - mechanisms for 'contract workforce engagement'							Reporting & Transparency									
Area/Goal	Target	Status	Action	People survey	Pulse Check	Line Manager check-ins	WFH employee working party	Cohort survey	Partner Survey	Other/comments	Nominations & Remuneration Committee	Board Report	Annual Review	Voluntary public reporting	Other/comments	Opportunities for wider influence through delivery of contract to support social value policy outcome	Action review date	Feedback incorporated into development by	Review period	
Virtual first approach	Ensure NT approach to virtual delivery decreases demand on public services and ensures wide access regardless of personal risk / circumstances	Ongoing	Virtual checkins; Virtual meetings Virtual events; Online resources - to be accessed virtually at own convenience; Virtual meetings; In person events limited							Business plan and delivery mechanisms					We will begin voluntary public reporting from 2022	We will demonstrate our Virtual First approach to external parties, thereby influencing others	Sep-21	Oct-21	Quarterly	
Sustainable travel solutions	Ensure that NT support to applicants and trainees has little or no required travel	Ongoing	Reducing the need for travel for both participants and staff Where travel needed - public transport and local travel Now Teach offer virtual. Some events held locally for some face-to-face contact (e.g. regional hubs for informal socials).							Measured by cohort and partner surveys. Business plan and delivery mechanisms				We will begin voluntary public reporting from 2022	We will demonstrate our Virtual First approach to external parties, thereby influencing others	Sep-21	Oct-21	Quarterly		
Isolation/ mental heath of trainees	Ensure that trainees have support in mental health and measures to prevent isolation	Ongoing	Virtual Staffroom ; Checkins with PMs; Network support;Access to mental Health counsellor experienced in ITT; Cohort WhatsApp groups to stay connected							Measured by cohort and partner surveys. Data collected on salesforce. Attendance at counselling data collected				We will begin voluntary public reporting from 2022		Sep-21	Oct-21	Quarterly		
Physical health of workforce and trainees	Ensure that NT offers support to promote physical health	Ongoing	Workplace activity at lunchtimes; Time off for vaccinations/doctors appts/health checkins; WFH safe working equipment															Sep-21	Feb-22	6 monthly
Recruitment of NT staff and trainees	Ensure that recruitment is delivered in away that reduces demands on public services	Ongoing	Safer recruitment; use of video screening; use of video interviewing															Sep-21	May-22	Annual