

Your impact

Apollo: Innovations in Health and Social Care Report



SUFFOLK
Community
Foundation



The Apollo: Innovations in Health and Social Care Fund has supported community organisations to develop their services and activities by helping people to gain the skills, knowledge and confidence needed for employment in Health and Social Care. Funded projects removed significant barriers for individuals to find and sustain employment in this sector.

Grants of up to £15,000 were awarded to support Health and Social Care in Norfolk and Suffolk through charitable, voluntary and community organisations to deliver activities that focus on either:

- Priority One – improving opportunities for all through projects that provide work, training and upskilling for staff and/or volunteers.
- Priority Two – A BIG Health and Social Care Idea meeting the aims of the Apollo programme.

Here are some highlights of what your funding has helped to achieve...

Impact at a glance...

£260k+
awarded in grants

20
VCSE projects
funded across
Norfolk and
Suffolk

5067
individuals benefited
from the funded
projects directly and
indirectly (as current
service users)

329
gained a Health and
Social Care related
qualification or
completed a course

774
employees
engaged in skills,
education and
training

Priority One

Norfolk Organisations	Project Summary
Access Community Trust	To work with people in Great Yarmouth to enhance their skills to assist them in entering the sector
Age UK	To fund three MIND Resilience Training Courses for their staff and run a Snapshot survey
Autism Anglia	To hire an Autism Reality Experience vehicle
Cup-O-T: Wellness and Therapy Services	To develop a 10-week Peer Support Worker training programme and a facilitator training programme
NR5 Project - Future Projects	To employ a part time Volunteer Coordinator
St Giles Trust	To run two female-only cohorts of the Learning to Advice course
St George's Theatre	To host weekly care and refresh coffee mornings
The Mindful Life CIC	To develop an internship programme
Voluntary Norfolk	To recruit a part-time Trainer to develop and deliver a bespoke training programme

Priority Two

Carers Voice Norfolk and Waveney	To co-produce a series of workshops with unpaid Carers and employers.
Headway Norfolk and Waveney	To create and trial a new Brain Injury Champion Programme
New Routes	To empower the refugee and asylum-seeking community into healthcare through a four pillared package
Norfolk and Suffolk Care Support Ltd	To support individuals to realise that they have transferable skills to work or volunteer in the Health and Social Care sector

NR5 PROJECT - FUTURE PROJECTS

£14,995 was awarded to employ a part time Volunteer Coordinator to increase volunteering and skills at the Baseline Centre in the heart of a deprived community.

The Volunteer Coordinator has had a significant and lasting impact on both the individuals who took part in the project and the wider local community. The Volunteer Coordinator's key activities included:

- Volunteer recruitment and engagement through outreach at job fairs, community events such as their Wellness Day, leaflet campaigns and targeted promotion through Future Radio and local networks.
- Bi-weekly engagement sessions hosted at DWP to build rapport with potential volunteers and provide information about opportunities within the project.
- A dedicated programme of training and development, including online learning and a certification. Volunteers completed courses such as Mental Health Awareness, Safeguarding and Equality and Diversity.
- Volunteer placements in a range of roles.
- Ongoing one-to-one support for volunteers including employability guidance such as CV writing,

NR5 Project are based within one of the most deprived areas of Norwich, where many residents face complex and entrenched barriers to employment, long term and even generational. To address these barriers, the Volunteer Coordinator utilised a highly flexible and person-centred approach, building trust with each participant over time and offering a tailored support to help them overcome

individual barriers. This included regular check-ins, adapting roles to fit volunteers' needs and creating low-pressure entry points. As a result, they have supported **24** individuals into volunteer roles. They have all made real progress, developing soft skills such as communication, teamwork, personal presentation, punctuality and responsibility. Many have remained engaged in long-term volunteer placements, continuing to build confidence and skills, **7** have completed formal training courses and **4** have secured employment.

CASE STUDY

K, a local resident with learning difficulties and long-standing mental health challenges joined the Volunteer to Care project. At first, K was extremely anxious, his confidence was low and he struggled with social interactions. Despite these challenges, K was keen to volunteer and had a desire to contribute to the safety and cleanliness of his community. K worked with the Volunteer Coordinator to find the role that best fitted his goal. He is now leading a local litter picking group in his local area.





£13,700 was awarded to fund three MIND Resilience Training courses for Age UK staff and to run a Snapshot Survey with their employees.

In August 2024, **9** employees on the Management team completed a full day training course with Mind Norfolk on 'Managing Mental Health in the Workplace'. The team are now better equipped to support staff with their mental health, particularly those who undertake challenging roles. Additionally, in December, **12** members of staff completed a 2-day Mental Health First Aider Course.

The courses have been invaluable to their team, enhancing both personal and professional growth. They have raised awareness of various mental health challenges and equipped them with essential tools to engage in open and supportive conversations. For managers, this training has been particularly beneficial, enabling them to support their team more effectively, ensuring that everyone has the space and confidence to discuss their mental health needs. This has created a more compassionate and open work environment.



Thirty-six staff members have also completed a Snapshot survey tool with their staff to better understand and gauge how supported their employees feel about their mental health in the workplace.



“The Mental Health First Aider training has been incredibly beneficial both personally and professionally. On a personal level, the course has given me valuable tools to recognise and manage my own mental health, ensuring I stay balanced and equipped to support others. Professionally, it has significantly enhanced my ability to advocate for others [...] The training has equipped me with the skills to recognise early signs of poor mental health, respond appropriately and provide compassionate and effective support.”

AUTISM ANGLIA

£12,058 was awarded to hire an Autism Reality Experience vehicle in partnership with Training 2 Care UK.

They ran five 4-hour training sessions, for 68 Autism Anglia staff members including Support Workers, Team Leaders, Community Workers, Recruitment Staff and Managers. The sensory experience on the bus was then followed up with a group training session delivered by Training 2 Care, where they held discussions around improving the care they deliver and techniques to improve the quality of life for the people they support.



CASE STUDY

The overriding feedback from staff was that they now have 'a greater sense of empathy and understanding of how autistic people perceive the world'. In the bus, one employee said they could put on and take off the equipment 'like a costume', however, an autistic person cannot. This is why in an environment with lots of sensory experiences going on they might go into crisis, so as a support worker it is important to be aware of every stimulus in the environment and the individual triggers for the people they support.

THE MINDFUL LIFE CIC

£11,717 was awarded to develop an internship programme for undergraduates who want to develop a career in Health and Social care.

They have successfully developed a clear internship skills development pathway which has enabled 9 interns to develop the skills they need to apply for clinical training, specifically the doctorate in clinical psychology.

This project has been so successful that they have expanded the programme and have built further partnerships with universities (Anglia Ruskin, Cambridge, Kent, Essex, Oxford and UEA) to host yearlong placement students as well as further funded internships.

CUP-O-T WELLNESS AND THERAPY SERVICES

£14,994 was awarded to develop a 10-week Peer Support Worker training programme and a facilitator training programme.

As a result of the funding Cup-O-T:

- Reviewed their Peer Support Worker course content and updated the training programme with up-to-date research and practice examples.
- Created a new training workbook for trainee peer support workers.
- Updated and created a robust assessment framework for the training course alongside an AQA Unit Award Scheme to be able to provide certification for the training course.
- Trained **three** team members to deliver the training
- Delivered training to **11** trainees across two cohorts.

They plan to continue this work having now employed a Training Development Lead, who will be working on the next stages of the training programme and brainstorming how to deliver it to other sectors. As well as creating a short follow-on course and running a alumni network.



CASE STUDY

B, had a significant history of mental health difficulties, including agoraphobia. This participant had not worked for several years and had been reluctant to participate in the wider community due to their anxiety in different social situations and environments. They overcame their significant anxieties and attended the course, fully engaging in all 10 weeks. Since the course, they have enquired about volunteering positions and have started volunteering as a facilitator for a therapy group for young people. They have also made some changes in their personal life, and have spoken about the significant impact that the course has had to their confidence.



ST GILES TRUST

£14,482 was awarded to run two female-only cohorts of the Learning to Advise course.

They have delivered two female-only cohorts of the Learning to Advise course, which has provided training for **10** women. They have covered topics designed to give them the skills and knowledge needed to give information, advice and guidance to their peers. St Giles also held a Q&A session with their Senior Wonder+ worker and Pantry team to give the women a good understanding of what is involved when working within specific Health and Social Care related projects in a support worker context. All the women had one-to-one support around the next steps in their education, volunteering or career journeys. A range of social events were also held throughout the year to reduce social isolation and support their wellbeing and confidence. This included pumpkin carving, card making and dealing with seasonal impact wellbeing sessions,

Three women have started volunteering with WONDER+, which is a programme supporting women with complex needs who are involved in the criminal justice system. They are currently undertaking a Level 3 NVQ in Information, Advice and Guidance. A further **two** women aspire to volunteer with WONDER+ but currently are volunteering with the Pantry to hone their skills. The Pantry offers a supportive entry into casework where they can feel encouraged whilst building their skills. Once ready, they will shadow court attendances and attend case work meetings to grow their knowledge and confidence.

Additionally **one** participant has enrolled on a counselling course; **four** are now actively seeking volunteering opportunities and **two** are seeking employment in support roles.

CASE STUDY

R is a devoted mother, who's son got trapped in a cycle of addiction. She did what she could to protect him including using funds from her and her partner's business to pay off his drug debts. For this she was convicted of theft and received an eight-month custodial sentence. While in prison, R became a source of support for other women, naturally stepping into a peer mentoring role, and providing emotional and practical guidance to others. Upon her release, R was introduced to the St Giles Learning to Advise course. Her commitment, insight and empathy quickly stood out to facilitators and peers alike. Upon successfully completing the course, she applied to volunteer with WONDER+ and enrolled in a Level 3 NVQ in Advice and Guidance. As a volunteer, she now supports other women, many of whom are facing circumstances she knows only too well.



VOLUNTARY NORFOLK

£14,859 was awarded to recruit a part-time Trainer to develop and deliver a bespoke training programme to the Norfolk and Waveney Community Support Service staff and volunteers .

The topics of this training programme emerged through discussions and a confidence survey. They ran:

- Neurodiversity Awareness training delivered in person and online to **17** staff members.
- Mental Health and Suicide Awareness training to **17** staff members
- Autism and ADHD Awareness training to **28** staff members
- Learning Disabilities Awareness training to **15** staff members
- Dementia Awareness training to **20** staff members

Additionally, **6** staff members and **5** volunteers have completed their 'Train the Trainer' training, and they will continue to offer the sessions to Voluntary Norfolk staff and volunteers

Overall, **54** volunteers and staff have been trained, leaving them with a greater awareness and confidence around supporting those with neurodiversity's and/or mental health conditions. Since the initial training, **1634** clients have been referred to them and they will all have benefited from a more informed, inclusive and receptive approach.

I have always prided myself on delivering person centred care and have never assumed what people are going to say. However, the neurodiverse awareness training made me think about how much time I give to people to answer verbally. I have put this into practice when going out to meet people and it has had a positive effect, in that I have gained more information. Also, I now know the difference between a meltdown and a tantrum!

I loved the way each topic was spoken about with sensitivity and inclusivity, I have never had detailed training for these topics, so it was very refreshing and interesting for it to be discussed and included in training

ST GEORGE'S THEATRE

£14,654 was awarded to host weekly care and refresh coffee mornings.

They ran their weekly introductory events between June and November 2024 at both St George's Theatre and Sheringham Little Theatre. They held presentations from Reef Leisure Centre, Creative Sheringham, Vision Norfolk, Tech Skills for Life, DIAL, Centre 81, and from a range of individual practitioners demonstrating massage, Reiki and mindfulness. Each speaker brought along promotional materials and talked to locals about what is available locally to support ones health and wellbeing. Each session attracted between **7 and 12** individuals, totaling around **150** over six-months.

At 6-months, they noticed that the interest was dwindling and therefore used the remainder of the funded period to run a more formal training offer. They delivered two safeguarding sessions, workshops focusing on the older people living in North Norfolk with dementia, and a workshop on County Lines for **42** individuals. Finally, they ran individual self-development training for the **two** individuals who were leading the project at each venue.



CASE STUDY

A young man who struggles with his mental health was unemployed and sofa surfing. He came to them originally through another NCF funded project, but at the time didn't engage with the activities that the project offered. He was interested in the Health and Social Care focus of this project and began regularly attending the weekly Care and Refresh sessions at St George's. He began to help run the sessions, serving and talking to the customers at the café. The project leader supported him in seeking advice from DIAL regarding accommodation and benefits. Overtime, he became a spokesman and leader of the group who continued to meet weekly and refer to him as 'family'. He has started to engage in their youth work, and they are working with him to obtain identification, so he can achieve his chaperone license. In the meantime, he has taken some part-time shifts at the café. He tells them that he now has a purpose and dreads the days when the Theatre is closed.

CARERS VOICE NORFOLK AND WAVENEY

£14,717 was awarded to co-produce and develop a series of workshops with unpaid Carers and employers.

Carers Voice worked with Carers to develop a series of workshops and a training guide which is increasing the awareness of the role of a Carer and their transferable skills. 1 in 3 NHS employees are also unpaid Carers. Therefore, a significant percentage of the workforce are impacted by having caregiving responsibilities. The guide covers the challenges and barriers that Carers can face gaining and maintaining employment, as well as the benefits of employing Carers and how to support Carers in the workplace.

They tested the training with organisations around Norfolk including Norfolk and Suffolk Foundation Trust, Alzheimer's Society, Benjamin Foundation, Disability Advice Norfolk and East Suffolk and Suffolk Family Carers. Carers also supported the delivery of the training sessions. They worked with the College of West Anglia, City College Norwich and East Coast College to support Unpaid Carers to recognise their transferable skills and to raise awareness of the challenges faced. As a result, Carers are feeling more empowered, and employers are being more understanding and adapting to make their training and employment more accessible.

The training was then rolled out across **45** Health and Social Care organisations to approximately **60** employers. The training sessions encouraged and prompted discussions around how organisations recognise Carers and share learning of how they support Carers internally.

It also prompted organisations to explore their own policies and develop a standardised Carers Policy. As well as developing the training, they produced a report which has been shared with the Integrated Care Board and Norfolk County Council, to help inform the work on the 'Get Britain Working' paper where Carers were identified as a priority group. They met with the Norfolk Care Careers to share learnings and raise awareness. As a result of this, more targeted communications campaigns aimed at Carers are being produced. Finally, they wrote an article about Carers in employment and how organisations can support them, it was published in the Norfolk Care News newsletter which has a reach of **over 570** providers.



 **Case Studies here:**

<https://www.carersvoice.org/apollo-project/>

NEW ROUTES

£15,000 was awarded to empower the refugee and asylum-seeking community into healthcare through a four pillared package which includes:

- Twice-weekly ESOL classes
- Expanded volunteering opportunities
- Delivery of Emergency First Aid, Food Hygiene, Manual Handling, IT, Dignity in Care, NCFE CHE Level 1 Award in Understanding Safeguarding in Education and Child Care Settings courses.
- Weekly employability workshops

Thirty-Five refugees and asylum seekers have benefited from this package.

CASE STUDY

O, a refugee from Syria arrived in Norwich in 2023. Back home, he worked in a family business and cared for elderly relatives but lacked formal qualifications and UK experience in the care sector. He spoke limited English and was unsure how to begin a career in Health and Social Care. Through this four pillared package, he attended ESOL classes with a focus on health-related language, which helped him gain confidence in speaking English in professional settings. He also accessed sector specific training, including Emergency First Aid, Manual Handling and Dignity in Care; and completed a volunteer placement at a care home. Finally, he received one-to-one support from a mentor to develop his CV, practice interviews and submit job applications.

Since the programme he has secured a role as a Health Care Assistant at a local residential care home and plans to study for further qualifications in social care.

“Volunteering has helped me understand the job. The courses and my mentor gave me the confidence to apply. I feel proud to be helping people - O”

NORFOLK AND SUFFOLK CARE SUPPORT LTD

£12,328 was awarded to support individuals to realise that they have transferable skills to work or volunteer in the Health and Social Care sector.

They delivered 12 workshops, each set of workshops were made up of 3 sessions lasting 2 hours each. They included an overview of all possible types of roles which are available in the sector, transferable skills, reflective techniques and support participants to set weekly goals, join LinkedIn and interview preparation.

Fourteen individuals benefited from the workshops, most were long-term unemployed. They saw improved self-confidence and focus around gaining employment. Since the workshops **one** participant has gained employment within the Council's children's services. They received support around how to prepare for an interview.



ACCESS COMMUNITY TRUST

£11,900 was awarded to work with people in Great Yarmouth to enhance their skills and to assist them in entering the Health and Social Care sector.

As a result of the funding Access Community Trust ran:

- **7** Community Outreach Sessions at the Island Café at the Waterways and the Steam House Café in Gorleston. Individuals could drop-in and speak to the Skills Development Leads who provided information, advice and guidance regarding Health and Social Care employment.
- **17** one-to-one Information, Advice and Guidance (IAG) sessions. They explored the pros and cons of the sector; what existing skills they have; what additional learning is available; different types of employment in the sector; and CV advice and interview skills.
- **27** workshops covering a variety of topics including volunteering in Health and Social Care, CV and cover letter support, what is support work, introduction to Safeguarding and Professional Boundaries, LGBTQ+ Awareness, Equality and Diversity and Career planning. They worked closely with the main Apollo project and focused on topics that were highlighted as potential gaps in the current provision.

Overall, they support **91** individuals, **58** received a Health and Social Care related qualification and/or training, and **10** have gained employment. Access have opened their minds to support work roles they had not been aware of or had limited knowledge of.



I feel more confident with this knowledge and I would like to look at support work now I know that it is a possible job - Participant Feedback



HEADWAY NORFOLK AND WAVENEY

£20,243.75 was awarded to create and trial a new Brain Injury Champion Programme, this was funded by both Norfolk and Suffolk Community Foundation.

The Brain Injury Champion programme helped **60** individuals within Health and Social Care roles across Norfolk and Suffolk to gain a better understanding of brain injury, how it might impact the people they work with, as well as those in broader society. They delivered 7 training sessions face to face across multiple locations (including Norwich, Sheringham, King's Lynn, Great Yarmouth, Lowestoft and Beccles). They used a mix of presentation style learning and interactive tasks. The training materials were provided to enable each participant to share the course findings with colleagues at their respective workplaces, many of whom anecdotally reported doing so.

The training sessions focused on three central themes:

- Understanding how the brain works,
- Recognising and better understanding of the impact of brain injury
- Necessary adjustments and support for those living with brain injury.

They now have a tried and tested training model which they plan to roll out to others in Health and Social Care settings and those who may have contact with people with brain injuries (police/ probation/ prison and other third sector organisations), enabling them to continue to build awareness and better support for those living with a brain injury.

100%

of respondents felt they had better knowledge of Acquired Brain Injury

100%

of respondents felt they would use what they had learnt within their role

95%

of respondents felt confident that they could be a Brain Injury Champion in their organisation and support colleagues who had questions around Acquired Brain Injury



It has given me a better insight into understanding brain injuries and both the physical and emotional effects it has on individuals. I have used my newfound knowledge when updating care plans and I have already suggested that a client has a MRI due to behaviours and challenges they are exhibiting. It was conclusive that there was an injury.



Priority One

Suffolk Organisations	Project Summary
Lofty Heights CIC	To develop a Lofty Heights Skills Academy where young people will gain insights and skills
Lowestoft and Waveney Breastfeeding Support	To offer six sessions on breastfeeding education and how to support families
Pathways Care Farm	To re-imagine Health and Social Care and to formalise what is already being done by farm workers and volunteers at Pathways Care Farm
St Nicholas Hospice Care	To train staff and volunteers in both Namaste and Playlist for Life techniques to help care for patients with dementia
Suffolk Family Carers	To run a programme of workshops for family carers who are looking to return to learning, volunteering and employment
Suffolk Mind	To run training to the University of Suffolk Midwifery students and staff
Headway Norfolk and Waveney	To create and trial a new Brain Injury Champion Programme
Home-Start Suffolk	To run a volunteer training conference: The Community Champions Conference

Priority Two



£14,025 was awarded to run training to the University of Suffolk Midwifery students and staff

Poor mental health arising from the combined academic, clinical and financial demands of being a student midwife can be a barrier to completing a Midwifery degree. As a result of the funding [120](#) of the Midwifery staff and students from the University of Suffolk received training from Suffolk Mind to help reduce Midwifery student attrition in both the degree course and the short conversion course.

The training included:

- The Mental Health Toolkit: Essentials, a half day course covering the foundation of mental wellbeing, introducing the Mental Health Continuum and the Emotional Needs and Resources approach.
- Effective Communication, a skills-based training course which provides practical tools to support effective communication with peers, team members, patients, friends or family.
- RIGGAR training (Rapport building, Information gathering, Goal setting, Accessing resources, Agreeing strategies and Rehearsing accessibility) for the Midwifery Department staff. They were provided with a six-step framework to structure conversations and support emotional needs when holding one-to-one discussions with students.

The training has ensured that at times of stress, student midwives are able to identify what is needed to support them and who in the Midwifery Department can help.



100% of participants from the Effective Communication for Wellbeing training agreed or strongly agreed with the statement 'I feel confident making use of what I learnt in the workplace'

98% of participants from the Mental Health Toolkit training agreed or strongly agreed with the statement 'I feel confident making use of what I learnt in the workplace'

“The session has significantly impacted how I can help myself day to day and also how I can utilise this information to help students in my care at work -Student Midwife”



SUFFOLK FAMILY CARERS

£10,992 was awarded to run a programme of workshops for family carers who are looking to return to learning, volunteering or employment.

The project was made up of three phases. The first was to establish key working relationships with local Apollo representatives, to understand each other's offers and maximise support to family Carers. They also contacted local home care providers and visited job centres to make them aware of the project and invite them along as speakers.

They then delivered the programme in Ipswich, Bury St Edmunds and Lowestoft to **40** individuals. The sessions focused on skills and experiences gained during the caring role, and how they are transferable and would be of value within the Health and Social Care sector. They also had guest speakers who covered topics such as:

- The benefits of volunteering, highlighting some of the opportunities in Suffolk Family Carers , around Waveney and other third sector charities and organisations
- The opportunities available to Unpaid Carers in the Health and Social Care sector.

They followed up with one-to-one calls to offer support with planning the next steps. For some this was about identifying some time to learn new skills and for others it was support with writing applications, updating CV's and practicing interview skills.

CASE STUDY

B cares for her two children both diagnosed with Autism. She realised that she needed to find some time and do something for her own wellbeing, she also wanted to reduce the feelings of isolation she was feeling. Through the programme she realised she had a lot of experience and knowledge and wanted to use it to find employment or a volunteer role. She applied to become a volunteer at Suffolk Family Carers and is now working in schools to support young carers

ST NICHOLAS HOSPICE CARE

£7,750 was awarded to train staff and volunteers in both Namaste and Playlist for Life techniques to help care for patients with dementia.

Due to some unforeseen circumstances they have only completed the Namaste training for **10** staff members. The training has helped the staff to understand how dementia changes a person's personality and how to deal with different situations with a patient. Not only has the training helped their staff to deliver better care to the patient but has also increased their confidence in their roles and increased job satisfaction.



LOFTY HEIGHTS CIC

£15,000 was awarded to run You Care Academy Courses in collaboration with Care Development East

They delivered 4 cohorts of training to small groups of people aged 16 to 60, who were interested in working in Health and Social Care. **Twenty-eight** individuals took part in a variety of training including Level 1 Dementia training, Oliver McGowan Training, First Aid Training, Introduction to Pediatric First Aid, Anaphylaxis Awareness training, etc. They also ran interactive workshops and took the participants on care setting visits, as well as a visit to the Suffolk New College immersive suite. Finally, they provided ongoing support for three months where they remained in contact offering help, guidance and support with job applications, and interview preparation.

As a result of the You Care Academy Courses **5** have gone into full time education, **6** went into further training and **13** are still being supported

CASE STUDY

J had not been attending school since lockdown due to her anxiety, and was referred to Lofty Heights from another provider who had been working with her on a one-to-one basis. J's attendance in You Care was 100%, and she achieved all the qualifications that were made available to her. J then took on another challenge and began a 2-week long work experience. This was very successful, and she has now started an apprenticeship in Early Years. They have seen J flourish in confidence, motivation and self belief.

HOME-START SUFFOLK



£11,430.10 was awarded to run a volunteer training conference called The Community Champions Conference, held on the 10th of October 2024 at the University of Suffolk

The event provided comprehensive training and support to volunteers, enabling them to better meet the complex needs of families in the region. Through the Community Champions Conference, over **140** volunteers left better equipped with the skills and understanding enabling them to provide more effective and compassionate support to vulnerable families, directly improving the wellbeing of both parents and children and improving their capacity to assist up to **1,800** families annually.

- Over **100** volunteers took part in training and skills development workshops covering topics including perinatal mental health, trauma informed practice, Theraplay, reducing parental conflict, healthy eating and SEND support.
- **80** volunteers took part in training to assist parents with long-term mental health issues. This guidance improved their understanding and equipped them with strategies to offer ongoing, tailored support to these families, ensuring that the interventions are both meaningful and sustainable.
- **60** volunteers took part in Trauma Informed Practice training, ensuring safe and effective interactions with clients.

In addition, to receiving training and thanks to the input from Suffolk New College and East Coast College, volunteers were provided with career guidance on potential roles in social and health care, fostering their long term personal and professional growth in these vital sectors. Moreover, the event fostered a sense of community and belonging among volunteers helping them to feel more valued and motivated.

They had a slight underspend which has been used to offer further training to the volunteers in areas that have been requested by attendees through feedback - First Aid training and Anti-Modern-Day slavery training



LOWESTOFT AND WAVENEY BREAST FEEDING SUPPORT

£3,695 was awarded to offer six online sessions on breastfeeding education and how to support families to Healthcare Practitioners and students from across Norfolk and Suffolk.

The sessions were designed to support those working with families to understand breastfeeding and how to better support families within their role. They provided high quality training to over **400** healthcare students, nurses, student midwives, midwives, health visitors and maternity care assistants, infant feeding champions and pediatricians.

They also offered placements for students to spend a day with an International Board-Certified Lactation Consultant (IBCLC) to see firsthand how support is given within the community. However, this was not as successful and they requested a funding change to focus further on the training offer.

95%

said the training was relevant to their role and met their expectations

Over

70%

of participants felt the training covered more than they expected as well as being in-depth and educational

I just wanted to express my sincere appreciation and gratitude for the 6 breastfeeding workshops you prepared and delivered over the last 6 months. I was very impressed by the depth and range of evidenced based information you included that will be of tremendous help to all who attended the sessions. Feedback from colleagues from Suffolk County Council who attended has been very positive and I know this will contribute towards improved support and care for our breastfeeding families. What has been extra special about your course is the generosity you have demonstrated by sharing the presentations, notes and references to reinforce the information shared. Furthermore, you were able to hold my attention throughout each presentation and that I feel was somewhat due to the confidence and conviction you demonstrated in the knowledge you shared - Infant Feeding Coordinator



PATHWAYS CARE FARM

£14,430 was awarded to teach and involve participants in the practice of holistic care and help them to find paid employment.

At Pathways they ask, 'what matters to you' rather than 'what is the matter with you'. They taught participants how to give each individual the holistic care they need, not just tackling the presenting symptoms.

Many of the participants started from a position of low self-esteem, low confidence, as well as having 'disabilities' either mental, physical or emotional. The first step was to get to know them and understand where they are starting their journey from. They then developed the programme according to their abilities and motivation. Through regular supervisions and feedback from leaders and colleagues, they learnt to recognise and work within their strengths whilst learning how to transform any areas identified for development. All participants received AQA awards.

They are continuing their work with some of the participants who are now volunteering at pathways and supporting others to find paid work or volunteering opportunities.

CASE STUDY

K is 22. She has learning difficulties, autism, ADHD and Ehlers-Danos Syndrome. Despite this she is incredibly positive. K chose to do the Health and Social Care course as she was thinking of a career in social care. She enjoyed all aspects of the course, did her own research between sessions and excelled in the practical sessions to, really getting to know individuals. Upon completion of the course, K announced that she was applying to return to college to study Health and Social Care. In addition, she contacted the Head of a local special school and has been accepted as a volunteer there. She said the course has 'changed her life'. She has grown in confidence, she is proud of the skills she has acquired, and she looks forward to her future with enthusiasm and excitement



Thank
you

for partnering with us to
engage VCSE organisations
in the Apollo programme



Together, Norfolk shines brighter



SUFFOLK
Community
Foundation

Find out more or get in touch

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