



South East School of Public Health Annual Highlight Report

2025-26



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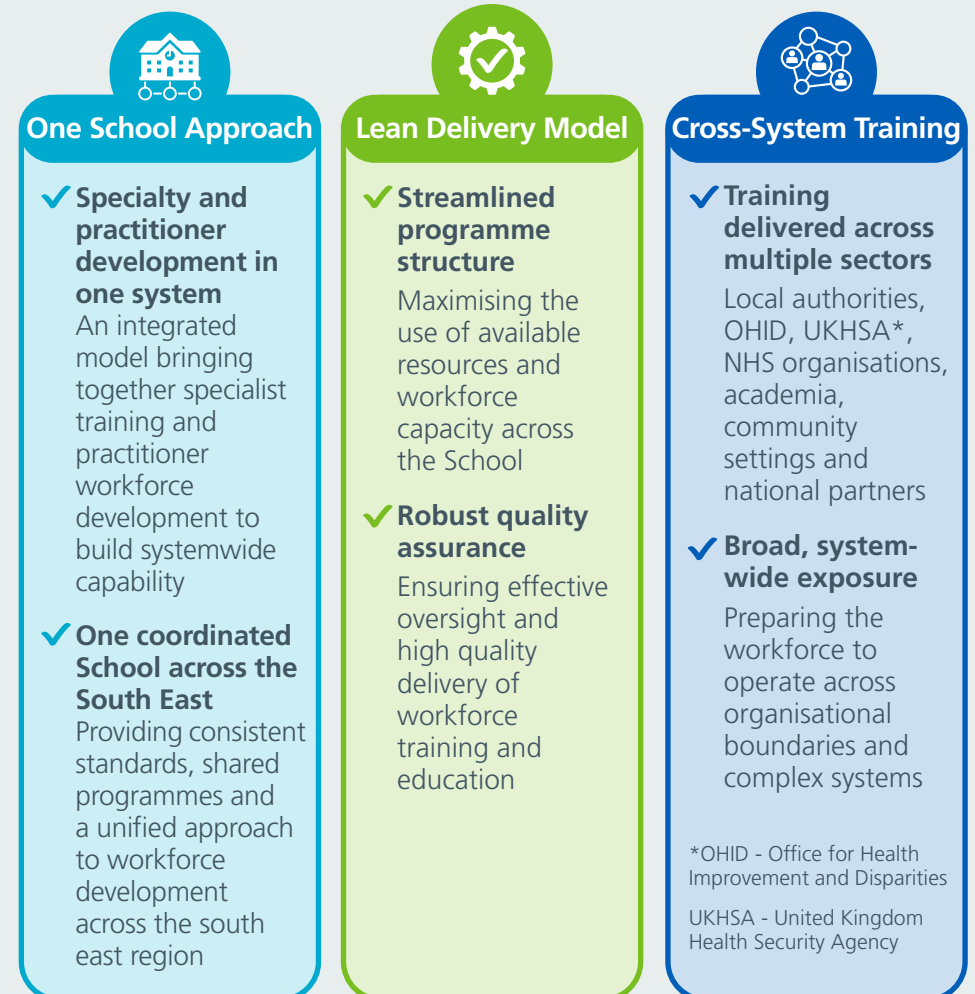
Introduction


The South East School of Public Health, as part of Postgraduate Medical and Dental Education (PGMDE), plays a key role in developing the workforce needed to deliver prevention, reduce health inequalities and improve population health outcomes.

The School of Public Health delivers an integrated approach to training, education and workforce development across the South East, bringing together Public Health specialty training and practitioner pathways within a single, coordinated model. This enables a holistic and consistent approach to developing the workforce, reducing duplication and maximising the impact of resources across the system. We currently support 106 Public Health registrars across 86 training placements, alongside 102 educational supervisors, while also growing the wider workforce through practitioner programmes, apprenticeships and targeted training initiatives.

Public Health training operates within a streamlined programme model, working across local authorities, OHID, UKHSA, NHS organisations, academia and national partners. This enables the School to deliver high-quality, flexible training across complex systems, while maximising the use of resources and reducing duplication. Through this approach, the School is able to build workforce capability effectively and efficiently embedding population health skills across the specialist, practitioner and wider workforce, including, tackling health inequalities, identifying high-risk and vulnerable populations to provide targeted support and partnership working across systems.

What makes us different





Over the past year, the School has continued to strengthen and diversify the future workforce, with a clear focus on inclusive workforce development. Through targeted initiatives, partnerships and positive action strategies, the School is actively advancing widening participation, improving access to Public Health careers for underrepresented groups, and building a workforce that better reflects the communities it serves.

Alongside this, the School have supported over 100 resident doctors in training through initiatives including Foundation Year 2 (F2) placements, Fellowships, community-based programmes such as the Wessex Public Health Community Fellowship, and training tailored to specific medical specialties through the Public Health in Practice programme. In addition, over 380 multidisciplinary professionals have been supported to develop practical population health skills that can be applied across clinical, community and system settings, strengthening a collaborative, whole-system approach to workforce development.

The School's work extends beyond formal training programmes. By working across organisational and community boundaries, the School has strengthened partnerships and built local capacity, including engagement with over 80 community researchers and organisations, ensuring that services better reflect the needs of the populations they serve.

A workforce equipped with public health skills supports earlier intervention, strengthens prevention, and reduces avoidable demand on health and care services. Through a lean, collaborative training model within PGMDE, the School of Public Health delivers high-impact workforce development contributing to a more sustainable, prevention-focused system and supporting improved outcomes for communities across the South East.

Postgraduate Public Health Training and Education



Public Health Specialty Training in the South East

The Public Health Specialty Programmes in Kent, Surrey and Sussex (KSS), Thames Valley (TV) and Wessex (WX) support the development of public health registrars to become competent, confident consultants in public health.

The principles which underpin the maintenance of high-quality public health training across the region include:

- Explicit region-wide standards for training are adopted and reviewed annually
- The training provided in all training locations is appraised periodically
- Progress is reviewed in a systematic and constructive manner annually
- Trainers are provided with appropriate support and continuing education

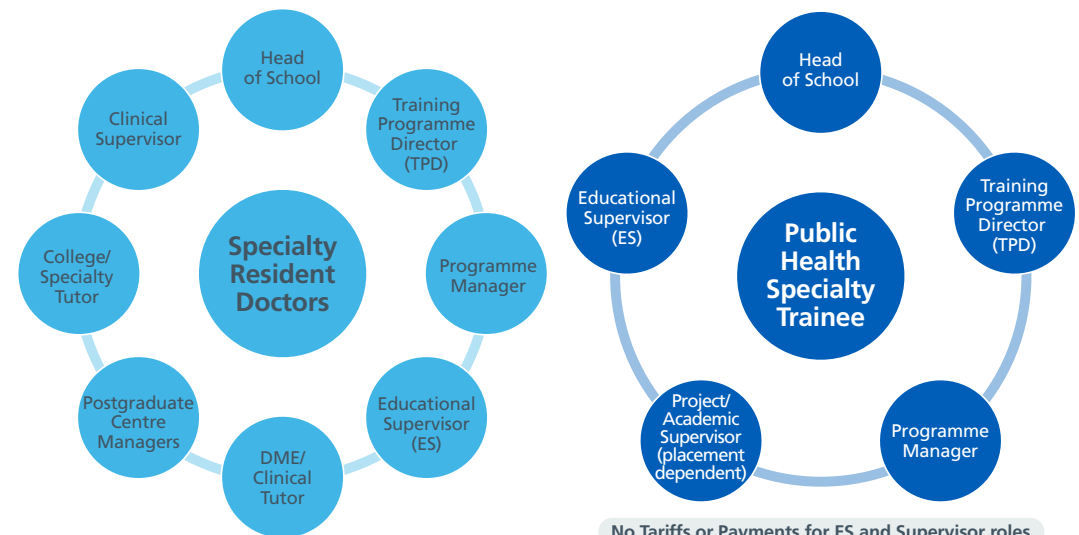
The programme provides inclusive and structured specialty training across a range of placements and learning opportunities, which covers the academic, health protection and service components of public health practice, and provides a comprehensive programme of multidisciplinary education and training.

Within Post Graduate Medical and Dental Education (PGMDE), public health registrars are supported differently from other specialty training programmes. In public health, the Head of School, Associate

Head of School and Training Programme Directors, and Programme Managers sit within the School and take on an enhanced role of delivering several of the functions shown in the diagram below, in comparison to other specialty programmes on the left.

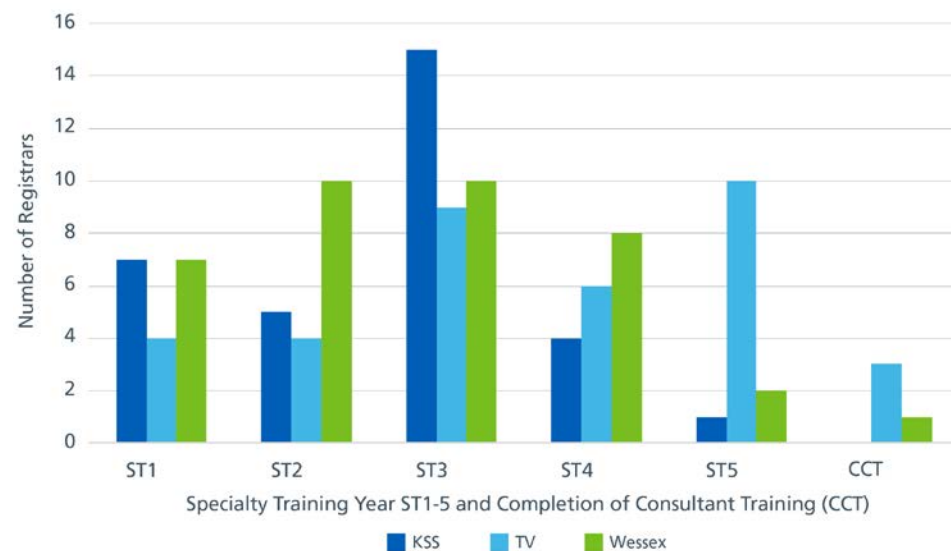
Public Health educational supervisors and project/academic supervisors also play a key role in delivering the Faculty of Public Health's curriculum through registered training placements, which do not receive educational tariffs or payments.

How do we support Public Health Specialty Training



Public Health Specialty Registrars continue to progress through the 5-year training programme across the three programmes. In 2025-26 four registrars completed the training programme, of which, two have secured Consultant posts in the South East and two outside of the region.

Public Health Specialty Training Numbers



	KSS	TV	WX
Education Supervisors (figures as at March 2026)	26	39	37

The three Public Health Specialty Programmes have been continuing to work together, identifying opportunities to work regionally to support registrars whilst maintaining local system focus for the development of the future public health specialist workforce. Key areas that the programmes have benefitted from includes:

▶ Core Training

Developed a coordinated South East regional core training offer for public health specialty registrars, enabling programmes to pool resources, improve consistency, and enhance cross-regional peer learning. The offer includes media training, project management, resilience, reflective practice and leadership development.

▶ Exam Results

A successful year across the south east programmes with excellent exam results. 15 registrars undertook the Faculty of Public Health's Diplomate exam with 14 successfully passing and 1 awaiting results. For the final Membership exam 14 undertook the exam with 13 successfully passing.

▶ Regional Buddy Scheme

Development and expansion of the registrar-led Public Health Specialty Buddy scheme which for the second year has been delivered as a south east regional programme. See case study for more information.

▶ Regional Teaching and Networking

Following the success of a joint south east regional registrar teaching and networking session, in 2025, which enabled opportunities for diverse discussions and sharing, registrar leads have started planning for another joint session for 2026.

▶ Public Health Career Session

As a result of working jointly to deliver career information sessions for prospective public health applicants, the three specialty programmes in collaboration with registrars will plan a regional joint webinar for Autumn 2026 and advertise via the local school websites and networks.

KSS Public Health Specialty Training

The Kent, Surrey and Sussex (KSS) Public Health Specialty Training programme, is now in its fourth year since the establishment of the KSS School of Public Health in 2022. The programme has actively worked to establish a strong educator community to support registrars as they progress through the programme.

The registrars held their first annual symposium in August 2025 where they shared work undertaken throughout the year and showcased projects they have worked on. The symposium was particularly useful for new registrars who had joined the programme in August and it highlighted the breadth, importance and impact of work that is carried out in Public Health.

The programme completed its first KSS Public Health Registrar survey, achieving a 62% response rate. The survey responses, overall, reported positive feedback with some constructive suggestions for improvement that will help to further strengthen the programme.

- KSS Associate Head of School and Training Programme Directors (TPDs) were hosted by Kent County Council for a full day in February 2026. They met colleagues supporting the delivery of Public Health training and received presentations on projects undertaken by FY2, GP fellows and other trainees. They also managed to join a meeting planning the work of Kent as a 'Marmot Place'.
- KSS now has a comprehensive placement guide to help trainees find suitable training placements. This includes information on expectations, relevant learning outcomes, application/ allocation processes, relevant contacts along with other useful information.
- In March 2026, the programme marked the departure of Dr. Jane Scarlett from her role as Training Programme Director. Jane has been an educator and TPD in London as well as KSS for many years and has trained and supported numerous current and previous registrars in public health. She will be greatly missed, and the programme would like to thank her for her valued contribution and commitment in starting and supporting Public Health specialty training in KSS.



“KSS is home to some fantastic organisations which can provide exciting and high quality placements. I personally have had great placements and really supportive ESs. There is a really strong community amongst registrars, and a real sense of co-ownership and investment in the programme. Registrars also provide each other with a lot of support and mutual teaching. TPDs are very approachable and they are generally flexible and accommodating of registrars needs. KSS is an innovator in the EDI in training space, largely due to the hard work of some very dedicated registrars. The core training provided has generally been of a good standard, and requests by registrars are considered.”

Quotes from the Trainee Survey 2025



Achievements

- Congratulations to Anjum Memon, our ES at Brighton and Sussex Medical School who was awarded the President's Medal by the FPH for making outstanding contribution to the advancement of public health science.
- Congratulations to Dani Plowman from West Sussex County Council, one of the programmes Educational Supervisors, on their appointment to the post of CPD advisor for SE.

Future Focus

- **Expansion Posts**
A further 6 expansion posts will be recruited to in 2026/27 bringing the total number of registrars in KSS to 38.
- **TPD Capacity**
A key area of focus for 2026/27 will be to ensure a full complement of TPD sessions following the retirement of Dr Jane Scarlett.
- **In-person Registrar meetings**
KSS TPDs will continue to host in-person meetings with registrars in the KSS region to maintain regular contact and create shared space for learning and development.
- **Access to Information**
 - The KSS programme will improve clarity of processes and access to key information through a central hub on NHS Futures.
 - An Educational Supervisor (ES) Hub will be established to provide resources, recorded sessions, and peer support.

Thames Valley Specialty Training

The Thames Valley School continues to provide a welcoming and supportive training programme to the public health registrars and educational supervisors.

Highlights for 2025-26 included:

- Registrar Symposium showcasing their work
- The annual Train the Trainer event for supervisors focused on Supporting Registrars to fulfil their potential
- The appointment of two Paediatric Public Health Fellows from March 2026
- Successful delivery of the Public Health in Practice programme which aims to develop public health skills and knowledge across other clinical specialities.

Thames Valley registrars were successful in being appointed to a number of competitive Nationally Approved Training Placement (NATP) posts including the UKHSA Health Equity and Inclusion Health Division, UKHSA TARZET Division and UKHSA Public Health Programmes Division.

The school continues to support the wellbeing of registrars. Another successful and sunny wellbeing day was held in September 2026 which involved a brisk local walk, plenty of fresh air, and a tasty bring and share lunch.

“During my Buckinghamshire Council placement, I was delighted to work with Daniel Flecknoe and Stephen Whelan helping organise a ‘Tuberculosis Screening and Health Day’ for those experiencing homelessness and using drugs in High Wycombe. I really enjoyed the opportunity to get out into the community on a workday and spend time with the screening van in two locations across the town.

The experience was really insightful, and spending time with service users on the ground discussing their concerns and expectations highlighted to me the positive impact that Public Health can have across communities. We risk assessed 59 individuals and screened 57 of these for TB. Working on the subsequent evaluation of the event, I was able to highlight the potential cost effectiveness of screening events like this held in the local community”

Branagh Crealock-Ashurst, ST3 Public Health Registrar



Wessex Specialty Training

Following the successful appointment of the Associate Head of School and Training Programme Director, leadership capacity across the Wessex Public Health Specialty Training Programme and School has been strengthened, enhancing trainee support and driving continued programme improvement.

Activity during 2025-26 for the specialty training programme included:

- Monthly in-person registrar development days held at Explorer House, Southampton
- Bi-monthly educator training sessions delivered both online and in person
- Annual 'Train the Trainer' event focused on leading in a changing and uncertain system
- Annual registrar symposium showcasing project work and shared learning
- A comprehensive in-person Public Health CPD programme, commissioned from the University of Southampton, for registrars and educators
- Regular Health Protection training sessions delivered by UK Health Security Agency
- A dedicated wellbeing day for registrars to network and connect

The Wessex School continues to maintain strong links with the University of Southampton being able to offer registrars academic placements and out of programme experience.



Achievements

- **Ethical Health Research in Prisons**

Congratulations to Thomas Munday, Wessex Public Health registrar and Emma Plugge, Masters of Public Health lead and educational supervisor at the University of Southampton who jointly led on international work culminating in the publication of ethical health research guidance in prisons. Links to Articles (click to access):

- [Development of International Guidance for Conducting Ethical Health Research in Prisons](#)
- [Guidance for Conducting Ethical Health Research in Prisons](#)

- **Isle of Wight**

Congratulations to Kate Harvey in being appointed as the Director of Public Health for the Isle of Wight Council who took up the role last Autumn. The School have been working closely with Kate to be able to offer the Isle of Wight Council as a training location to those joining the programme in the future.

- **National Parks Public Health Fellowship**

Wessex continue to offer the Public Health National Parks Fellowship to Paediatric and Psychiatry resident doctors across the Wessex region. Following a successful competitive recruitment process, a Paediatric Registrar will undertake this fellowship from September 2026.

- **Public Health Community Fellowship**

The Wessex Public Health Community Fellowship celebrates its 11th year anniversary and continues to be a flagship programme for Wessex (see below for more details).

Future Focus

Following the pilot of the Dual GP-Public Health specialty training programme, the Wessex School is planning to recruit to another dual GP-Public Health training post for 2026/27.

Case Study

Wessex Public Health Community Fellowship

Developed and delivered by the Wessex Public Health Training programme since 2014, the Public Health Community Fellowship is a unique programme pairing Foundation Year 2 Doctors interested in Public Health with local community organisations to collaborate on a project over the course of a year. The Fellowship has supported 196 Foundation Year 2 Doctors since 2014, supporting 37 community organisations.

The Fellowship Programme aims to:

- Support Foundation Year 2 Doctors to develop key skills in public health, gain insight into public health careers and build an understanding of the role of the community sector in supporting population health outcomes.
- Enable Public Health registrars to develop leadership and mentoring experience through the support they provide to Foundation Year 2 Doctors.
- Build capacity within community organisations, enabling them to deliver their work to improving health of their local populations.

The 2025-26 programme supported 20 Fellows to support and work with three community organisations which focused on:

- Evaluating the impact of URBONDS* community fitness programme on parents' wellbeing.
- Evaluating the effectiveness of financial advisory sessions from Citizen's Advice (Hampshire) in helping improve the financial resilience of people aged over 65, with a disability or caring for under 18-year-olds.
- Evaluation of the Senior Saints Programme, aimed at improving physical health and reducing isolation (Saints Foundation).

Feedback from Fellows highlight the value of working collaboratively; gaining insight into the health and wellbeing role of community organisations; a greater understanding of public health; and the opportunity to apply the learning in their clinical roles.



*A "United Bond": The name highlights their mission to unite people across different cultures and backgrounds.

Case Study

South East Public Health Specialty Recruitment Buddy Scheme

Following the successful pilot in 2023/24, the buddy scheme is now in its second year of delivery as a regional programme across the South East. Led by Public Health Specialty Registrars, with representation from each of the three specialty programmes, the scheme supports individuals from Black or Asian backgrounds preparing to apply for Public Health Specialty Training, contributing to the diversification of the future specialty workforce.

The Buddy Scheme offers a package of support to eligible applicants, including:

- **Mentor Support**
Applicants are paired with a current registrar who provides guidance and insight throughout the application process.
- **Application Process Support**
Introductory sessions covering the recruitment process, including application guidance and practical tips.
- **Assessment Centre Revision**
Revision workshops and practice materials to support independent preparation, with opportunities for feedback.
- **Selection Centre**
Support sessions to develop techniques for timed interview questions, including mock interviews and feedback using non-public health scenarios to focus on interview technique and avoid overlap with formal selection centre questions.

In 2025-26, the buddy scheme engaged 23 eligible applicants from Black and Asian backgrounds across the South East.

- 13 applicants chose to apply for the specialty training programme in November 2025.
- Of those who applied, 13 progressed to the Assessment Centre
- Of these, 4 progressed to the Selection Centre, 2 were placed on the Selection Centre waiting list.
- Of those attending the Selection Centre, 2 were offered a place on the Public Health Specialty Training Programme.

The Buddy Scheme continues to build on early learning and ongoing evaluation, strengthening support and widening access to the specialty training pathway.

A survey of applicants (n10) highlighted the value of the support provided:

- Guidance from Buddies (registrars) was consistently rated as helpful or very helpful.
- **Lived experience:** Applicants valued speaking with current registrars who had recently navigated the recruitment process, increasing understanding and confidence.
- **Supportive engagement:** Buddies were accessible and responsive, offering regular opportunities for discussion and advice.
- **Resource sharing:** Access to relevant resources and revision materials supported structured preparation.

Public Health Practitioner Development



Public Health Practitioner Schemes across the South East

The School of Public Health delivers three Public Health Practitioner Schemes across Wessex (WX), Thames Valley (TV) and Kent, Surrey and Sussex (KSS), providing structured and supported programme for practitioners to achieve registration with the UK Public Health Register (UKPHR) over a 12-month period. Each scheme is designed to support practitioners in evidencing their competence against the UKPHR Practitioner Standards. The schemes achieve this through the delivery of:

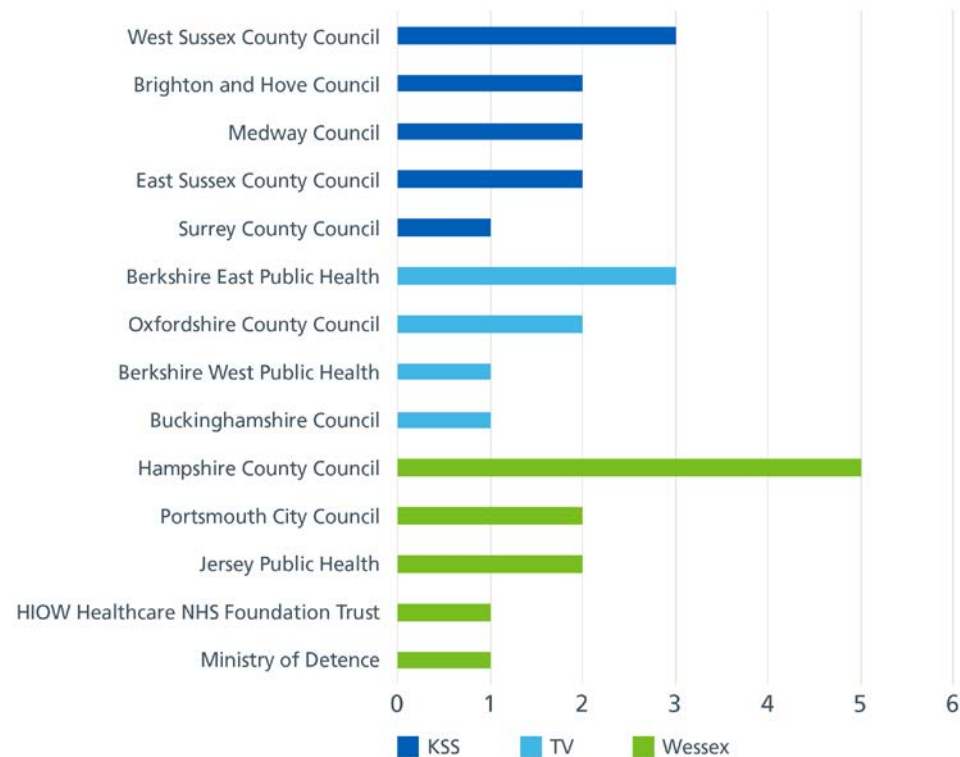
- Public Health Masterclasses
- Portfolio Development Groups
- Interim Reviews to monitor progression
- E-Portfolio training
- Virtual Practitioner Forums
- Assessor and Mentor virtual peer-support forums
- Line Manager support and progress meetings

While tailored to each local scheme, all schemes operate within a consistent framework that includes dedicated Mentors, Assessors and Verifiers, structured timelines, and targeted support to ensure practitioners are able to progress successfully towards registration. Collectively, these programmes strengthen and quality assure the public health workforce by building capability, supporting professional development, and enabling practitioners to demonstrate their impact across a range of settings.



The graph below provides an overview of Public Health Practitioner activity across the three schemes, including the number of individuals who have successfully completed the programme and achieved UKPHR registration.

Public Health Practitioner Scheme 2025 to 2026



Future Focus

Across all three schemes, procurement of a new provider for 2026–27 is underway, with the next cohort expected to commence from Autumn 2026.

This transition offers an opportunity to further strengthen programme delivery, incorporating innovative approaches while maintaining high standards. Establishing strong partnerships with the new provider will be key to ensuring continuity, enhancing delivery, and supporting ongoing improvement across all schemes.



KSS Public Health Practitioner Scheme

10 KSS practitioners have registered with UKPHR with 1 practitioner underway to complete over the next coming months.



“The scheme has enabled me to integrate previous experience outside a mainstream public health role with what I am doing now and help me appreciate the breadth of public health practice and my contribution. As a result, I feel more confident in my public health practice.”

KSS Practitioner (2025-26 Cohort)

Achievements

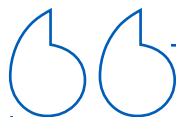
The KSS Practitioner Scheme received positive feedback from the Verification Panel, recognising the high standard of practitioner portfolios and the rigour of the assessment process applied by Assessors, which clearly demonstrated that practitioners were practising public health to a high level of autonomy.

Lessons learnt

Implement improvements to line manager supporting statements at the application stage, recognising their role in helping practitioners in meeting portfolio deadlines, evidencing their work, and address gaps.

Thames Valley Public Health Practitioner Scheme

- The scheme accepted 8 practitioners. 1 practitioner withdrew mid-way and the remaining 7 all completed their portfolios and were successfully recommended to UKPHR for registration.
- The scheme recruited and trained 8 Practitioner Mentors along with Assessors and Verifiers from the Thames Valley workforce to support the programme.



“It’s been a whirlwind but there has been so much support from the scheme, colleagues and peers and the scheme has helped me to realise the value of what I do in public health. I have improved my reflective practice and bolstered my understanding and skills of all elements of public health. I will take this forward to support my future public health work and career journey.”

TV Practitioner (2025-26 Cohort)

Lessons learnt

The benefits of in-person elements of the scheme continue to be positively received. The scheme will continue to have in-person and online portfolio development groups to enhance learning.



Wessex Public Health Practitioner Scheme

This year 9 practitioners were registered with UKPHR with one more due to be verified by the end of April.



“Completing the UKPHR registration has been a really empowering process and provided me with a renewed confidence in the standard of my own practice. It has allowed me to evidence the quality of my previous learning and application despite not having taken a traditional route into Public Health via the master’s programme. The Wessex scheme supported me throughout both through scheme leads and peers who were also enrolled.”

WX Practitioner (2025-26 Cohort)



Public Health Practitioner Graduate Trainee Programme

The Public Health Practitioner Graduate Training programme is a 2.5 year training programme where practitioner graduate trainees are funded to be employed by local authority public health teams over the course of the programme. The practitioner graduate trainees are supported through a structured training programme to develop their knowledge and skills whilst they undertake work-based projects to build their public health practice. The programme utilised positive action strategies to recruit trainees from local communities, specifically engaging those from global majority backgrounds, aimed at supporting diversification of the public health practitioner workforce. All trainees already had a public health related degree and/or masters but had not had the opportunity to work in public health.

The practitioner graduate trainee programme came to an end in March 2026 with all trainees successfully completing the programme gaining valued public health experience, knowledge and skills, creating a springboard for their future careers in public health.

Throughout the programme, trainees contributed to a wide range of public health priorities across Local Authority teams, delivering impactful projects across health improvement, health protection and healthcare public health. The programme continued to provide a comprehensive and supportive learning environment, including mentoring, supervision and structured development opportunities aligned to professional standards.

The successful completion of this cohort demonstrates the strength of the programme in developing confident, capable and work-ready practitioners. It also highlights the value of the programme in building workforce capacity and supporting career progression within the public health system.

“I’ve loved it... I feel I’ve found my career path, and I am grateful for that.”
Graduate Trainee

“Practitioner Graduate Trainees were real assets to the team, expanding capacity and delivering high-quality work.”
Employer feedback



Achievements

- 12 practitioner graduate trainees completed the 2.5 year programme
- 11 practitioner graduate trainees have been recommended for UKPHR Practitioner registration
- 6 practitioner graduate trainees have secured public health practitioner roles within their Local Authority Public Health teams
- 4 practitioner graduate trainees have had contracts extended by 3 months to support continued career development
- 1 trainee commenced maternity leave following the birth of a child, becoming a first-time parent
- All trainees delivered projects across key public health priority areas
- The programme has received positive employer feedback recognising trainees as valuable contributors to team delivery and impact
- The practitioner graduate trainee programme continues to demonstrate strong outcomes in developing a skilled and diverse workforce



Lessons Learnt

Following evaluation of the Public Health Practitioner Graduate Training Programme, key lessons learned have been identified to inform and strengthen future cohorts:

- **Commit to inclusive and values-led recruitment** - Positive action works and inclusion needs to be threaded throughout the programme.
- **Actively foster psychological safety** - Trainees thrive where they can ask questions, raise concerns and take risks safely.
- **Plan meaningful, developmental project work from the outset** - The quality and scope of projects directly shape trainee progression, confidence and requirements for UKPHR portfolio.
- **Provide structured, reflective supervision** - Clear expectations, regular check-ins and developmental feedback are essential to supporting a trainee role.
- **Understand the demands of a trainee role** - Supporting a fixed-term, developmental post requires protected time, clarity of role and career planning conversations.

Future Focus

Funding for a new cohort of practitioner graduate trainees has been confirmed for 2026. The lessons learnt from the evaluation will inform the next cohort of 8 trainees who will start in September.

Public Health Apprenticeships

The School of Public Health supports two public health apprenticeship programmes in the South East to grow and develop the public health workforce.

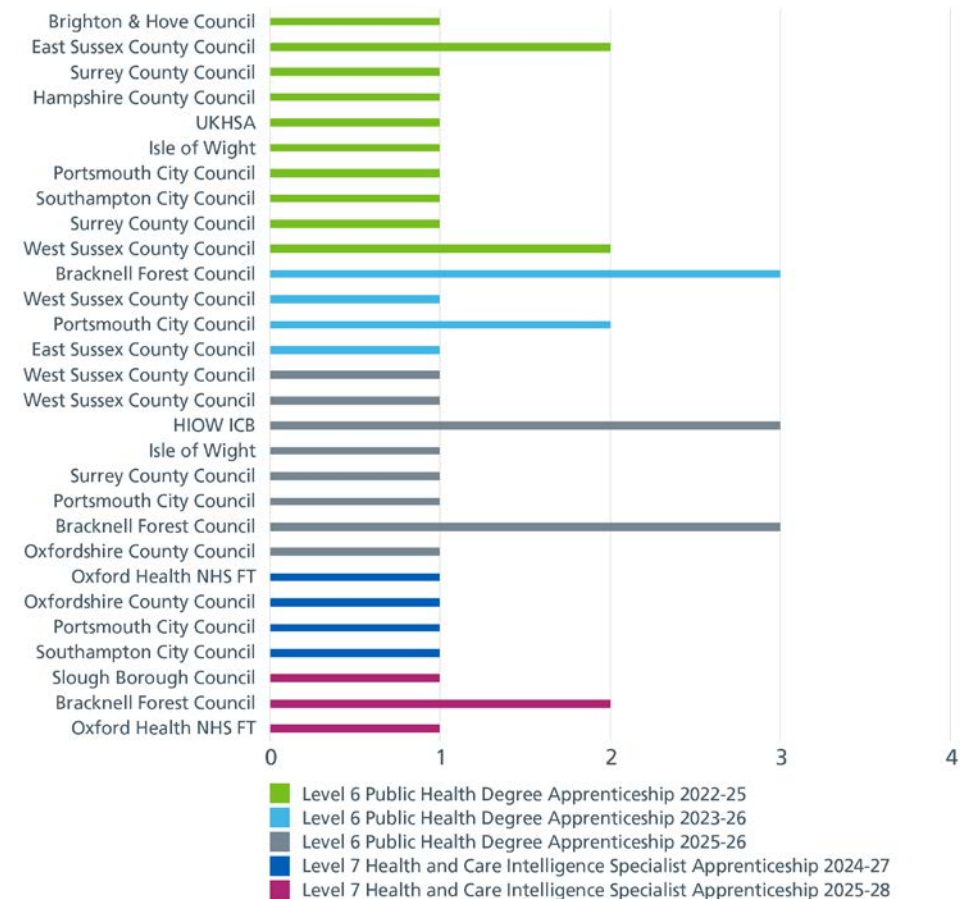
Level 6 Public Health Degree Apprenticeship

This is a 36-month development programme which is salary supported and aligned to the UKPHR Practitioner Standards and the Public Health Skills and Knowledge Framework. The apprentice is employed in local authority public health teams and NHS population health settings. Employers applying to this programme for the salary support are required to demonstrate inclusive recruitment strategies to engage under-represented groups and where possible from their local communities. The successful apprentice will complete the training with a Bachelor of Science degree in Public Health and eligibility to apply for UKPHR Public Health Practitioner registration.

Level 7 Health and Care Intelligence Specialist Apprenticeship

This is a 36-month programme that supports development of individuals into data and intelligence roles, developing advanced analytical and data expertise. The apprentice is employed in local authority public health intelligence teams and NHS data and intelligence settings, including population health management.

The below graph provides an overview of the numbers for the apprenticeship programmes. **The 2022 Level 6 Apprenticeship Cohort all successfully completed in 2025. All 12 apprentices went on to secure public health related roles.**



Public Health Wider Workforce Development



South East Community Participatory Action Research Training and Mentoring Programme

The Community Participatory Action Research (CPAR) training and mentoring programme is a structured initiative designed to build capacity and capabilities of marginalised communities to address health inequalities. Through CPAR, community researchers are equipped with practical skills in participatory research methodologies, enabling them to identify and address the health needs and barriers of their own communities.

By enabling communities to research their health needs and priorities, they have the tools to have greater involvement over how services are provided, aligning directly with the 10 Year Health Plan's shift toward patient empowerment and prevention. Research insights generated by community researchers have been used by Integrated Care Boards (ICBs) and NHS partners to shape local health and care services, ensuring that community voices directly inform service design and delivery.

The CPAR training and mentoring programme:

- Delivered a training programme with a mixture of online and four in-person sessions over the 12 months.
- Enabled the community researchers to consider the health inequalities experienced by the communities.
- Supported Community Researchers to complete their research project with actionable recommendations.

The CPAR programme was developed with the following underpinning principals:

- Recognition of the value of the community researcher workforce by paying them for the learning and research project time;
- Empowering community researchers and their communities to set the research topic according to their health priorities, enabling them to work as equal partners.
- Ensure community researchers, the commissioner and delivery partners were involved in shaping the programme from the very start.

Governance of this programme was through the Oversight Group, with a broad membership at system, local and voluntary sector levels, who advocated and supported research outcomes into actions. The delivery partners commissioned to deliver the training and mentoring were the University of Reading, Scottish Community Development Centre and the Institute for Voluntary Action Research.

Cohort 3 ran from October 2024 to September 2025. The programme recruited and supported 25 researchers, hosted by 10 voluntary sector organisations across the south east. 24 community researchers completed this programme with 10 successfully completed research projects.

The community researchers presented their work at the Showcase in London in September. There were 75 delegates from the voluntary and community sectors, NHS England, ICBs, NHS Trusts, and local authorities.

“Researchers use their trusted relationships and lived experience to reveal how services are experienced, where they fall short, and how health inequalities manifest locally. This kind of grounded intelligence rarely appears in routine data, yet it often determines whether well intentioned plans become services that actually work. And the legacy that CPAR leaves behind is a trained workforce, that can (with appropriate resource) continue their work in community research engagement, and participation.”
IVAR report quote

“The flexible approach of the programme worked really well. Community researchers were trusted to shape the direction of their own research, which allowed the work to stay relevant to local needs. Our local knowledge and lived experiences were respected and valued throughout the process. We also appreciated the strong support from multiple mentors, which provided guidance and encouragement while still giving us space to lead.”
Community researcher



Achievements

- Strategic governance and engagement enabled community researchers to be connected with system and place to share their research projects
- The programme had low attrition of trainees and is an acknowledgement to the design, delivery and partnership working that took place in shaping the programme.
- The showcase was a success with majority of participants rating it as excellent and it created opportunities for the community researchers to network and make connections



Future Focus

- Production of a CPAR toolkit to enable others to delivery similar programmes.
- Completion of a workforce impact report to highlight how this trained workforce have been able to progress in their future careers as a result of CPAR.
- Options appraisal of feasibility of a future cohort given the current reorganisation of the system.

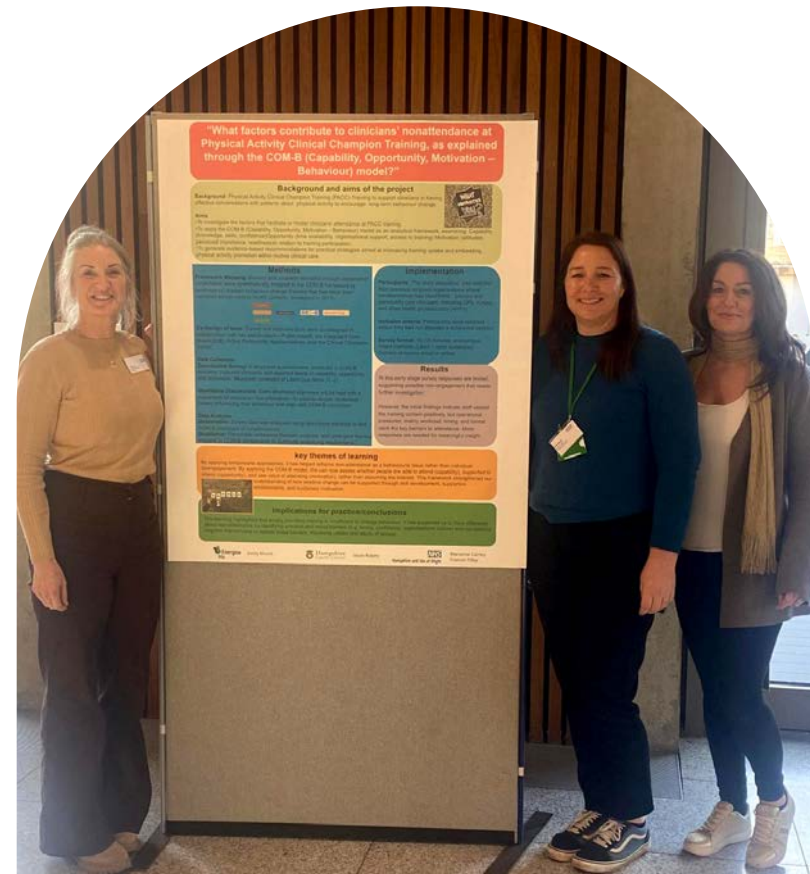
See Change Programme – Building Behavioural Science Capability

See Change is an innovative behavioural science training programme for the South East region, designed to build workforce capability in applying behavioural science to improve health outcomes and reduce health inequalities. It supports place based prevention approaches and is delivered in partnership with behavioural science experts from the University of Manchester.

The See Change programme was delivered in two main phases:

- **Phase 1 (June - July 2025)**
Four online taught modules introducing behaviour change theory and practical application using the Behaviour Change Wheel.
- **Phase 2 (September 2025 - January 2026)**
Expert facilitated Action Learning Sets for teams to apply learning to an existing system priority with senior sponsorship, supported by a behavioural science facilitator.
- **Additional activity**
Prerequisite learning, drop in support sessions, information events, and Learning and Sharing event.

“See Change has helped us see the big picture of what needs to change (rather than just tweaking things). The insights helped us put what parents actually want at the forefront, rather than what we think they want.”



Achievements

The programme has:

- Built workforce capacity and confidence in applying behavioural science to real world public health challenges.
- Supported development of prevention focused, place based interventions.
- Enabled multidisciplinary teams to design, test, and implement behaviour change approaches.
- Contributed to reducing health inequalities through improved project design and delivery.
- Produced tangible outputs including behavioural science project plans and showcase posters.

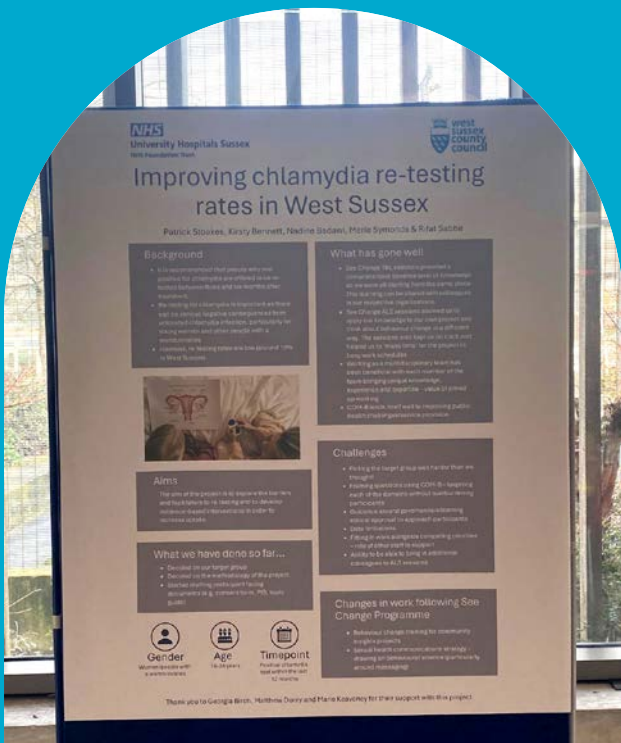


Lessons learnt

Learning sets that are both effective and suitable for a diverse range of participants continue to be a challenge, and a quality improvement approach has been identified to improve future group learning.

Future Focus

- Options appraisal of feasibility of a future programme given the current organisational changes.



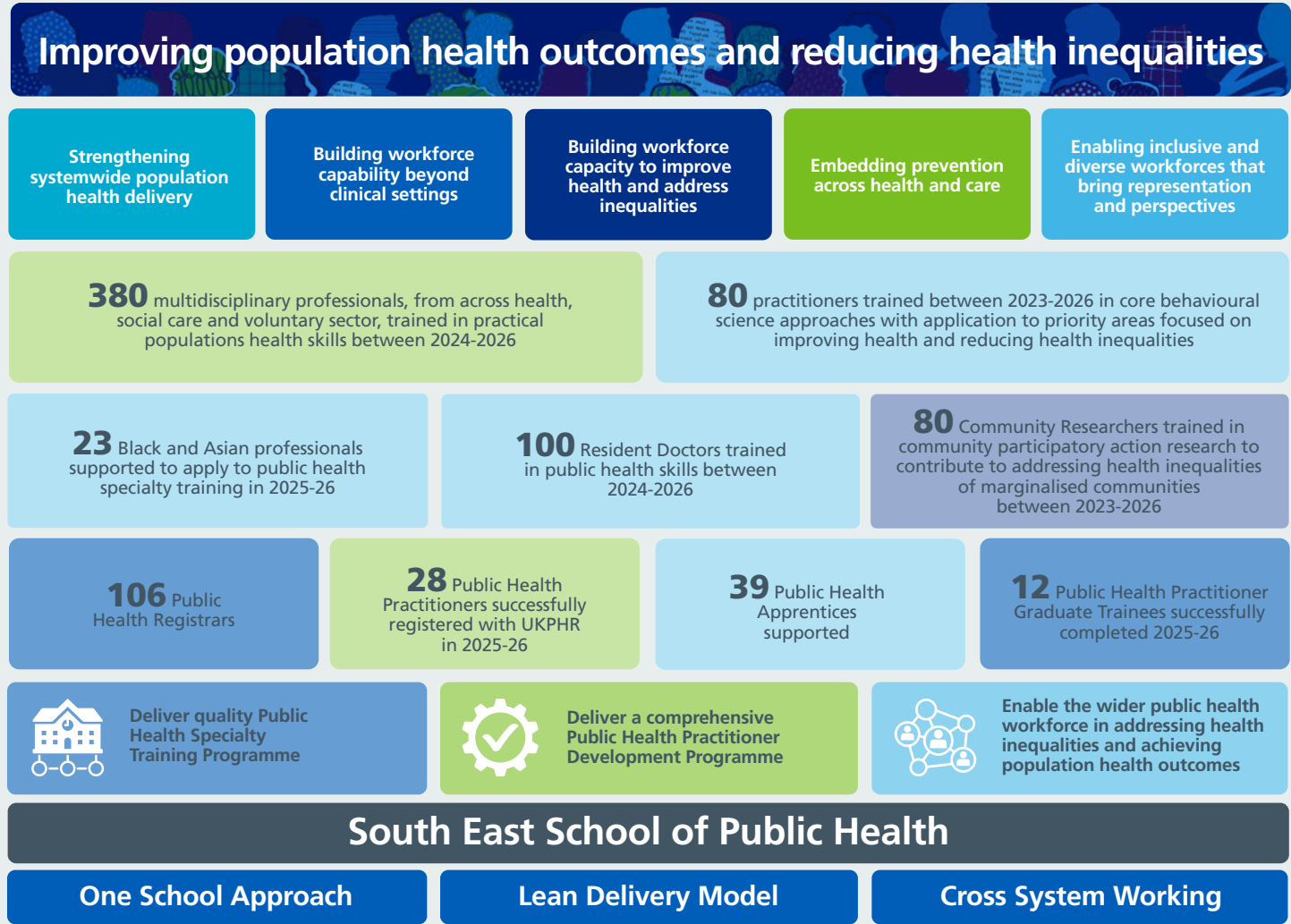
Looking Ahead



Building Public Health Capability

The South East School of Public Health will continue to drive the development of public health capacity and capability across the workforce and wider system. Building on its established impact, it will enable a skilled, adaptable workforce equipped to improve population health outcomes and reduce health inequalities.

In the context of ongoing organisational change, the School will maintain a clear strategic focus on strengthening and sustaining the core public health workforce, in partnership with key stakeholders. This will ensure a resilient foundation from which to deliver long-term system impact and respond effectively to emerging public health challenges.



The South East Schools of Public Health would like to thank all partners for their ongoing support and commitment to training the public health workforce.

We would particularly like to acknowledge Training Leads and Local Authority Public Health Workforce Development Leads who are key enablers to the delivery of the Schools' priorities in building public health capacity and capability in the South East.

To find out more about the School of Public Health please use the below contact emails:

South East Schools of Public Health: england.publichealthschools.se@nhs.net

Thames Valley School of Public Health: england.tvpublichealth.se@nhs.net

Wessex School of Public Health: england.wxpublichealthschool.se@nhs.net

Kent Surrey Sussex School of Public Health: england.ksspublichealthschool.se@nhs.net

