



Digital developments at the recovery college

A change of approach

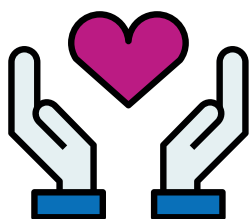
Originally, all of the recovery college's services were offered face to face. They had very little ability to offer anything digitally, and they had a very small web presence.

When the Covid-19 pandemic hit and face to face meetings were restricted, the college had to work quickly to adapt to a virtual world – but found that it came with many benefits.

Courses being easily accessible online meant that they were available to people across the world, with no travel needed. This sat well with the college's non-restrictive, 'no postcode' policy.

Still needing to offer face to face courses, the college looked at how they could do this safely, however were met with restrictions such as limited capacities in rooms. They turned to a blended approach, using venues but also allowing people to access the same courses from home via a screen.

This has enabled the college to reach out to other people such as carers, and has seen increased attendance from the general public.





“ **Morale
has improved
within the
team.** ”

Something for everyone

Going online has increased inclusivity for the college. Previously, deaf participants have attended college courses along with an interpreter who would speak on their behalf. This worked better online as the person blended in with the rest of the group rather than being known to have a disability.

No more printing prices

The college no longer offer a printed college prospectus as everything is now hosted online on the recovery college's dedicated website. The cost of the prospectus was between £3k – 6k a year – this now goes towards paying for the website and additional equipment for blended learning.

Occasionally information for courses is requested so once a term the college sends out a quick course guide, which costs much less to print than a full prospectus.

Morale booster

All staff from the recovery college continue to work from home. During the first pandemic lockdown, it took a while to settle into the new routine of working from home, however since then staff have become more productive and able to cover more meetings during the working day as they don't have to travel or book rooms. More staff have applied for jobs with the college because the roles are home working.

Every morning the team catch up and check in with each other. Many team members have a better work/life balance as the flexibility of hybrid working enables them to manage childcare or caring responsibilities. Staff have also been able to save money through no longer needing to commute.

Sustainable changes

The team have had many discussions of how they will continue to work going forward and feel a hybrid approach will be the most productive.

If you require a copy of this information in any other format or language please contact your line manager or healthcare worker at the Trust.

With **all of us** in mind.