



GPMPLUS

Wellbeing services for all your team

The Healthy Practice Programme



The Healthy Practice Programme

GPMplus is excited to be able to offer 6 West Yorkshire the opportunity to enrol on the Healthy Practice Programme.

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Background

Many primary care teams were already struggling with workload pressures and burnout prior to the pandemic which has heightened the stress and tensions within the primary care teams. The need for improved communication, support and compassion within teams has never been greater. It is accepted that offering a programme of personal and professional development is an important factor in attracting and retaining individuals working within Primary Care. Supporting a positive culture in primary care teams through the Healthy Practice Programme will contribute to achieving this.

About the Healthy Practice Programme

The Healthy Practice Programme is a 6 month support programme which compliments the Wellbeing Education Model delivered by GPMplus.

This programme provides upstream preventative support which helps practices to be 'a good place to work, and a good place to be a patient', focussing on the following 5 domains:

- ***Wellbeing***
- ***Leadership***
- ***Quality Patient Services***
- ***Practice Management***
- ***Practice Infrastructure***

To help practices to become a 'healthy practice' we provide the following resources:

Tools:

- Self assessment tool
- Practice development plan
- Practice culture survey including analysis reports and a fortnightly 'temperature check'

Personalised support:

- 1:1 support – Each practice will be allocated a Healthy Practice Facilitator who will work with the Practice leadership team throughout the programme
- Peer support - Practices will be invited to regularly meet with other practices undertaking the programme, to provide and receive peer support; to share ideas, successes and challenges.

Wellbeing Education:

- Access to, and guidance in how to best utilise, the wellbeing education model across whole practice teams.

About the Healthy Practice Programme (cont)

- The wellbeing education model is designed to impart skills to enable improvements in practice cultures rather than just increase attendees knowledge. This should contribute to improving retention in General Practice by providing support in the 3 areas listed below:
 - Personal resilience – offering support to individuals working within General Practice and decreasing the risk of burnout through tools and techniques in mindfulness, positive psychology and resilience
 - Teams resilience – providing tools and techniques to leaders in General Practice to support them in creating a healthy culture through effective leadership, engagement and values

- Systems resilience – supporting leaders in General Practice to ensure they have robust systems in place to ensure the workstreams above can be successfully embedded within an organisation and to ensure patient and staff needs are met.



What are the programme costs?

The programme is fully funded, through support from WY ICB. There is the option for practices to purchase additional elements such as education tailored and delivered to your team only, or purchasing additional facilitation time, for example support from a healthy practice facilitator to plan and deliver a team away day. Although these additional services are available for practices to purchase, they are entirely optional.

Who is the Healthy Practice Programme most suited to?

- Practices that are happy with the schedule and commitments identified above (essential)
- Practices that have the agreement and support of their partnership to take part in the programme (essential)

- Practices that wish to bring about positive change within their teams, particularly around culture and communication
- Practices that wish to understand more about the wellbeing of their teams and staff, and how this can impact on other areas within the practice

What is the commitment?

1. Establishing a healthy practice team

There will be a requirement for practices to establish their own 'healthy practice team' who will lead on the programme on behalf of the practice. Our suggestion is that this team is made up of 2-4 people, including 1 partner, 1 manager and others who will be involved in leading on change within the practice.

What is the commitment? (cont)

2. Meetings

There will be a requirement for practices to take part in a variety of meetings during the programme, including meetings with their facilitator and peer support meetings with other practices enrolled on the programme. In total these meetings will take up approximately 14 hours over the course of the programme.

3. Culture surveys

GPMplus will provide the culture surveys, the practices will be responsible for circulating the survey to all staff and encouraging participation. GPMplus will produce reports of the survey findings. The culture surveys will be undertaken at the start and end of the programme.

Temperature checks are mini surveys which take staff just 1 minute to complete.

GPMplus will produce the temperature check surveys and reports, practices will be responsible for circulating and encouraging participation.

4. In house progress

Although you will be supported by your healthy practice facilitator on a regular basis, the healthy practice team will also need to commit to undertaking some activity in house to ensure that your aims and objectives are achieved. This will include completion of a healthy practice self assessment and development plan (supported by your facilitator) as well as tracking progress.

Please also see the schedule below

The Healthy Practice Programme Schedule		
18th March/19th March at 12 noon	Virtual drop-in session to ask questions about the programme	Zoom, 1 hr
20th March 2026	Deadline for expression of interest forms	
w/c 23rd March	Practice suitability checks – we may invite you to a brief zoom call if we have any questions	
w/c 30th March	Practice places confirmed and start date for 15th June agreed	
w/c 15th June, 1.30-2.30pm	Programme induction meeting for practices	Zoom, 1 hr
w/c 22nd June – 13th July	Practice culture survey to run for 3 weeks	
w/c 6th July or w/c 13th July	1st Facilitator meeting – introduce programme/processes/gap analysis	F2F at Practice, 1.5 hrs
w/c 3rd August	Practice culture survey reports provided	
w/c 10th August or w/c 17th August	2nd Facilitator meeting – review of culture survey report, aims and objectives, gap analysis commencement	F2F at Practice, 2 hrs
w/c 21st September or w/c 28th September	3rd Facilitator – progress review and support	Zoom, 1 hr
w/c 12th October or w/c 19th October	4th Facilitator – progress review and support	Zoom 1 hr
w/c 16th November	Healthy practice peer support meeting	Zoom, 1.5 hrs
w/c 14th December or w/c 4th January 2027	5th Facilitator – progress review and support	Zoom, 1 hr
w/c 11th January	Healthy practice peer support meeting	Zoom, 1.5 hrs
w/c 18th January – 8th February	Practice culture survey to run for 3 weeks	
w/c 22nd February	Practice culture survey reports provided	
w/c 22nd February or w/c 1st March	6th Facilitator – progress review and support	Zoom, 1 hr
w/c 8th March	Celebration event	F2F
w/c 31st August to w/c 7th December	Fortnightly temperature check surveys	

Next Steps

- Visit our website:

www.gpmpplus.co.uk/healthy-practice-programme

For more information and to complete the expression of interest form.

- Return the expression of interest form to info@gpmpplus.co.uk by 20th March, 2026
- If you have any questions contact us at info@gpmpplus.co.uk