



Spire Healthcare



Social value: How does Spire Healthcare contribute to society and the environment?

*Looking after you.*

# Spire Healthcare Group

Spire Healthcare is a leading UK integrated independent healthcare company. We have around 16,800 employees and care for over 1 million people each year across the group.

We operate:

- 38 hospitals and over 50 clinics
- Health services through employers, supporting their employees through Spire Occupational Health and Vita Health Group
- NHS services for mental health and musculoskeletal conditions through Vita Health Group
- A network of private GPs through Spire GP and London Doctors Clinic
- Private mental health services through Vita Health Group and Spire Mental Health

## Our purpose

‘Making a positive difference to people’s lives, through outstanding personalised care’

Supporting the NHS is a cornerstone of our work:

- We provide diagnosis and treatment for around 200,000 NHS patients in our hospitals each year
- Our NHS talking therapies help over 200,000 each year
- We are helping the NHS to tackle waiting lists and stand ready to do more



# What is social value?

We strive to be a sustainable company, delivering environmental, social and economic benefits while caring for our patients. 'Social value' means what we are doing for our communities, our colleagues and our planet that adds value above and beyond our core work.

## These extra benefits may be in:

### Work

- Contributing to training healthcare professionals through our apprenticeship programmes
  - Promoting equal opportunities, wellbeing and diversity
  - Delivering new skills and training
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### Economy

- Delivering good quality healthcare to patients who need it the most
  - Promoting health interventions to get people back to work and improve productivity
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### Community

- Community efforts to support local businesses and charities
  - Working with the voluntary sector as key partners
  - Volunteering and donating to local communities
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### Planet

- Managing waste sustainably
  - Reducing our carbon emissions to reach net zero
  - Making our sites more energy efficient
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### Innovation

- Reducing waiting times for NHS patients through increasing capacity
  - Finding new ways to deliver services which are better for people and the planet
  - Offering the latest treatments
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# Why social value?

We aim to live our purpose and want to operate sustainably and within our communities and society. We seek to deliver positive benefits to our patients, colleagues, communities, practising consultants, clinicians, suppliers, partners, clients and investors.

# Did you know?

Here are some examples of how we are delivering social value and contributing to creating positive impact for our people, communities, and the environment.

## Training and apprenticeships: Work

- We have created clearer career pathways for our colleagues, improving skills, engagement and retention, leading to stronger, safer teams
- Around 400 colleagues – over 3% of our permanent workforce – are apprentices. Many applicants already work for Spire, demonstrating how we invest in development
- Apprenticeships cover physiotherapy, pharmacy, medical laboratory technicians, operating department practitioners, management, cardio physiology, biomedical sciences, engineering and more
- The biggest is our nurse degree apprenticeship – one of the largest programmes run by a single organisation in England
- Apprentices are paid while they study, allowing colleagues to progress without stopping work or building up student debt
- We work across the NHS and other care settings for placement and learning; many graduates go on to work in the NHS

## Spire Occupational Health: Economy

- Supporting employees with clinical advice reduces absenteeism, encourages retention and enhances the health, protection and wellbeing of people at work, improving productivity
- 1.7 million working people suffer from a work-related illness, including over 0.5 million with musculoskeletal issues and 0.8 million with stress, depression or anxiety
- Early support through occupational health leads to better outcomes, fewer lost working days and reduces cost to the NHS
- Identifying ill health early reduces pressure and cost to the NHS



**95%** of employees return to work after mental health support



Around **15%** of employees we check have high blood pressure which would otherwise go undetected

## Vita Health Group: Work/Economy/Community

- We are keen to provide patients with equitable access to our services, including those who are underrepresented and face additional barriers. A mental health bus tour run in one of our services enabled us to bring services to local communities, addressing some of the barriers faced
- We strive to overcome mental health stigma among older adults and engage them in community workshops

- We have partnership liaison officers in our talking therapy and musculoskeletal services to raise awareness of services and reach people in communities who need us most, working with libraries, community centres, arts venues, parish councils and charities
- In-house mentoring sessions for Vita's female colleagues have helped them to develop their skills, boost their confidence and build their networks



## Investing in communities and charity support: Community

- We regularly donate to local foodbanks. Many people donate dried and tinned foods but Spire has donated fresh food. Just one hospital donated over 300kg of food
- Many of our hospitals are surrounded by greenery. We have planted trees and shrubs in the grounds of several sites
- We have organised clothes recycling bins and recycling of ink cartridges, and organised litter picks
- Hospital colleagues take part in activities such as walking and cycling challenges, bake sales, raffles and a patient and visitor car wash, to raise money in our annual Spire charity drives, raising around £40,000 per year
- Hospitals also choose local charities, reflecting the community they serve, and form long-standing relationships providing not only funding but also resource, work experience or meeting space

## Reducing surgery carbon emissions: Planet

- Surgery is a high-carbon form of healthcare, using anaesthetic gases, power for lighting and air conditioning, and single-use plastics
- To reduce this we are using lower carbon gases and removing others
- We have invested in replacing lighting with efficient LED alternatives, heat recovery technology and efficient plant engineering
- Our dry mixed recycling rates are consistently above 40%, offensive waste above 41% and waste to landfill at less than 0.04%



More than **12,000** solar panels supply our hospitals



## Reducing carbon: Planet

- Our hospitals are being fitted with more than 12,000 solar panels to reduce our use of greenhouse gases for power and reduce energy consumption, the largest investment of its kind by a UK independent sector healthcare provider
- We are ahead of our annual carbon emission targets, aiming to be net zero by 2030 in hospitals and by 2050 in primary care services
- Every year our distribution fleet covers over a million kms, making over 9,000 deliveries – we now have electric trucks and cars to reduce carbon emissions, and electric charging at our hospitals
- Healthcare generates waste but we manage it efficiently with all colleagues now trained in segregating waste to reduce what goes to landfill, and we have introduced reusable sharps bins
- Plastic cutlery has been replaced by metal reusable or wooden disposable, we have started recycling single-use oxygen face masks, tubing and hard plastics
- We have recycled hard plastic waste into benches and planters for local schools and parks



We have planted trees and shrubs in the grounds of several sites

## New facilities, diversity, new services and safety: Innovation

- We have invested over £450 million in the latest facilities and technology in the last six years, improving quality and capacity, allowing us to treat more patients
- We offer robot-assisted surgery for the latest surgery techniques - including orthopaedics and urology
- We seek to encourage diversity and are ranked in the top 20% of diversity leaders in Europe by the Financial Times and lead the UK healthcare sector
- We are ranked in the top 100 businesses by Women in Work, and are 7th in the FTSE 250 ranking for women leaders and lead the UK healthcare sector
- We run a new employment support service for those using our NHS talking therapies to help patients remain in, return to, or find work
- We were first in the independent sector to introduce Freedom to Speak Up Guardians in every location and mental health first aiders in all sites



We have invested over £450 million in the latest facilities and technology



**Spire Healthcare**

[www.spirehealthcare.com](http://www.spirehealthcare.com)



**Spire**

**Occupational Health**

[www.spireoccupationalhealth.com](http://www.spireoccupationalhealth.com)



**vita**  
health group

[www.vitahealthgroup.co.uk](http://www.vitahealthgroup.co.uk)



**London  
Doctors  
Clinic**

Part of **Spire Healthcare**

[www.londondoctorsclinic.co.uk](http://www.londondoctorsclinic.co.uk)

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