

The North Cumbria School of Generalism

**** Applications Opening 18th May ****

What is Generalism and why is it important?

It is broadly recognised that NHS services are increasingly complex and difficult to navigate. This risks fragmented, duplicated and disjointed care, which may result in error, waste and inconvenience to service users.

We think Generalism is part of the solution. We define Generalism as taking a holistic approach to the health and wellbeing of individuals and also the wider population.

Professionals with generalist skills are able to bridge organisational boundaries, contribute to and lead multi-professional teams to deliver person-centred care for a broad range of health conditions in response to patient need and local service demands. A key quality of a generalist is the ability to work collaboratively with colleagues from different services to discuss shared problems, solutions and ideas for change.

Learn more about Generalism:

<https://www.hee.nhs.uk/our-work/enhancing-generalist-skills>

Why Cumbria?

Our region faces numerous challenges relating to our unique geography, rurality, relative socio-economic deprivation and issues around staff recruitment and retention. These issues affect all services in our region and impact the quality of care we can deliver to patients.

Cumbria was selected to be one of the first places in the country to launch a School of Generalism through the *Enhance Regional Trailblazer Scheme*.

Learn more about Enhance:

<https://www.hee.nhs.uk/our-work/enhancing-generalist-skills/background>

Applications opening soon

Please send completed application forms to the below email **by 29th June 2026:**

generalistschool@ncic.nhs.uk

What is the North Cumbria School for Generalism?

We offer a 12 month part-time fellowship for 32 multi-professional learners in Cumbria to learn alongside each other.

Generalist Fellows benefit from:

- 13 face-to-face learning events throughout the year
- Taught content on Generalist topics delivered by expert speakers from across our region
- A forum for reflection, problem-solving and innovation through multi-professional Action Learning Sets (ALS) groups
- Mentoring opportunities from senior leaders within NCIC
- Shadowing opportunities with other fellows
- Access to careers coaching
- Self-directed learning resources through our Future NHS platform
- A network of like-minded colleagues across Cumbria

Generalist Fellows will gain a common language and shared skill set to enable them to better understand, navigate and deliver services required to provide life-time healthcare to our population. The programme is free to Fellows through a competitive application process.

Learn more about The North Cumbria School of Generalism: <https://staff.cumbria.nhs.uk/north-cumbria-school-generalism-enhance>

Who can apply?

Clinical and non-clinical healthcare professionals from any provider or discipline across North Cumbria.

We are keen to have a broad cohort which benefits from the diverse skills and perspectives in our region, with the aim of promoting excellence within Cumbria. Previous cohorts have included doctors, nurses, physios, health visitors, service managers and finance administrators to name but a few.

There is a requirement for line manager support to ensure that learners are able to attend learning events and complete the programme.