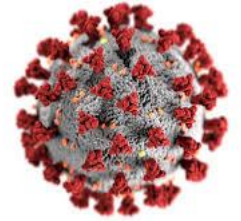


Staff Wellbeing – 2020



- Our staff experience
- Boost boxes, bags, microwaves, coffee machines, fridges....
- Well-being spaces e.g. wobble room
- Existing staff support services mobilised, joined forces with recruited psychology service
- Staffline set up, wb information leaflets and videos made available for staff
- InReach (reflective sessions, 1:1s, education around managing stress, anxiety, sleep problems...)
- Those in hotels received phone support at night from chaplaincy
- Safe Space Practitioners, TRiM

“Wellbeing, inclusion and compassion is at the heart of our commitment going forward.... As we develop our UHS five year people strategy, health and wellbeing will continue to be a permanent and critical part of our DNA as a Trust” Steve Harris. UHS Chief People

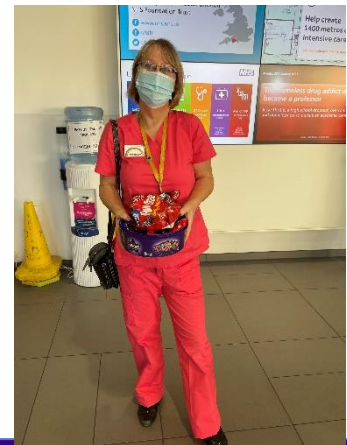
Officer



Karen MacKinnon

Staff Well-being - 2021

- Our staff experience
- More boost boxes/bags
- InReach and all support services fully stretched, awaiting regional support
- New appointments late 2020 co-ordinate, embed HWB, work internally and with region on wb, identifying areas of need
- TRiM – V&A impact
- WB walkabouts, Staff Workplace Page
- WB Conversations, support with managing teams remotely.
- Well-Being Champions pilot
- Mindfulness, Self Compassion courses
- Bespoke support re: Covid India, peer support groups
- Thank you from UHS – badge, WB day, voucher



Signposting to Support: UHS

- **Occupational Health** – confidential physical & mental health support and advice for staff and managers. Also health checks. Manager or self-referral.
OccupationalHealth@uhs.nhs.uk Ext. 4156
- **Psychology /Staffline** – Psychological short-term support, therapy or signposting for work issues. Email: staffline@uhs.nhs.uk
- **Spiritual Care** - listening, emotional & pastoral care of staff.
spiritualcare@uhs.nhs.uk Ext. 8517. Via switchboard if urgent.

Peer Support:

- **TRiM Practitioners** – post incident support – TRiM@uhs.nhs.uk
- **Safe Space Practitioners** – coaching style conversations. Local noticeboards. safespace@uhs.nhs.uk
- **Well-being Practitioners** – general wb activities/support. Local noticeboards. Enquiries: karen.mackinnon@uhs.nhs.uk
- **Coaches/Mentors/Time to Think Facilitators** – via workingtogether@uhs.nhs.uk
- **Freedom to Speak Up Champions** - Christine Mbabazi 07818 521753
RaisingConcern@uhs.nhs.uk
- **Staff Support Advisors, Unions, Staff Networks – BAME/One Voice, Faith & Belief, Long Term Illness & Disability, LGBT....**



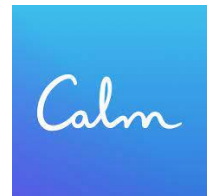
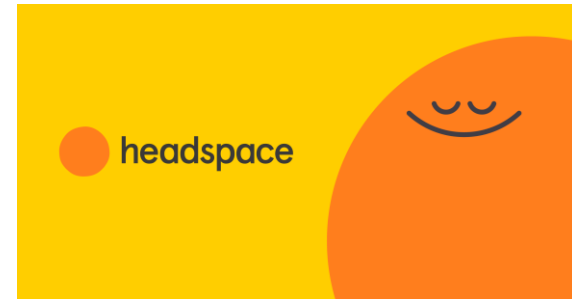
Signposting to Support: External

- **HIOW Staff Support Hub** - Access via hello@HIOWstaff.nhs.uk or www.hiowstaff.nhs.
- **The People Portal** – Access via www.hiowpeople.nhs.uk/ccs/hiow
- **Employee Assistance Programme (EAP)** - Available 24/7. Anxiety, depression, stress, trauma, relationships, finance. Freephone: 03303 800658 or 0800 0239324 Website: www.vivup.co.uk
- **Fast Track to iTalk** - UHS staff priority access to italk, re; MH problems incl. depression, anxiety, stress. Self-refer via <https://www.italk.org.uk/>
- **IAPT** - www.nhs.uk [Find Psychological therapies \(IAPT\) services - NHS \(www.nhs.uk\)](#) via postcode.
- **Remploy** - for anyone juggling work and mental health. <https://www.remploy.co.uk/>
- **NHS People**: NHS support line operated by Samaritans. Tel: 0800 069 6222 or text FRONTLINE to 85258 for 24/7 support via text. <https://people.nhs.uk/>
- **BAATN – The Black, African and Asian Therapy Network**: psychological services for Black, African, South Asian and Caribbean people <https://www.baatn.org.uk/>



Signposting to Support: Apps

- Headspace
- Sleepio
- Unmind
- Daylight
- Liberate
- Movement for Modern Life
- Calm
- Etc etc.....

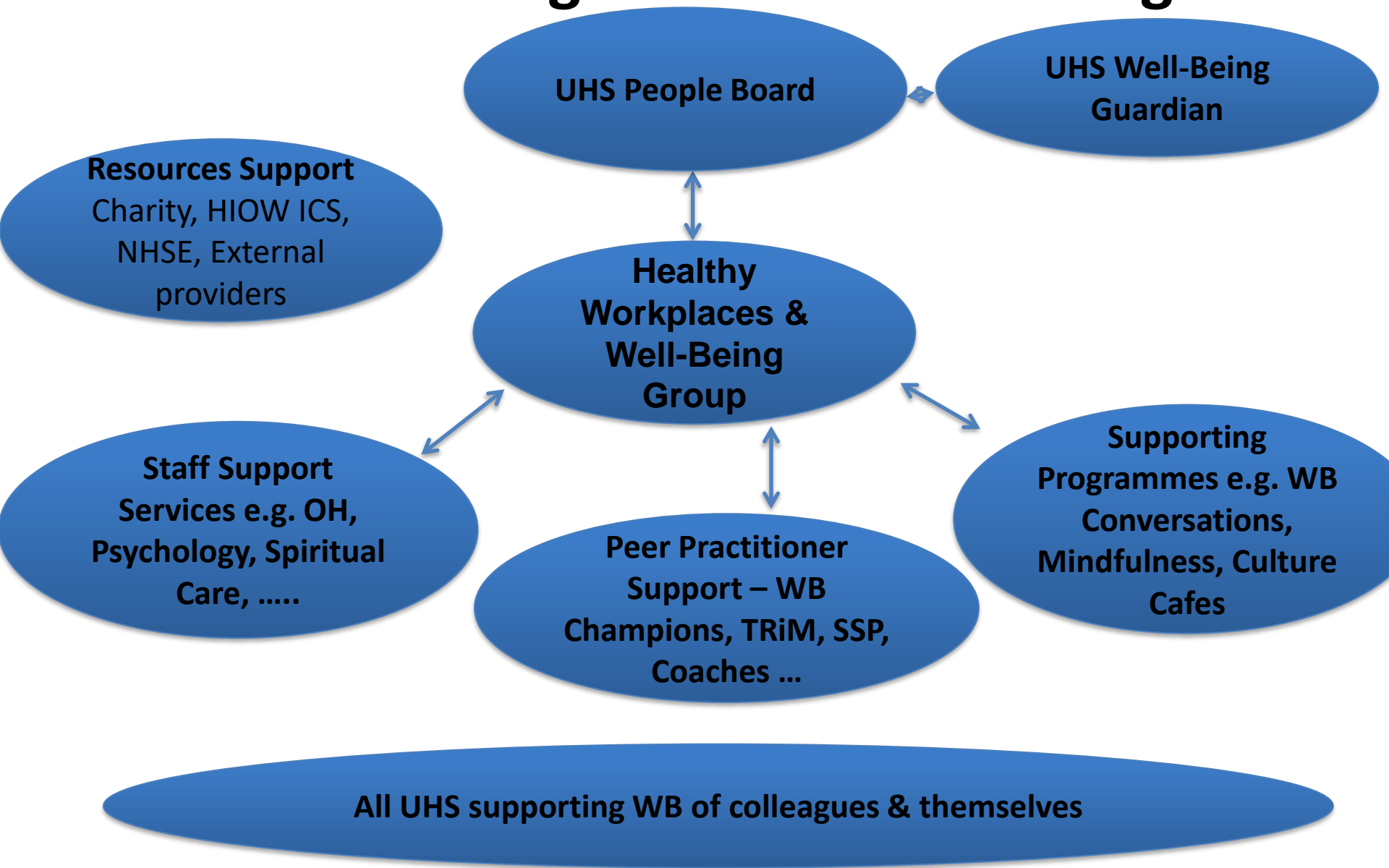


Well-being Action Plans & Well-Being Conversations



What's in your well-being action plan or tool box?
What needs to be in place for you & your teams to further support well-being?

Embedding UHS Staff Wellbeing



Staff Well-being - current

- Our staff experience
- Traumatic informed approach to care
- Supporting well-being on study days, induction
- Ongoing boost bags, lunch boxes/Free tea, coffee in staff rooms
- 'You are making a difference' merchandise
- Refreshing break rooms, changing rooms, bespoke well-being space incl. outdoor space/memorial space.
- Support projects around: long covid, domestic abuse, menopause, MH First Aid
- WB champion projects
- WB Wheel of Support



Well-Being – ongoing



- Exploring support during period of recovery & renewal
- Engagement & listening opportunities & activities – learning from one another
- Support for managers
- Supporting staff holistically – body, mind, spirit – exploring safe spaces – environmentally & psychologically.
- Working towards development of a culture whereby asking for support is seen as a sign of strength not weakness and where staff well-being is a priority for all.

Thank You for all that you are doing to support us!

