

## The NHS workforce Health & Wellbeing (HWB) Guardian 9 principles

The 9 Principles	LPT current actions	Actions in development
<b>1. The health and wellbeing of NHS people will not be compromised by the work they do</b>	<ul style="list-style-type: none"> <li>Appraisals currently have a section on HWB at the beginning.</li> <li>Staffnet is being updated to include resources and signposting to support managers to facilitate a wellbeing conversation and staff to prepare for one</li> <li>CEO Team brief 30<sup>th</sup> March to reflect on our staff survey results</li> </ul>	<ul style="list-style-type: none"> <li>Email 31<sup>st</sup> March 2021 - Launch of staff wellbeing BIG conversations led by CEO as part of our road to recovery</li> <li>Team Charters to include action on wellbeing</li> </ul>
<b>2. The board and guardian will check the wellbeing of any staff member exposed to distressing clinical events</b>	<ul style="list-style-type: none"> <li>Following an SI there is a learning event held</li> <li>One year on March 2021 covid reflection events were held at Red wards</li> </ul>	<ul style="list-style-type: none"> <li>Formalised process to be created to ensure employee is checked on following distressing event.</li> </ul>
<b>3. All new NHS staff will receive a wellbeing induction.</b>	<ul style="list-style-type: none"> <li>HWB is included in our current induction.</li> <li>HWB lead to deliver HWB presentation to all new staff recruited.</li> </ul>	
<b>4. The NHS people will have ready access to self-referral and confidential occupational health services.</b>	<ul style="list-style-type: none"> <li>Occupational health services, Amica, the Wellbeing Hub and our self-referral to MSK services are all regularly promoted in both our weekly and monthly HWB communications and in the Trust newsletter. Signposting is available for the Intranet and reference is made to them in the HWB presentation</li> </ul>	
<b>5. Death by suicide of any NHS people will be independently examined</b>	<ul style="list-style-type: none"> <li>The Suicide prevention lead for the Trust has shared resources which are now included and discussed in the HWB presentation. These are also shared through the monthly newsletter and on social media.</li> <li>Suicide prevention section within HWB page on staffnet.</li> </ul>	<ul style="list-style-type: none"> <li>Commitment that suicide of any NHS staff member whilst in employment would be independently reviewed.</li> </ul>

<p><b>6. The NHS will ensure a supportive, safe environment to promote psychological and physical wellbeing</b></p>	<ul style="list-style-type: none"> <li>• LPT has a HWB calendar with a HWB topic each month to support psychological and physical wellbeing. This is also shared through our HWB Champions and HWB communications.</li> <li>• The HWB Guardian currently writes a weekly message to all LPT staff which is shared via our weekly “Wellbeing Wednesday” email. This regularly features staff stories on wellbeing activities.</li> <li>• HWB has a dedicated, regularly updated page on staffnet.</li> <li>• Regular posts are made to support HWB on social media.</li> <li>• Wellbeing Wednesday lunchtime activity sessions include: Yoga, Pilates, Tai Chi and Zumba.</li> <li>• IPC practices embedded</li> <li>• Input from Health and Safety Team to ensure safe environments.</li> </ul>	<ul style="list-style-type: none"> <li>• In 2021/22 our charity Raising Health is using £106,000 of covid grants from NHS Charities Together to bring staff rooms up to a consistent standard across the trust so staff have time away from the wards to relax in a comfortable space.</li> <li>• Outdoor spaces also under review.</li> </ul>
<p><b>7. The NHS will protect the cultural and spiritual needs of its people, ensuring appropriate support is in place for overseas NHS people</b></p>	<ul style="list-style-type: none"> <li>• Promotion and celebration of religious festivals takes place.</li> <li>• Regular promotion and signposting to our staff support networks.</li> <li>• Signposts to culturally diverse resources eg- Liberate Meditation app.</li> <li>• Chaplaincy services are available and visible to staff</li> </ul>	<ul style="list-style-type: none"> <li>• Will need to consider needs of overseas staff as we progress with overseas recruitment.</li> </ul>
<p><b>8. Necessary adjustments for the nine groups under the Equality Act 2010 will be made</b></p>	<ul style="list-style-type: none"> <li>• Regular promotion and signposting of HWB to our staff support networks for BAME, LGBTQ+, Carers, Young voices, MAPLE (Mental &amp; Physical Life Experience)</li> <li>• Exec sponsorship of each group, HWB Guardian has joined some network sessions.</li> <li>• Reasonable adjustments made to retain staff in employment.</li> </ul>	
<p><b>9. The wellbeing guardian will suitably challenge the board</b></p>	<ul style="list-style-type: none"> <li>• The HWB Guardian will use the People Plan and 9 principles to hold the Board to account on delivery of agreed actions</li> </ul>	