

A large, light blue, five-pointed star is positioned in the background, centered behind the main text.

# Our broader joint work together and benefits

# A positive response to our first LPT and NHFT masterclass

As the first of our quarterly masterclasses to support all our staff in their learning and development – the classes are an important part of our commitment to be together against racism.

Feedback from delegates attending from both our Trust has been incredibly positive and there is something for everyone to hear and learn from in this powerful session.

## Our first masterclass is a big hit

Talking privilege with John Amaechi

More than 250 colleagues across LPT and NHFT attended a masterclass with the renowned organisational psychologist, John Amaechi, on 28 September. As the first of our quarterly masterclasses to support our staff in their learning and development – the classes are an important part of our commitment to be together against racism. Feedback has been incredibly positive and there is something for everyone to hear and learn from in this powerful session.

The masterclass theme was 'Becoming comfortable with being uncomfortable – let's talk privilege.' It's a theme John Amaechi has explored for some time as he shared and discussed the idea that feeling uncomfortable gets in the way of being together against racism.

Last year he explained the concept of white privilege for a short video on the BBC's Bitesize, a popular homework site for children. The video clip went viral with children, parents, teachers and the media discussing what white privilege

means. Read and hear more at John's BBC blog [here](#).

Born in Boston in the United States, John grew up much closer to home in Stockport, Manchester. It was there that he first played basketball at 17-years old before moving to Ohio to play high school basketball. This was the beginning of his basketball career which made John the first British National Basketball Association star.

From a young age, John had a passion for motivational public speaking and mentoring young people. Today he works with public and private organisations and educational institutions to help inspire positive change. As an international ambassador for human rights and best-selling author, it really was an honour for John to host our first masterclass.

If you missed the masterclass (or would like to see it again), watch [here](#). It will be available to watch up until Christmas using the password LPTNHFT21.

Watch out for  
news on our next  
masterclass



### Making the most of our first masterclass

- Put aside some time and listen to the recording in team meetings and discuss with your colleagues.
- Talk about any issues raised with your line manager if you are touched by them or found them challenging.
- Remember our Freedom to Speak Up Guardians, Equality, Diversity and Inclusion service and health and wellbeing services are all on hand.

## Rising to the challenge together Shaping a new model of working in school nursing across our trusts

**Collaboration between LPT's and NHFT's Children's 0-19 Services is a great example of the benefits of working together.**

- Earlier this year, Children's 0-19 Service Leads in NHFT were trying to meet the challenges of reductions in resource and increase in demand. This was especially difficult in safeguarding children of school age.
- Looking for new solutions and approaches – Louisa Russell, NHFT's Head of Service, reached out to her counterpart in LPT. Jo Cheeseman, LPT's Public Health Nursing Lead, shared that LPT was experiencing the same problems. They had developed a new model of working in school nursing to try and address them.
- Louisa's and Jo's conversation was the start of a series of meetings between our Trusts. "It was great to be able to connect and share practice. I'm sure this will be the start of a really productive relationship between our two services," said Jo.

Working together has helped to build a stronger relationship across our trusts and the teams are now regularly sharing learnings and looking at ways to tackle common challenges

"It was great to be able to connect and share practice. I'm sure this will be the start of a really productive relationship between our two services," said Jo.

# Our OD and LD teams are connecting and sharing ideas

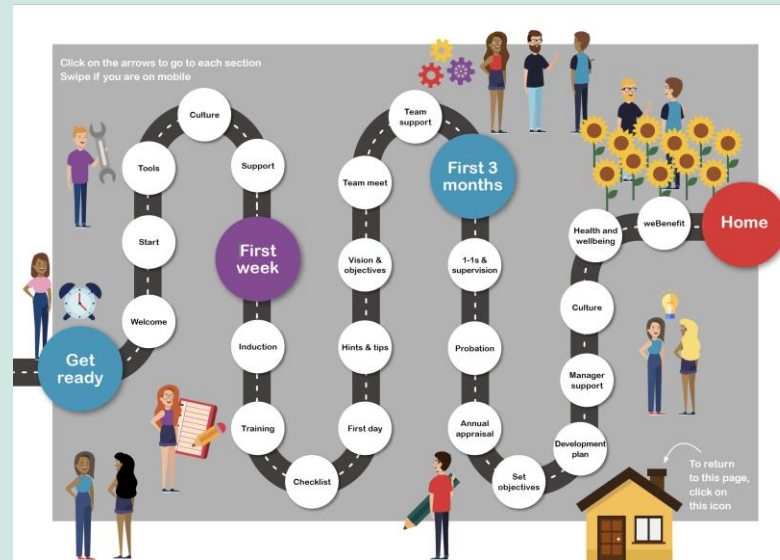
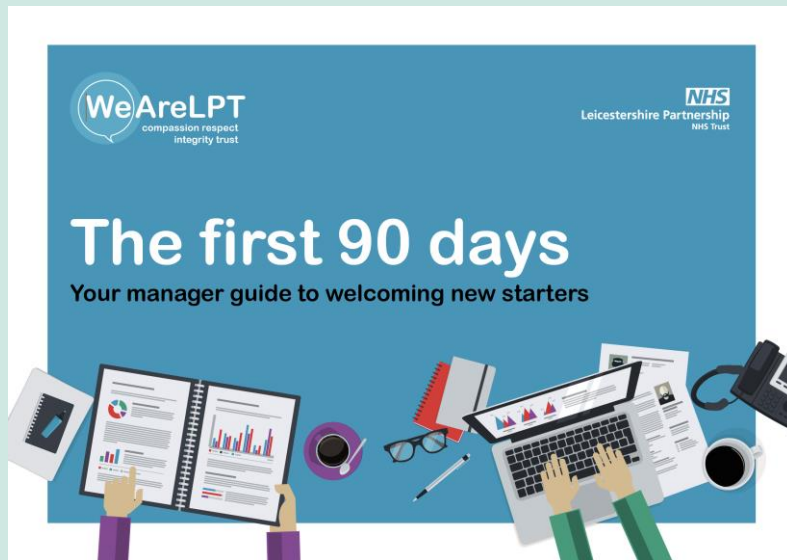
- NHFT and LPT have met to discuss how new staff are supported through on-boarding arrangements in both Trust's and how Corporate Induction is facilitated.
- During the Covid pandemic it has been great that we have been able to stay connected and share examples of what each Trust has been doing to support staff and at the same time share learning and best practice.
- Fiona McNamee, Head of Organisational Development at LPT explained: LPT have developed 2 great resources to support managers and new staff joining LPT called The First 90 days and My First 90 Days . These documents support managers to ensure everything is put in place to support a new employee when joining the Trust and also a resource for employees called My First 90 Days so they know what to expect within the first 90 days.

*Whilst there are many similarities and some differences in how we support new staff joining each Trust. It has been very clear through our discussions that the staff experience is at the heart of what we do to support new staff joining our organisations. - Robert Freund, Acting Head of Learning & Development at NHFT*

*NHFT are now also looking at adopting the 90 days resources for both managers and new employees. - Fiona McNamee, Head of Organisational Development at LPT*



# An example of some joint work regarding Trust Inductions and On-boarding



## Team support

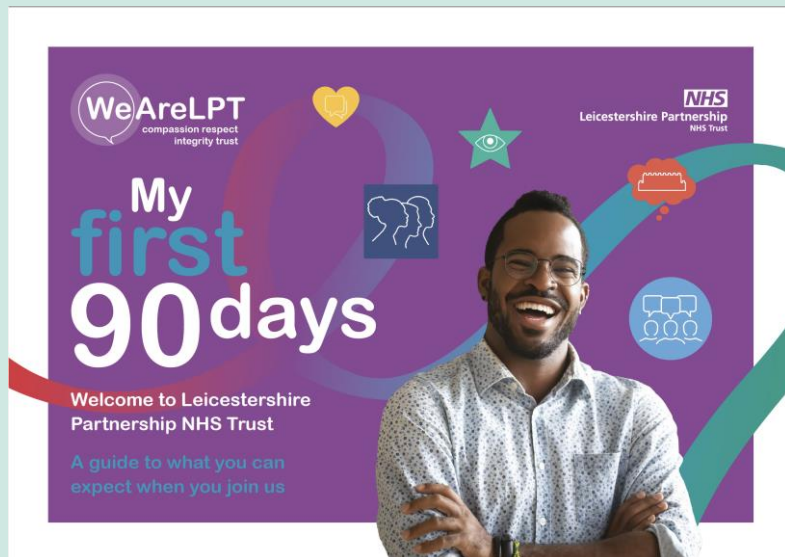
Plan a role induction for your new team member. Make time to write and share it with them before they start. You could include plans to:

- Begin with easy/routine tasks.
- Introduce a mentor or someone for them to shadow.
- Assign a buddy (this is especially good for remote working).
- Arrange meetings with specific members of staff to hear about their role.
- Schedule regular 1-1s and supervision.
- Attend team meetings, with dates.
- Advise who they can go to for peer support or questions.

The illustration shows four diverse people (two women and two men) standing together. Above them are three interlocking gears (blue, red, and green) and a small house icon.

- A vibrant, interactive PDF guide for line managers
- To help managers support new starters in their first 90 days

# An example of some joint work regarding Trust Inductions and On-boarding



- And an interactive version to warmly welcome and engage new starters
- For ease of orientation, and a productive start to work at LPT

# Interviews underway to appoint our first Joint Head of Research

- Medical Directors in both Trusts, **Dr Avinash Hiremath, Medical Director LPT** and **Dr Itai Matumbike, Consultant Forensic Psychiatrist, Executive Medical Director** have created and advertised a new Joint Head of Research and Innovation for both Trust within the Group
- The post is part of our Group strategic plan for research and Innovation
- Our ambition as a Group is to create centres of academic excellence that grow our contribution to innovation and funding income

*"This is an exciting opportunity for both organisations to innovate and share expertise. Our ambition is to develop centres of research excellence by expanding our pool of researchers and academics. By joining forces, we can apply for research funding as a group giving us an edge over our competitors as well as having the capacity to conduct studies across multiple centres."*

**- Dr Itai Matumbike**

**Consultant Forensic Psychiatrist, Executive Medical Director**

**Benefit** Attract bigger pots of funding income for research and clinical trials

**Benefit** Facilitate larger scale research studies

**Benefit** Improve the profile of our R&I

**Benefit** Enable cost efficiencies through reduced delivery overheads and elimination of duplication

**Benefit** Opportunity to spread innovation faster across both organisations

**Benefit** Attracting skilled/talented workforce once centres of excellence developed

# Our Joint Head of Research & Innovation role

## This Role.....

Due to the recent launch of our Leicester Partnership and Northamptonshire Healthcare Group, we have created an exciting new joint Head of Research and Innovation role and seek a new leader for our teams across both Trusts within the Group.

The Joint Head of Research and Innovation will lead and develop research and innovation capability across both Trusts within the Group, while taking responsibility for the management and administration of all aspects of the teams' functions. This new joint role will work at a strategic level with both Medical Directors within the Group to create centres of academic excellence that grow our contribution to innovation and funding income with the objectives to:





# Some of the shared national challenges facing Children's Eating Disorder services

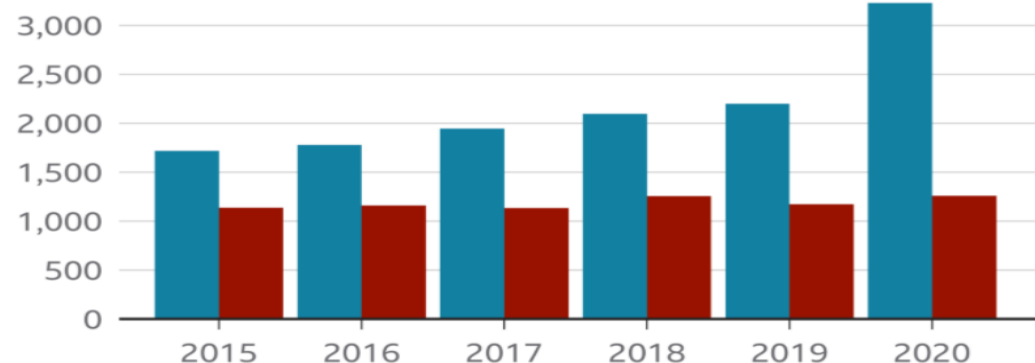


There were 19,562 new referrals of under-18s with eating disorders to NHS-funded secondary mental health services in 2020, a rise of 46% from the 13,421 new referrals in 2019.

## Eating disorder hospital admissions among under-20s have risen during the pandemic

Admissions where eating disorder is the primary diagnosis

■ Patients aged under 20 ■ 20 and over



Note: Financial years beginning in the April of the year indicated

Source: NHS Digital

BRIC

# Opportunities for alignment workshop for Children's Eating Disorders Services

- Deputy Chief Execs, Mark Powell and David Maher were joined by 38 colleagues from both Trust's Children's Eating Disorders services on the 17th November to talk about shared challenges and opportunities for alignment, learning and collaboration.



*Our next steps will be collating the feedback from our conversation, drawing up high level plans and holding another event to review progress and celebrate our success together*

*- Paul Williams, Head of Service at LPT*

# The benefits of a joint Gold Command during the pandemic

Throughout the pandemic both Trust Incident Control Centres kept in touch to:

- Share mutual ways of working
- Held a weekly joint strategic gold meeting
- This gave Joint Chief Executive, Angela Hillery a unique single strategic oversight of the pandemic across Northamptonshire, Leicester, Leicestershire and Rutland, how it was impacting and how best to marshal our response

# Procurement

- A lot is happening with Social Value & Net Zero
  - Our procurement leads, Cathy Headland and Sarah Holлиеhead are attending webinars and staying connected on this regarding sustainability
- Our current procurement contract portfolios have also been exchanged and some work taking place to identify future joint procurement opportunities
- Working together on achievement of HM Government Commercial Continuous Improvement Assessment Framework (a new single procurement standard for the public sector)