

## The NHS workforce Health & Wellbeing Guardian 9 principles – March 2022

| <u>The 9 Principles</u>                                                                                                     | <u>LPT current actions</u>                                                                                                                                                                                                                                                                                                                                                                                                                              | <u>Actions in development</u>                                                                     |
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| <p><b>1. The health and wellbeing of NHS people will not be compromised by the work they do</b></p>                         | <ul style="list-style-type: none"> <li>• Appraisals currently have a section on HWB within it and health and wellbeing conversations are promoted as integral to the appraisal process.</li> <li>• Staffnet includes HWB resources and signposting to support managers to facilitate a wellbeing conversation and staff to prepare for one. Half hour sessions available for leaders and managers on MS teams to provide additional support.</li> </ul> | <p>The Road to Recovery project is reviewing actions for office based and home working staff.</p> |
| <p><b>2. The board and guardian will check the wellbeing of any staff member exposed to distressing clinical events</b></p> | <ul style="list-style-type: none"> <li>• Immediate support is offered locally and psychological support offered as a follow up.</li> <li>• Following an SI there is a learning event held (Learning lessons exchange group)</li> <li>• Covid Reflection event on 22 March, reflection gardens and rainbow benches now in place</li> </ul>                                                                                                               | <p>Policy development for debrief of staff to support local arrangements</p>                      |
| <p><b>3. All new NHS staff will receive a wellbeing induction.</b></p>                                                      | <ul style="list-style-type: none"> <li>• HWB is included in our current induction.</li> <li>• HWB lead delivers HWB presentation to all new staff recruited.</li> </ul>                                                                                                                                                                                                                                                                                 |                                                                                                   |
| <p><b>4. The NHS people will have ready access to self-referral &amp; confidential occupational health</b></p>              | <ul style="list-style-type: none"> <li>• Occupational health services, Amica, the LLR Mental Health 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.</li> <li>• The LLR Mental Health Wellbeing Hub is available to all NHS and social care staff</li> </ul>                                                                               |                                                                                                   |

| <b><u>The 9 Principles</u></b>                                                                               | <b><u>LPT current actions</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b><u>Actions in development</u></b>                                                                                                                                                                                                                        |
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| <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> <li>• Commitment that suicide of any NHS staff member whilst in employment would be independently reviewed.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                             |
| <b>6. The NHS will ensure a supportive, safe environment to promote psychological and physical wellbeing</b> | <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 writes a message to all LPT staff which is shared via our weekly “Wellbeing Wednesday” email, often features staff stories.</li> <li>• Wellbeing Wednesday lunchtime activity sessions online and recorded for viewing anytime include: Yoga, Pilates and Tai Chi.</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>• Infection Prevention Control practices embedded and audited across LPT</li> <li>• Input from Health and Safety Team to ensure safe environments.</li> <li>• The programme of upgrading staff rooms to a consistent standard across the trust is almost complete. This gives our staff the opportunity to take a break and relax in a comfortable space.</li> </ul> | <p>Use the results of the 2021 staff survey to enhance our HWB offer based on staff feedback. Specifically for staff based in wards, the community and office/home working.</p> <p>Connect LPT staff with the regional “Be Well to Care Well” programme</p> |

| <b><u>The 9 Principles</u></b>                                                                                                                  | <b><u>LPT current actions</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b><u>Actions in development</u></b> |
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| <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> | <ul style="list-style-type: none"> <li>• Promotion and celebration of religious festivals takes place with staff.</li> <li>• Signposts to culturally diverse resources eg- Liberate Meditation app, multi-faith prayer rooms</li> <li>• BAME coaching available through NHSE/I and promoted via HWB comms</li> <li>• Overseas nurses recruited and given pastoral care as part of their induction and settling in period</li> <li>• Chaplaincy services are available and visible to staff</li> </ul> |                                      |
| <b>8. Necessary adjustments for the nine groups under the Equality Act 2010 will be made</b>                                                    | <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), Womens</li> <li>• Exec sponsorship of each group and HWB Guardian has joined in some of the network sessions and special events.</li> <li>• Reasonable adjustments made to retain staff in employment</li> </ul>                                                                               |                                      |
| <b>9. The wellbeing guardian will suitably challenge the board</b>                                                                              | <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 and provide assurance at the public Board.</li> </ul>                                                                                                                                                                                                                                                                                  |                                      |