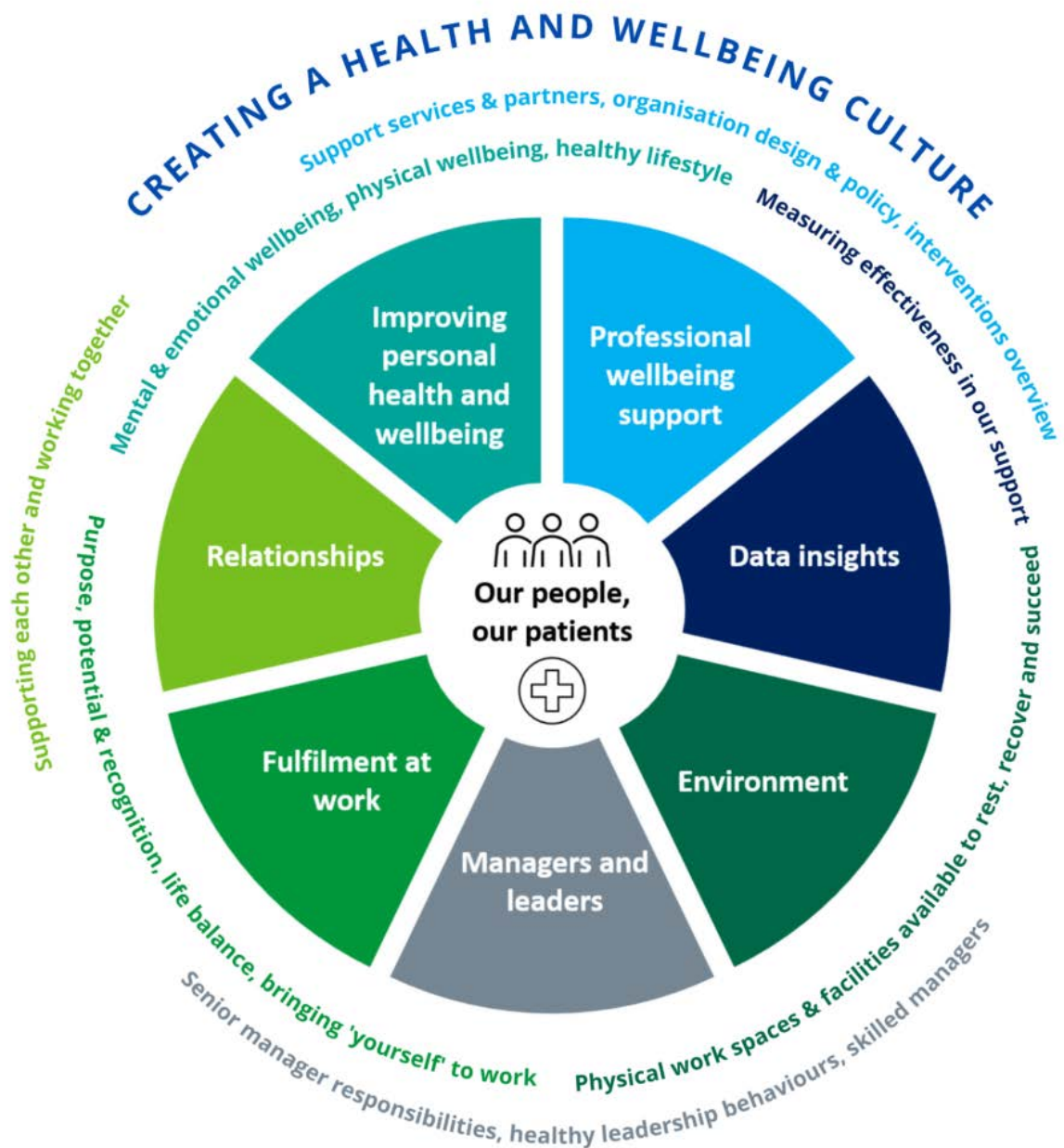


Appendix One

The Health & Wellbeing Guardian (HWBG) in LPT– November 2022

In LPT we are striving for a culture of positive health and wellbeing (HWB) because this is critical for the recruitment and retention of our staff, and their everyday experience at work. We know that staff who are supported with their HWB will deliver high quality patient care.

We are using the NHS England framework and diagnostic tool to develop high quality health and wellbeing interventions which will feature in our 2023 people plan. The framework will lead to a holistic assessment of wellbeing at LPT and highlight areas for development. The framework is shown below:



The table below highlights the 9 principles for the role of the HWBG and how this is applied in LPT to seek assurance on the work we are doing to support the HWB of our staff.

<u>The 9 Principles</u>	<u>LPT current actions</u>	<u>Actions in development</u>
<p>1. The health and wellbeing of people working and learning in the NHS should not be compromised by the work they do</p>	<ul style="list-style-type: none"> • The Board has a People Plan for LPT which is being refreshed for 2023, progress is reviewed on a 6-monthly basis. • Staff appraisals include a section on HWB and health and wellbeing conversations are promoted as integral to the appraisal process. • Staffnet includes HWB resources for staff and managers. The HWB offer is refreshed regularly – new resources are available to support the cost of living, menopause, taking a break. • The HWB team have conducted 11 roadshows to LPT inpatient sites to directly hear from over 450 LPT staff. • Flexible working is actively promoted in recruitment campaigns. 	<p>Further HWB roadshows are planned to meet community teams.</p> <p>A wellbeing basic needs campaign is planned for 2023.</p>
<p>2. Where an individual or team has been exposed to a distressing event, the wellbeing impact on staff has been checked.</p>	<ul style="list-style-type: none"> • Immediate support is offered locally and psychological support is offered as a follow up. • Following a Serious Incident there is a learning event held with members of the team • Serious Incidents are reviewed on a weekly basis and learning is shared across the trust • Freedom to Speak Up Guardians (FTSUG) actively promote LPT’s “safety first” culture encouraging staff to speak up. A report is presented to the Board on a 6-monthly basis. 	<p>Schwartz rounds learning methodology is being implemented in 2023</p>
<p>3. All new NHS staff will receive a wellbeing conversation at induction.</p>	<ul style="list-style-type: none"> • HWB is included in our current induction. • The HWB team are working alongside the OD team and People Promise manager to enhance the new starter experience. • HWB Champions are embedded in many teams across LPT and many of them are Our Future Our Way Change Leaders. 	

<u>The 9 Principles</u>	<u>LPT current actions</u>	<u>Actions in development</u>
<p>4. NHS staff will have access to self-refer to a proactive confidential Occupational Health service that promotes and protects wellbeing</p>	<ul style="list-style-type: none"> Occupational Health (OH) services, Amica, and our self-referral to Musculoskeletal services are all regularly promoted The LLR Mental Health Wellbeing Hub is available to all NHS and social care staff 	<p>National strategy to grow our OH services in the NHS</p>
<p>5. The death by suicide of any member of staff will be independently examined and reported to the Board and HWBG</p>	<ul style="list-style-type: none"> The Suicide Prevention lead for the Trust has shared resources which are included in the HWB presentation and are available on StaffNet Suicide Prevention awareness training is mandatory for all staff. Commitment that suicide of any NHS staff member whilst in employment would be independently reviewed. 	
<p>6. All NHS staff are in an environment that is both safe and supportive of their mental wellbeing</p>	<ul style="list-style-type: none"> LPT has a HWB calendar with a HWB topic each month to support psychological and physical wellbeing. This is shared through our HWB Champions network meetings, HWB communications and social media. Wellbeing Wednesday lunchtime activity sessions are available online and recorded for viewing anytime include: Mindfulness, Yoga, Pilates, Tai Chi and Laughter Yoga. Infection Prevention Control practices are embedded and audited across LPT Covid and flu vaccinations are available to all staff. There is input from the Health & Safety Team to ensure safe environments. The programme of upgrading staff rooms to a consistent standard across the trust has been completed in 2022. This gives our staff the opportunity to take a break and relax in a comfortable space. 	<p>Use staff feedback from the 2022 staff survey results and the HWB Roadshow conversations to enhance our HWB offer</p>

<u>The 9 Principles</u>	<u>LPT current actions</u>	<u>Actions in development</u>
<p>7. The NHS will ensure the cultural and spiritual needs of its staff are protected. It will ensure equitable and appropriate wellbeing support for overseas staff.</p>	<ul style="list-style-type: none"> • Promotion and celebration of cultural and religious festivals takes place with staff networks • Signposting to culturally diverse resources eg- Liberate Meditation app, multi-faith prayer rooms • Overseas nurses are given pastoral care as part of their induction and settling in period • The HWB team has linked with the chaplaincy service and EDI team to raise awareness of spiritual wellbeing offer and cultural support available. 	
<p>8. The NHS will ensure the wellbeing of and make the necessary adjustments for the nine groups protected under the Equality Act 2010</p>	<ul style="list-style-type: none"> • The HWB team align their work with the EDI team to ensure regular promotion and signposting of HWB through staff support networks for BAME, LGBTQ+, Carers, Young voices, MAPLE (Mental & Physical Life Experience), Womens. There is Exec sponsorship of each group and HWB Guardian support. • Workforce Race Equality Standards (WRES) and Workforce Disability Equality Standards (WDES) have action plans and measurable targets • Reasonable adjustments are made to retain staff in employment 	<p>Developing a women's health pathway to support the mental, emotional and physical health of staff experiencing menopausal symptoms.</p>
<p>9. The wellbeing guardian will appropriately challenge the board to ensure that the same weight is given to wellbeing as to other aspects of organisational performance.</p>	<ul style="list-style-type: none"> • The HWB Guardian uses the 6-monthly People Plan progress report and 9 principles to hold the Board to account and seek assurance on delivery of HWB actions. • The HWB of staff is a strategic theme in conversations at board meetings, particularly with the cost of living crisis. • The HWB framework will enable the Board to assess the HWB culture in LPT, the effectiveness of the actions taken and outcomes achieved for staff. 	<p>The 2023 HWB plan is under development using the HWB framework.</p>