Welcome to the February edition of Trust Matters which is full of your stories and achievements.

As always we have had another busy month with lots happening across our sites and services.

Firstly, I want to take this opportunity to say a big “thank you” to all colleagues who took part in this year’s NHS Staff Survey. It’s excellent to see that so many ranked RDaSH as a great place to work. In fact we scored above average in the majority of the categories and ‘best’ in one which is fantastic. You can read more about this inside this edition.

We launched our brand new website this month called Work with Us. It’s the go to place for all our current job vacancies. If you know anyone who is looking for a career opportunity and who wants to join a great team here at RDaSH then please tell them about our Work with Us website.

Also, this month we received the results from our Care Quality Commission inspection which took place across October and November 2019. Despite being disappointed at the overall rating of ‘requires improvement’, we are pleased that we retained our ‘good’ rating in the caring and responsive domains and that inspectors cited several areas of ‘outstanding’ practice, which is great recognition. We welcome this report and will use it to help us make improvements going forward.

The work that we do at RDaSH really does make a positive difference to people’s lives. A perfect example of this is a young man called Josh Judson, who following treatment and support from our staff is feeling better and now volunteering with us.

February is LGBTQ+ and History Month and many of our services have been raising awareness and letting people know that we are an inclusive organisation one which welcomes people of all identities.

We are passionate about providing the best care possible for our patients and this is the key focus of everything we do. You will be able to see this throughout this month’s Trust Matters.

Once again thank you for your dedication and commitment and all that you all do across our Trust.

Kind regards.

Kathryn.
Staff have their say … and give us the thumbs up

We’re simply the best when it comes to equality, diversity and inclusion, and way above average in nine other categories in this year’s NHS staff survey.

Staff taking part in the survey have given the Trust a big thumbs up and put us above average when it comes to:

- Health and Wellbeing
- Immediate managers
- Morale
- Quality of care
- Safe environment – regarding bullying and harassment
- Safe environment – regarding violence
- Safety culture
- Staff engagement
- Team working
- Team working.

In fact in many of the categories we’re only a fraction off ranking with the best!

The only category where we’re just below average is in the quality of appraisals – and we’re only 0.1% lower than the average scores!

Kathryn Singh, Chief Executive, said: “Thank you to all of our staff who took part in the survey. It’s excellent to see that we are ranking above average in most categories and the best in one. We’re also not far off being the best in several other categories.

“We are working hard to make our Trust the best place possible to work and I’m pleased staff have given us these fabulous results.

“As always, thank you for all that you do at RDaSH. Your commitment and hard work is much appreciated, not only by myself, the Board of Directors and the Executive Management Team but by the patients we care for, as well as their families and carers.”

We will be bringing more information about this in the Daily Email in the coming days and weeks.
News matters

RESULTS

Rotherham Doncaster and South Humber
NHS Foundation Trust
The Care Quality Commission (CQC) published its report following the inspection of our organisation at the end of last year.

Thank you to all those who welcomed the inspectors to our Trust and who helped share with them what it is we do and how we do it. The inspectors have asked that their thanks are also shared with you.

As in previous inspections services inspected are given ratings for the domains of Safe, Effective, Caring, Responsive and Well-led, and these ratings then result in an overall rating for the service, and ultimately the Trust as a whole.

At this inspection some of our ratings changed and this has resulted in our overall rating altering from ‘good’ to ‘requires improvement.’

We are of course very disappointed with the CQC’s overall rating for our Trust but we welcome the report and will use this to help us make improvements.

Despite the overall rating, the inspectors rated the Trust as good in the domains of caring and responsive. They also reported positively that staff they met with felt valued, supported and listened to and overall felt positive and proud to work for the Trust.

They also found areas of outstanding practice. This included work underway on research, supporting staff to raise concerns that supports the delivery of safe patient care, initiatives to support staff wellbeing and achieving cyber essentials plus accreditation.

It is important to say that many of the areas identified by the CQC for improvement were already known to us and we had begun work on making changes. We will be submitting a plan of action to the inspectors next month.

We also know how difficult at times it is to meet the many service demands and pressures and that you all are working so hard to deliver great care. We know you will be disappointed to hear this news but we will all work well together to deliver the best possible services and care we can.

Our senior managers have pledged their commitment to improving services.

Work has already begun on changes to improve the areas highlighted. These include improving systems and processes for better record keeping, to ensure sufficient staff for the acute mental health services, and to respond to complaints in a timely manner. A plan of the action being taken will be submitted to inspectors next month (March).

Kathryn Singh, Chief Executive, said: “Whilst we are of course very disappointed with the CQC’s overall rating for our Trust we welcome the report and will use this to help us make improvements.

“We have already started work on improvements to areas of our service where inspectors found that we could do better.

“When inspectors return they will see that we are working hard to improve those areas they judged as ‘requires improvement’. I want to thank our fantastic staff for all their hard work and for the great care they provide and assure our patients and their families that the vast majority of our services are rated as good with some outstanding.”

The full report is here: https://www.cqc.org.uk/provider/RXE
If you have a cough, or fever, or shortness of breath and have been to any of these places in the last 14 days:

- China
- Thailand
- Japan
- Republic of Korea
- Hong Kong
- Taiwan
- Singapore
- Malaysia
- Macau
- Vietnam
- Cambodia
- Laos
- Myanmar
- Northern Italy (north of Pisa)

Stay indoors and call NHS 111

If you have returned from these specific areas:

- Iran
- Specified towns in the Lombardy and Veneto regions in Northern Italy
- Daegu or Cheongdo in South Korea
- Hubei province (returned in the past 14 days)

Make your way to your residence. Stay indoors and contact NHS 111 even if you do not have symptoms

Visit NHS.UK for more information
We’ve welcomed interim Chief Operating Officer Nette Carder to our Trust – who will be covering the role while a replacement is appointed.

Debbie Smith, our former Chief Operating Officer left us at end of February.

Nette has worked in interim Board level roles for the last ten years and has previously worked in a number of mental health and community trusts and third sector organisations around the country. Just before coming to RDaSH, she was working for the military mental health charity, Combat Stress. In her first two weeks she is already impressed at how loyal and committed RDaSH staff are.

Nette said: “I’m very much looking forward to working with everyone. I have met some really great people who have such an affection and loyalty for RDaSH. Its impressive and heart-warming to see.

“Please don’t hesitate to get in touch if I can help in any way or if you would like me to come and meet you and your service. Improving our services is a team effort and I look forward to meeting you all. I’m based in Woodfield House and You can contact me on nette.carder@nhs.net”

Welcome to our new chaplains

We recently welcomed two new chaplains to join our Spiritual Care Team, Joanna Mutlow and Rev. Mike Parnell.

Here we introduce them and you can read more about them below:


We want you!

Fancy being a Stop Smoking Champion? If so we want to hear from you!

We will shortly be rolling out a stop smoking initiative for staff and inpatients and we want staff to volunteer to help us.

We are looking for two Stop Smoking Champions on each ward. Want to get involved? If so please email robertscott.maginnis@nhs.net
An innovative mental health support service has launched in Doncaster and Rotherham schools as part of a nationally-funded pilot scheme.

Co-designed and co-produced with children and young people the service, ‘With me in Mind’, aims to reduce waiting lists for mental health support and improve the overall wellbeing of pupils experiencing various mental health issues.

Across Doncaster and Rotherham, the pilot is supporting around 32,000 children and young people in 50 schools and colleges.

Commissioning teams from Doncaster, Rotherham and colleagues from this Trust worked with schools and the Young Advisors’ panel to create a brand design, book and film which would be part of the new service.

‘With Me in Mind’ builds on support already in place in schools. It will help children and young people with more complex needs to access the right support and provide a link to specialist NHS services.

Christina Harrison, Director of Children’s Services, said: “Early help and support is always the best way to deal with any health condition, including mental health. This new service means we have teams in schools made up of mental health professionals, ensuring mental health conditions or concerns are picked up really early allowing essential support to be available.”

For more information and to watch the film made by the Young Advisors visit the website: www.withmeinmind.co.uk
Student Recruitment Fair

Join us at our student recruitment, resilience and reflection session

Almond Tree Court

Come along meet clinical teams/HR team, find out more about job opportunities, health and wellbeing benefits of working with us, take part in reflection on practice session.

Currently on placement? Then please discuss with your educator. This session will contribute to your practice hours. Testimonies will be provided:

Friday 6 March from 1pm to 3.30pm

Almond Tree Court is located on Woodfield Park, Tickhill Road, Balby, DN4 8QP

To know more telephone 01302 798085 or email rdash.placementlearningteam@nhs.net
Getting ready for Nutrition and Hydration week

Our Health and Wellbeing Team will be encouraging you to think about your nutrition while at work.

During Nutrition and Hydration week (March 16-22) the team want you to pause and reflect on the following:

- Are you hydrated enough? How can you increase on your water intake?
- Are you buying meal deals or takeaways often when at work? Think about the impact on your health (and your pockets)
- How can you prepare healthy meals in advance of the week?
- What kind of snacks do you regularly eat, and are these healthy?

Why not get your team together and have a go at our ‘healthy lunch’ challenge?

All of your team pledge to bring in a healthy lunch that they have prepared at home, for the whole week!

You can print off our chart and write down your meals for each day. Then you can share recipes and find inspiration from others in your team.

If you can try to make time to actually sit together and eat your lunch, try logging off computers and turning off phones too.

Top tips for preparing healthy lunches:

- Think about what you are having for your evening meals that could be an addition to your lunch the next day
- Prepare ingredients in bulk that you can use to make different healthy lunches throughout the week, for example cous cous / shredded veg / chickpeas/ pasta / salad / roasted vegetables. Add different spices, herbs and dressing to mix it up
- Think simple for snacks to save time, carrots and hummus can be really easy and quick or even a few mixed nuts or piece of fruit
- Do the meal prep twice a week – once at the start of the week and another one midway through – this can save you time and also means ingredients are fresher.

Do you have any healthy go-to meals that you can make at work, using just the equipment available in your staff room?

To be in with the chance of winning a prize, why not take a picture of it and share on Twitter, facebook or send to the Health and Wellbeing Team using the following:

@rdash_hwb @rdash_nhs
facebook: @rdashhwb
@nutrition week

Remember the Health and Wellbeing Team also has water bottles for staff to use just email for more information rdash.healthandwellbeing@nhs.net
RDaSH
Health and Wellbeing
Active April Challenge

Are you ready for the challenge?
Run, walk, swim, clean or even dig your way to victory!
Sign up and and get active this April

Our aim is to get Trust staff moving and doing as many minutes as they can of physical activity throughout the month – it doesn’t matter what the activity is, it all counts! The team with most minutes accrued wins.

Enter a team with the chance to win a fit bit.
(Teams of up to four staff members)

To enter your team please email: rdash.healthwellbeing@nhs.net
Deadline for entering is Wednesday March 25

RDaSH leading the way with care
Tracey talks about the diverse role of nursing

Hello my name is Tracey Long and I am a Community Practice Educator and PhD Researcher working in Children’s Services here at the Trust. I hope to share with you an insight into my varied nursing career.

I have been a nurse for 30 years and still today feel proud to be part of a profession which receives both national and global respect. I would strongly recommend nursing to anyone who wants to join a great team, have a dynamic, varied career which offers excellent progression opportunities.

You could say that that I am a perfect example of what can achieved even from modest beginnings. I left school with few qualifications; the education system at that time did not engage me at all. I remember being told at the age of 10 that I would never do well and would not aspire to be anything; this was so demoralising to hear as a child. Despite trying hard I did not succeed in gaining school qualifications required for nursing. I was determined though to succeed, working even harder in the college system alongside a part time job in a care home I gained the qualifications required for nursing. I was accepted to undertake my Registered General Nurse (RGN) training in 1990.

Looking back on my nursing career my RGN training was really just the starting point; I moved quite quickly into children’s nursing where I trained to be a Registered Nurse for Children. I worked on the medical and surgical wards, accident and emergency, children’s oncology ward, children’s community nursing and finally the special care baby unit at the Jessop Hospital, Sheffield. It was in this role that I gained a special interest in preparing babies and their parents to go home; this is where I decided to become a health visitor. I completed my health visitor training in 1999 at the same time as completing my degree. I have continued to work in the health visiting service developing, training further to become a Community Practice Educator (CPE) and gain my Master’s degree; this is the role I have undertaken for the last ten plus years.

Part of being a CPE is to train health visitors, student nurses and support the development of the workforce. I hope to inspire and motivate practitioners to have and achieve their goals and ambitions. Through discussion and supervision I hope to support practitioners to understand they can achieve something even when they think they can’t. I see this to be an important element of my role.

Nursing is a challenging profession and at times can be stressful but I believe that the future of nursing is bright and we have real opportunity to shape the nursing world. Nurses now arrive into the profession through a variety of routes and it is imperative that they are supported in their career pathway in order that they develop and make a safe transition. Nursing teams play an invaluable role in this process which cannot be underestimated.

There are many avenues in nursing to pursue including clinical practice, education, management, academia and research. For me thirty years after my initial training I am now becoming more involved in research and have started my PhD; so I would say that anything is possible! I am trying to support research in the Trust’s Children’s services. In collaboration with the Trust’s Grounded Research team a Community of Research Practice for research interested practitioners has been started; this offers opportunity to network, develop skills and improve knowledge. This is seen as fundamental in the delivery of evidenced based care.

I have now written articles regarding my clinical practice and research development which have been published; these included ‘Safe place for support’ which was published in Community Practitioner, July 2017 and ‘Why undertake a clinical academic internship? A novice researcher’s reflection’ published in the Nurse Researcher, December 2019. A further article has now been accepted and will be published shortly.

I work hard to achieve my goals but I know that I have not done this in isolation. I acknowledge the children young people and families that I have worked with; the practitioners who have and continue to inspire me and my management team, particularly Christina Harrison, Director for Children’s here at the Trust, who has supported me to achieve my ambitions.

If anyone out there is thinking about a career in nursing, just go for it, there are so many different routes you can follow to reach your potential.

Thank you for reading.
Entries open now for the 2020 Nursing Times Workforce Summit & Awards

What better year to win and celebrate your contributions to the professional than during the International Year of the Nurse.

These award showcase excellence across 16 categories, the awards will give you the chance to highlight and reward innovation in workforce planning and management.

The awards are now open – enter by Friday April 17.

Discover the categories and to enter follow this link: https://workforce.nursingtimes.net/

‘Perinatal Plodders’ doing the Sheffield Half Marathon

Colleagues across the regional Perinatal Mental Health Service will be taking to the road and doing the Sheffield Half Marathon on March 29.

They’ve called themselves the Perinatal Plodders and are fundraising for two charities, ‘Light’ which runs groups across Doncaster, Rotherham and Sheffield; and ‘Sheffield Young Carers’.

If you’d like to support them please go to their fundraising page: https://bit.ly/2HUr9Ry

Congratulations you’re Patient Key Trainers!

To all those who recently completed the Patient Key Trainer course, the Manual Handling Team want to say “congratulations” and “You were a great group and can start to deliver training in your work bases.”
International Women’s Day #EachforEqual

Sunday March 8 is International Women’s Day, a global day celebrating the social, economic, cultural and political achievements of women.

The day also marks a call to action for accelerating women’s equality. International Women’s Day (IWD) has been held for well over a century, with the first IWD gathering in 1911 supported by over a million people. Find out more at https://www.internationalwomensday.com

Colleagues in our Improvement and Culture Team have arranged a Panel Discussion on March 4 which is open to all staff. Find out more in the Improvement Matters section of this edition.

Hey, nurse!

Our Grounded Research Team is recruiting for the Chimp Paradox Model (CPM) trial for registered Trust nurses working in the community.

This work is very exciting and based on the best-selling book the Chimp Paradox by Psychiatrist Professor Steve Peters. Professor Peters and his team will deliver an eight-week intervention for our staff. The intervention forms part of a research project where they will evaluate the effectiveness of the CPM for managing occupational burnout among community nurses.

Inclusion criteria:

- The study participants will be nursing staff currently working in any community nursing service in the Trust, either full-time or part-time
- All participants will be Trust employees and hold an active professional registration with the Nursing and Midwifery Council (NMC)
- All participants need to be aged 18+

Exclusion criteria:

- Currently accessing or referred to any concurrent psychological intervention delivered by a professional
- Nurses that are currently not in active service at the time of recruitment (e.g., on sick leave, maternity leave or suspended for any reason).

If you are interested in participating in this trial please:

- Follow the link below
- Read the information
- Complete the consent form.

This should take no longer than 10 minutes.

It is important that you provide your work email address when requested and you will be contacted by email to complete an online questionnaire throughout the duration of the research (four times in total).

https://sheffieldpsychology.eu.qualtrics.com/jfe/form/SV_aUVEJ7mr0LSHcBn

We would like to take this opportunity to thank you in advance. If you have any questions on this survey please contact the research team at rdash.groundedresearch@nhs.net.
Congratulations to Modern Matrons Chris and Andrea

Following recruitment for the permanent Modern Matrons for Rotherham inpatients services, both Christopher Pym and Andrea Frost have been appointed to the posts.

They will remain in the positions they have held on an interim basis with Christopher responsible for the Older Peoples wards at The Woodlands and also Goldcrest Rehabilitation ward at Swallownest.

Andrea will remain responsible for the Acute Adult wards and the Kingfisher Psychiatric Intensive Care Unit at Swallownest Court.

Congratulations!

569 million reasons campaign
#myreason

We need your help to spread the word that medicines are available to buy over the counter not generally be prescribed by GPs and other prescribers in primary care.

This is the key message in the ‘569 million reasons’ campaign.

The aim is for people to understand the scale of the potential savings and that by taking small actions towards self-care, they can save themselves and the NHS money and time.

You can find out more online at: www.569millionreasons.co.uk

Project3 celebrate LGBTQ+ History Month

February is national LGBTQ+ History Month, an annual celebration that provides education and insight into the issues that the LGBT+ community face.

To show their support and celebrate the month, staff in our Project3 team completed their Rainbow Badge training. They also updated their waiting room displays to contribute towards making their services even more visibly inclusive.

If you’d like to also do Rainbow Badge training and/or join the Trust’s monthly LGBTQ staff network, turn to the Improvement and Culture section.
It’s Windows-10 for Dr Christie

Dr Christie at the New Beginnings’ hub recently had his laptop upgraded to Windows 10 have you? We need all our laptops and PCs upgraded to the Windows-10 by end of March.

To book your Windows-10 upgrade email Martin Wilson in IT on martin.wilson10@nhs.net

Promoting fire safety

Our teams in Sandringham Road and Orchard health centres received certificates from the Landlord CHP for their commitment and hard work relating to Fire Safety. Thank you to Tracy and Julie.

Tracy Dodsley and Julie Palmer, Health Promotion Practitioners

Flu campaign prize draw

Congratulations to the lucky winners of the flu vaccination prize draw. The following people have won an extra day’s annual leave:

- Margaret Coolledge
- Kathleen Shay
- Margherita Burnie
- Suzanne Smith
- Angela Thomas-Smith
- Debra Grainger.

Thank you to everyone who had their flu jab this year and contributed towards reducing the risk of spreading this very serious virus.
Jason’s fundraise in memory of his grandma

One of our staff Jason Roddam on Coral Lodge who recently lost his grandma from cancer is raising funds for Cancer Research UK through Ultra White Collar Boxing.

Jason, who was raised by his grandma from a very early age, said: “I signed up for Ultra White Collar Boxing when my grandma was diagnosed with lung cancer in November. Unfortunately she passed away in February. I’m still in training though and it’s going well. The ward has been very supportive throughout all of this.”

To support Jason in his fundraising efforts please visit: https://bit.ly/2HXmgqL

Aurora Fashion Show 2020

The annual charity event raises funds to support people living with cancer. This year it’s taking place for one night only on Friday May 8 at The Dome in Doncaster.

Some of our staff are taking part in the show Joanne Robertshaw, Sharon Dawson and Sal Lawton are taking part. If you’d like to support them they are selling tickets for the fashion show and also raffle tickets at £1 each will be drawn on the night.

• 1st Prize is a Break for two (including travel) staying in 5* London hotel
• 2nd prize beautifully filled hand crafted ‘Trug’ basket
• 3rd prize £100 voucher to spend at Tiffany’s Doncaster

Plus many more prizes.

Congratulations

Well done to Charlie Cottam on being successfully appointed to the Safeguarding Nurse Consultant role for an initial six month secondment. “Welcome to the team and we wish you well in your new role.” From Rachel Millard and your colleagues.
It boosts our morale when we get a thank you from colleagues, managers but especially patients and service users.

Here, in ‘Their opinion counts’, is a selection of comments and compliments from the Your Opinion Counts forms.

**Community Cardiac Specialist Nurse (Doncaster)**

“Very efficient and caring. Easy to talk to and a very good listener.”

**St Johns Counselling (Doncaster)**

“The 1-1 sessions were thought provoking and compassionate as well as supporting.”

**Community Podiatry (Doncaster)**

“I was made to feel that my foot problems were important, and both X and Y were very sympathetic and helpful to my foot problems.”

**Falls Service**

“The care assistant was very polite and informative.”

**Osprey Ward, Adult Mental Health Inpatients (Rotherham)**

“Treated as an individual, listened to, very supportive. They aim to get you well as soon as possible, they work with you.”

**Improving Access to Psychological Therapies (Doncaster)**

“Promptness, clarity, understanding, empathy, advice and guidance were given in an unbiased way.”

**Health Visiting (North Lincs)**

“X is marvellous. Good communication and talks through everything I need to know.”

**Older People’s Mental Health (Doncaster)**

“Promptly issued with necessary appointments. Memory assessment in the home was carried out in a friendly and non-threatening way. The nurse was wonderful.”

**Hazel Ward (Doncaster)**

“Nursing care excellent. All the staff are very caring and supportive. Activities are very entertaining and helpful in rehabilitation.”
**‘Stress Buster’ classes in Rotherham**

Leading on from the success of the previous stress buster class, our Improving Access to Psychological Therapies (IAPT) Team is taking bookings for the free six-week educational programme in March, which teaches Rotherham people how to control their stress and worry.

These classes are designed for people who are feeling stressed or think that they might be suffering from problems such as anxiety, depression, sleep difficulties and panic.

James Bell, IAPT Team Leader who is involved in organising the classes, said: “One in six people suffer from stress or anxiety during their lives.

“This course aims to teach people to understand the triggers of their stress and anxiety and provides them with the support and self-help techniques to be able to manage it. We also provide an information pack and activities for people to work through in their own time.”

The IAPT service provides a daytime or an evening course to help make it even more accessible to Rotherham people. The daytime classes will be held on a Wednesday morning (10am to 11.30am) at New York Stadium starting on February 19 until April 1.

The evening classes will also be a Wednesday between 6pm and 7.30pm at Unity Centre, St Leonard’s Road starting on March 4 until April 8.

Stress Buster is available to anyone over the age of 18, who are registered with a Rotherham GP practice. It is not suitable for people who have major alcohol or drug issues, people with thoughts of self-harm or already open to a mental health team. Please contact your GP for help with any of these problems.

For more information, or to book a place, please ring 01709 447755.
Home Secretary visits Rotherham

The Home Secretary Priti Patel recently visited Rotherham and spoke with staff in the Trauma and Resilience Service at the National Crime Agency. Dr Janine Cherry-Swain, Consultant Psychotherapist and Service Lead, was in attendance.

Time to Talk Day

Our staff in Rotherham supported the national Time to Talk Day to encourage everyone to talk about their mental health.
The Woodlands joins Time to Talk day

The team at The Woodlands took time out with their patients and encouraged them to sit, have a chat, a tasty treat and join in some of the activities.

The event was hosted by Nicola Gill, Reablement Support Worker, and Jo Bowling, Occupational Therapist, supported by Modern Matron Chris Pym and Volunteer Zahida.

Staff and patients’ relatives wrote down things that make them happy which were displayed on the Wall of Happy. Wellbeing checks were available to everyone.

Nicola said: “Everyone had a lovely time and the ‘wall’ will stay up for a while so everyone can read the positivity on it.”

Here are the photos from the day.
New gardening project gets off the ground at Great Oaks

Staff and patients at Great Oaks in Scunthorpe have welcomed a new addition to their gardening project in the form of a 30ft x 18ft poly tunnel.

The arrival of the poly tunnel marks the start of a brand new garden and allotment scheme at Great Oaks Mental Health Unit in Scunthorpe for patients to grow vegetables and flowers.

Great Oaks on Ashby High Street and provides inpatient services for people experiencing dementia and other mental health conditions.

Theresa Hepworth, Reablement Worker, said: “We are very pleased with our new poly tunnel which will be the hub of our gardening project. There are many benefits of gardening. As spring approaches we will be encouraging our patients to sow seeds and look after the plants.

“Some of our patients need routine and structure in their care. Our gardening project will provide health and wellbeing benefits of being part of a team and achieving something special.”

The teams on Laurel Ward and Mulberry Ward have been using spaces around the unit to grow small amounts of vegetables which the patients have made into pickles and chutneys. The new poly tunnel will give them space to grow even more vegetables and flowers.

Theresa added: “We are looking for volunteers to join us and support our project to keep it going when our patients are not able to. If you’d like to volunteer or donate some tomato, cucumber, flower seeds and compost we’d love to hear from you. Please get in touch by ringing 01724 382000 and to speak to a member of staff about the gardening project.”

Got any unwanted CDs or DVDs?

To cater for a younger cohort of patients, staff at Great Oaks are wanting music CDs from the 1970s and also DVD films. If you have any that you’d like to donate please contact Martin Jones at Mulberry Ward.

Interim Care Group Director for North Lincolnshire

Wendy Fisher has been appointed as Interim Care Group Director for North Lincolnshire for an initial period of three months. She took up this post on February 24.
Water prescribing project

A novel new scheme has been introduced to support the physical health of patients experiencing severe mental illness, dementia and/or intellectual disability.

The ‘Water prescribing project’ which first started on Coniston and Windermere wards in Doncaster has been developed further by Dr Ed Fearnley, Dr Sonja Kruger, their pharmacy and ward colleagues. The project aims to ensure that this group of vulnerable people remain hydrated, while in hospital, an important part of their health and wellbeing.

Ed said: “Prescribing water has been around for a number of years within the NHS but only on an ad hoc basis. I wanted to introduce a more systematic and robust process to keep all our patients fully hydrated.

“It is well known that dehydration can lead to physical health problems, for example kidney damage. People are at more risk of falls which can result in longer hospital stays. Dehydration also directly impacts negatively on mental health. A key part of this project is also improving the knowledge of clinical staff around the importance of maintaining hydration levels.”

As a result of this project, water prescribing is now also routinely practiced at Great Oaks in Scunthorpe.

Ed added: “Thank you to Morrisons’ community champions for kindly donating 300 bottles of water to help us promote this scheme. The bottles of water get staff, patients and carers having conversations about hydration.”

To know more about this project please email Ed Fearnley on e.fearnley@nhs.net

Time to Talk Day at Great Oaks

Staff and patients, carers and friends got together for a Tea and Talk to support Time to Talk Day on February 6.

Staff made their pledges to support and encourage people to talk about their mental health. The event was coordinated by Theresa Hepworth, Reablement Worker, who said: “Thank you to everyone who came along and joined in the conversations. Patients and their carers had the opportunity to have a chat and a cuppa.”
FREE suicide prevention training workshops in Scunthorpe

People are being encouraged to sign up for free suicide prevention training workshops in Scunthorpe next month, as part of the #TalkSuicide campaign from local NHS and council organisations.

The Humber, Coast and Vale Health and Care Partnership is hosting two workshops in Scunthorpe on Wednesday March 18 at Church Square House, 30-40 High Street, Scunthorpe, DN15 6NL.

These one-hour workshops, which will run between 9.30 to 10.30am and 11am to 12noon, are free to attend but it is essential to register beforehand. You can register at: https://bit.ly/2HZuCOF

Take the training. Save a life. #TalkSuicide

Retirement

The Early Intervention in Psychosis Team wished Nicola Moore, Cognitive Behavioural Therapist, all the very best in her retirement. Nicola has worked in the Trust for many years and will be missed by her colleagues and patients.
Thumbs up for facebook

Well done to our Doncaster Health Visitors who received their 7000th page like on Facebook recently. Well done!

The page gives vital information which offers parents and carers current and evidence based information related to general health for children and parents, child development, local offer such as our ‘First Friends’ groups delivered across Doncaster.

The success of the Health Visiting facebook page goes from strength to strength and is supported by many parents and professionals alike, this week we are focusing on physical activity in the under 5’s offering information and ideas using guidelines, short videos and links such as Start 4 Life. The page also supports our messenger service which parents can use to ask questions about their own or family health, share any concerns or give us any feedback on the service they have received. An example of this received 13.02.20

13.02.20

Hiya, I had my daughters 10-12 month review today. I just wanted to say that I really appreciate the time spent with us today, I also had a chance to discuss my 2 year old son with her. This is probably not something I would have rang up to discuss but definitely felt the face to face meeting helped me in a lot of ways giving me confidence to discuss things. The Health Visitor was so lovely and definitely helped a lot! I just wanted to pass this on in the hope that she would also receive the praise she deserves. Face to face meetings are definitely the best way and I am glad we receive this service. From one Mummy left feeling very happy!

Systems Leadership workshop

Staff from our Children’s Services attended a Systems Leadership workshop as part of the South Yorkshire and Bassetlaw Integrated Care System.

The programme focuses on engagement and co-production between staff and patients to bring about positive change and improvements for children and young people across South Yorkshire and Bassetlaw who use mental health and learning disability services.
When Josh Judson was 25 he started hearing voices and having hallucinations, he was admitted to mental health services in Doncaster where he was diagnosed with schizophrenia.

Josh, now 28, was admitted to Coral Lodge on the Tickhill Road Site and he says the staff there simply turned his life around.

Coral Lodge is a male rehabilitation and recovery unit providing a specialist assessment, treatment and rehabilitation service for adult men with mental health issues.

Now, Josh is volunteering with us, running sessions in the hospital gym and showing other patients with similar mental health conditions that they too can get better.

Josh received treatment at Coral Lodge and at home for two years and as he got better decided he wanted to put something back. Adam Fretwell, his health and wellbeing facilitator, convinced him to volunteer in the hospital gym where he loved to work out.

“It turned my life around,” said Josh. “I now feel really really good. I’m like a different person.”

Josh’s volunteering also led him to win our Volunteer of the Year Award in November.

“Volunteering is a chance to give something back,” said Josh. “I help Adam and work with lads in the same place mentally that I was at a few years ago. I can tell them there is light at the end of the tunnel and it’s not all doom and gloom!

“I also get to meet new people, I’d recommend being a volunteer. “Coral Lodge is a great place.”

You can watch Josh tell his story on YouTube @ https://youtu.be/ZBMmOk6NW14

Supporting Time to Talk Day

Our Talking Therapies teams were at Thorne Library as part of a community event to raise awareness of the benefits of talking about mental health.

Staff from our Improving Access to Psychological Therapies (IAPT) at the Talking Shop and the IAPT Long Term Conditions Team, were on hand to chat to residents. The teams provided information about the support they offer to local people to help manage anxiety, depression, stress, panic, low self-esteem, phobias, bereavement, mild eating disorders and obsessive compulsive disorder. There was also advice for people experiencing post-traumatic stress disorder due life changes and chronic long term health conditions.

Talking Therapy support is available to Doncaster people over the age of 18 by telephoning the IAPT Talking Shop on 01302 565556 or IAPT Long Term Conditions on 01302 566999 or visit www.iapt.rdash.nhs.uk

Pictured is Dawn Turner from our Long Term Conditions Improving Access to Psychological Therapies team.
Calming sensory room

A new sensory room has been introduced on Brodsworth Ward which provides a calming space for patients on the Adult Mental Health Unit.

This room has been specifically designed to offer a unique sensory experience to patients as part of the range of therapeutic interventions. It is a calming, de-escalation environment which also provides a quiet place to encourage engagement.

There is dimming mood lighting, soft seating, a bubble tube and other items to calm and stimulate the senses, for example an aroma diffuser. The team also have a ‘calm box’ for patients to use which is full of stress balls, face masks, puzzles, colouring, hand massage and fidget spinner.

The room follows emerging research evidence that calming/ sensory rooms can reduce agitation and distress for patients experiencing acute disturbance. Using sensory variety helps patients to develop their ability to self-organise and regulate reactions to noise and brightness. It also provides a refuge from the ward environment. The room can be used on an individual basis or to facilitate group-work on relaxation or anxiety management.

Feedback from patients using the room has been positive.

Can you help the People Focused Group (Safe Space)?

A Doncaster community group which has strong connections with this Trust and is a partner in the Safe Space scheme has asked for our help.

The People Focused Group (PFG) wondered if we could support them in restocking its empty food supplies.

The group has recently experienced a huge demand for emergency food parcels over the last couple of weeks. At this time of year, people find it more difficult to meet their basic needs. Due to the shortage of food stocks the PFG is now turning people away.

The PFG appreciates any support to restock their supplies. Donations can be dropped off at:

The Wellness Centre, 45 Montrose Avenue, Intake, Doncaster, DN2 6PL.
Telephone: 01302 618507

They are open from 9am until 4pm Monday to Thursday and 9am until 2pm on Friday. Thank you.
Cervical Cancer Prevention Week

During Cervical Cancer Prevention Week (January 20-26) the Community Learning Disability Service held events for ladies with a learning disability.

These engagement events helped to educate them on cervical cancer, screening and HPV. The team made the events informative and fun. They used a model cervix, and the ladies had the opportunity to see what a speculum looks like and exactly what happens when they attend for their smear test. There were also games of wheel of fortune to test their knowledge of Cervical Cancer.

NHS creating renewable energy

We are doing our bit for the environment and creating renewable energy to charge electric cars.

We’ve fitted solar panels in various locations across our sites, along with other energy saving measures in a bid to be more environmentally friendly.

Solar panels have recently been installed alongside electric vehicle charging points using electricity generated to charge vehicles. The first of these car charging facilities is located at Tickhill Road Site in Doncaster.

Electric cars can be easily and conveniently charged using a mobile phone to access a pay-to-charge facility costing 16p per kilowatt/hour. This is the cost that the Trust pays on average for electricity and covers the cost for days when the solar power generated is low.

Paul Barratt, Head of Estates and Facilities said: “The Trust is proactive in looking at ways to reduce its carbon footprint. We have previously fitted charging facilities for electric vehicles within the Trust’s fleet. However, with the increase in the use of electric vehicles we have now fitted chargers on the Tickhill Road Site.

“One huge benefit of having the solar panels and the charging facilities is the positive impact it will have on the environment as more people want to charge their electric cars.”

We are looking to introduce more electric vehicle charging points to our sites across Doncaster and also in Rotherham and Scunthorpe.
Recovery Lounge gets the thumbs up

A brand new Recovery Lounge has been set up on the Tickhill Road Site to assess and support people who are experiencing a mental health crisis.

The aim of the crisis assessment unit called the Recovery Lounge is to see and assess people in a more appropriate setting away from the busy Emergency Department.

Recently staff of the Recovery Lounge held a couple of Recruitment Open Days for interested people wanting to work with us to meet the team and tour the unit.

Volunteers and services from one of our community partners, the People Focused Group (PFG) visited the lounge and provided the following feedback:

Glyn Butcher said: “I think there has been a warm welcome, it’s a therapeutic environment to enable people to recover when in crisis and a safe space for people to be assessed to enable them to move on to a service that is suitable for them. With being the primary carer for my parent who is on a lifetime, CTO, I would feel comfortable that my parent would be in a safe environment being cared for.”

Darren said: “A very warm feeling when we arrived, I think you will be able to recover better given the environment. I have autism and I would recommend this place if I was in crisis.”

Michael said: “I would have my family members treated here if they were in Crisis, I would think that they would be safe. I would not need to worry about my mum if she came here. I care for my mum and I am also a service user myself as I have learning disabilities.”

Alan said: “I have been in services for many years, I have worked at the Walled Garden and Loversall Day Hospital. I have been in and out of hospital many times. When I came here today, everybody was nice to me and it was important. It was lovely getting a drink of tea, I had service with a smile. It is different from when I was at Loversall but it is warm and welcoming at the Recovery Lounge and I liked it.”

Mark said: “It is bright, airy and doesn’t feel too institutional. It would give me the opportunity to rest from my crisis and would give me the time to be assessed by the professionals.”

Time for a Cuppa campaign – Dementia UK

Windermere Lodge will be hosting Cuppa and Cake on Wednesday 4 March from 1.30 until 3.30pm for all staff, service users and their families and carers.

They are taking part in Dementia UK’s Time for a Cuppa campaign to raise money for dementia specialist nurses across the UK.
Aspire research to improving patient care

A Doncaster service has joined forces with research teams in Yorkshire and the USA in a bid to improve the future care and treatment for people experiencing drug and alcohol problems.

Aspire Drug and Alcohol Service, which is run by this Trust and registered charity The Alcohol & Drug Service, is working with The University of Sheffield, The University of North Carolina and the RDaSH Grounded Research team on a two year Behavioural Activation (BA) study.

The clinical research trial which focuses on the effects of causational substance use and depression has recruited 33 of Aspire’s clients who match the research criteria. Behavioural Therapists at Aspire will run the study supported by Professor Stacey Daughters from the Department of Psychology and Neuroscience at the University of North Carolina, Dr Jamie Delgadillo, Clinical Research Fellow in Wellbeing at this Trust, and Sophie Pott, Study Coordinator from The University of Sheffield.

Professor Daughters said: “Higher levels of depression and low levels of enjoyment from daily non-substance activities are a hallmark characteristic of substance use disorder. Yet current treatment approaches do not emphasis strategies aimed at increasing patients’ ability to experience reward.

“Behavioral Activation does just that and it works! BA has demonstrated success in reducing depressive symptoms, increasing environmental reward, and reducing the likelihood of return to substance use up to one year following treatment. To do so, BA clinicians help patients systematically identify, plan, and execute daily engagement in value-driven substance-free activities.

“Patients are encouraged to plan only those activities that have a high likelihood of success in order to increase their daily experience of positive reinforcement. Over time, patients learn to associate substance-free activities with feelings of accomplishment and positive affect, thereby increasing the likelihood of sustaining these new habits.”

Stuart Green, Aspire Service Manager, said: “Being involved in this type of research puts us at the forefront of trialing new treatment interventions and patterns of care for people who use our services in the future. It shows our commitment to give everyone in our community the best possible care delivered in the right place.”

Aspire provides a wide range of support for people who have issues with drugs and alcohol and include strategies like talking help, prescribing and inpatient detoxification. There is also residential rehabilitation to support people in recovery from drug and alcohol related problem.

If you or someone you know is experiencing drug or alcohol issues and want to talk to someone in confidence please visit www.aspire.community, or ring 01302 730956.

’Sstress Buster’ classes in Doncaster

If life’s pressures are getting you down and making you feel worried, stressed and anxious, then a stress buster class could help you.

After the success of the last stress buster class, we are taking bookings for our free six-week educational programme in March, which teaches Doncaster people how to control their stress and worry.

These stress buster classes are designed for people who are feeling stressed or think that they might be suffering from problems such as anxiety, depression, sleep difficulties and panic. The classes are run by our Improving Access to Psychological Therapies (IAPT) team.

Tim Godley, who is involved in organising the classes, said: “One in six people suffer from stress or anxiety during their lives. “This course aims to teach people to understand the triggers of their stress and anxiety and provides them with the support and self-help techniques to be able to manage it. We also provide an information pack and activities for people to work through in their own time.”

The classes run in a central venue on Monday’s from 4 to 6pm and Wednesday morning’s from 10am to 12noon. Further details can be obtained by contacting the Talking Shop on 01302 565556.

Stress Buster is available to anyone over the age of 18, who are registered with a Doncaster GP practice. It is not suitable for people who have major alcohol or drug issues, people with thoughts of self-harm or already open to a mental health team. Please contact your GP for help with any of these problems.
Digni-tea Day

An annual event inspired by The Dignity Council and it celebrates how people are unique and individual and how dignity and respect is given to everyone, especially those in care.

The theme of the day was Dignity, Diversity and Distinctiveness. A dignity tree made by the service users and was placed in the foyer area and people were encouraged to write positive messages on leaves that were stuck on the tree. All service users were also presented with a homemade rosette and certificate at a Dignity Awards Ceremony and some dignity and respect themed songs were played in the music room.

Mark Coley, Staff Nurse at Diamond Activity & Therapeutic Services and Dignity Champion organised the event, said: “It’s important that we all celebrate our differences and respect each other. I thought it would be nice to invite everyone on site or passing by to attend our Digni-tea tasting session in the hall to highlight the Diversi-tea of people. Visitors tasted different types of teas, from liquorice, mango or raspberry to cold teas. They chatted, enjoyed a drink and cakes and biscuits listening to music on the old fashioned record player.

The day was a great success, it encouraged and highlighted to staff and service users the importance of dignity and respect all year round.”

Training video produced with drama group for the deaf

We teamed up the Doncaster Deaf Drama Group to create a new training film.

The film called ‘Think about me’ aims to give staff a better understanding of how to communicate with the deaf community through British Sign Language.

Produced by Tim Buckle from Communications Team, the film draws on the challenges that deaf people face when trying to communicate, which were acted out by members of the drama group.

The film was launched at an open evening where it was premiered. Awards were handed out to all those involved in the production.

Rebecca Walls, Clinical Nurse Specialist in Mental Health and Deafness at RDaSH said: “I would like to say a huge thank you to the Doncaster Deaf Drama Group for volunteering to help us to create this and also to everyone else that was involved in putting the film together.”

Dr Judith Graham, Deputy Director for Organisational Learning and Development, said: “The teams involved have produced a great film which successfully portrays the life of a deaf person and some of the difficulties that they face. The film will be used by the Learning and Development Team at RDaSH for staff training purposes, which I think will be a success, and we are also hoping to send it out to other trusts for them to use.”
Primary care services

Patients in Doncaster will soon be able to communicate with their local GP practices in a new and more convenient way.

All 39 local practices are offering alternative ways for patients to communicate through a range of tools, apps and online platforms such as practice websites.

This follows recent surveys and engagement activities, where people said they were not aware of the online services that all local practices offer.

All Doncaster patients have the ability to book a GP or nurse appointment online. This means that patients can book an appointment on the go, at their convenience, 24 hours a day.

Patients can order their repeat prescriptions online. There’s no need to request prescriptions in person or by telephone. They can even specify which local pharmacy you want to use and go directly to the pharmacy to pick up prescription items.

Also all practices are able to share individual patient records. This enables patients to see their own, personal care record, as and when they need to view it.

By this summer, every patient in Doncaster will be able to access symptom checking, lifestyle advice and signposting through an online consultation tool. Patients will be directed to the most appropriate care, which could be either self-care, pharmacy, in urgent cases 999, or a GP or nurse appointment if appropriate.

A dedicated app is also available to patients, supporting them to choose the right service for their health and care needs. Across primary care, services are working towards a single preferred app for health and care services in Doncaster. Until then, patients can download the ‘Doncaster Choose Well’ app – providing timely information about what services exist and when they are open.

These developments may not be suitable for all people, however everyone should benefit as this will free up those traditional ways of accessing services such as phone calls and making an appointment in person.

Further information is available at http://www.doncasterccg.nhs.uk/your-care/primary-care/digital-platforms-and-apps/ or by following #DigitalHealthDoncaster.

Why not join a new singing group?

We’ve joined forces with Doncaster College and hitting the high notes to create a brand new singing group that celebrates diversity through music.

Called RDaSH High Notes Singers, the group is looking for people from any background or ability especially those with a disability or dementia to join them. The aim of the singing group is to have fun, make new friends and bring the community together through singing songs.

Our staff have teamed up with drama and music students from Doncaster College. The group will be holding their first concert on June 19 starting at 11am at Doncaster College.

Carol Bowyer, Volunteer Manager, said: “Music connects people, it’s something that everyone can join in with no matter what your ability is. We want to bring the community of Doncaster together and celebrate diversity through the power of music.”

Although practice sessions have started on February 4, you can still join in please contact Carola Tramsden on 01302 796138.

Sessions are held every Tuesday between 1pm and 3pm in the Chapel at Tickhill Road Hospital, off Weston Road, Balby, Doncaster.
Choir supports St John’s Hospice

Rock Choir from Doncaster raised £783 for St John’s Hospice from the proceeds of its end of term social event called A Frothy Cappuccino and a Piece of Cake.

Kate Threlfall, Rock Choir Leader across Barnsley, Doncaster, Rotherham and Sheffield city centre, said: “We’ll be working with St John’s Hospice throughout the year and are keen to get involved in anything we can in order to help them. Some members of our choir previously worked for Rotherham Doncaster and South Humber NHS Foundation Trust (RDaSH), who run the hospice, and so we decided to support the hospice this year.”

Lindsey Richards, St John’s Hospice Fundraiser, said: “We want to say a massive thank you to all members of Rock Choir for their generous donation and choosing to support us this year, we are very grateful.”

The hospice provides a comforting environment for people with life limiting illnesses and their families. It includes a day hospice where people can come and take part in therapeutic activities to improve their wellbeing. The staff help patients and families to live with their illness.

To find out about supporting your local hospice by becoming a sponsor or to fundraise by holding an event, please contact the fundraising team on 01302 796662 or 01302 798391. Alternatively you can donate here: http://www.stjohnshospicedoncaster.co.uk/fundraise/donate/

Rock Choir always welcomes new members. There is no audition and no requirement to read music. For a free taster session please visit rockchoir.com, type in your postcode to find your nearest location or call 01252 714276.

Pictured are members of Rock Choir with Lindsey Richards of the Hospice (far right).
Lots of free fun at Easter fayre

There’s lots of cracking free fun lined up at an egg-cellent Easter Fayre in Balby on Good Friday.

Doncaster folk are being invited to the Flourish Enterprises Easter Fayre – held at Woodfield Park (The former St Catherine’s site), off Tickhill Road, Doncaster.

Free fun of offer includes being able to see the Easter bunny, a chocolate trail, an Easter bonnet competition and children’s crafts.

Plants and gifts will be on offer, a bouncy castle, craft stalls and much more.

Parking and entry to the event, which runs from 11am to 4pm on April 10, is free.

Visitors can also visit the garden centre and tea room on site, where people who need support to get back into work or education gain confidence and learn new skills.

St Catherine’s House and Woodfield Park is run by Flourish Enterprises,

Steve Gillman, Flourish Enterprises’ Operations Manager, said: “Why not come along and join in the fun. There will be plenty for all the family – and lots of things to keep the kids happy.”

You can also find out more about Flourish Enterprises by visiting

- www.flourishenterprises.co.uk;
- @flourish_ent or
- Flourish-Enterprises.
Agile buildings app—coming soon!

We are pleased to let you know about a new addition to our agile working programme which we have been developing and will be introducing very soon.

It’s the Agile Buildings application (App).

The App allows you to quickly and easily locate Trust buildings and information about available facilities when working agile. The App allows you to:

- Find the nearest Trust building to your current location
- Search by location, site, building name and available facilities including car parking, toilets, food and drink
- See an overview of the buildings, including a site picture and what facilities are available, for example opening times
- Create a list of favourite locations
- Get directions using Google maps
- Check availability and book hot desks and meeting rooms (only rooms that are not currently managed through Outlook are listed)
- Use of a QR scanner to check in or to book into a hot desk/room
- Receive and post messages to share information with other users about road closures, traffic incidents or any issues affecting our buildings in real time
- The App is available to use on a Trust mobile phone or tablet.

We have established links with all areas across the Trust and have a number of representatives (often admin leads) who can coordinate access to the building App and provide instructions.

The Agile Buildings App can be accessed via the upgraded smart phones where it is automatically installed. It can also be accessed via web application (on PCs and laptops).

In the near future your Agile Buildings App leads in your area will start your registration on the App and inform you of your log in information.

Our colleagues in the Mobile Phone Transition team have been working hard to ensure relevant staff have had their mobile phone upgrade so that they can access this App. This project continues and will ensure that all agile staff have their upgrade.

If you’ve not managed to upgrade your mobile phone please contact the Transition team on 01302 796900 and they will be happy to help.

You can still access rooms managed through Outlook in the normal way.

Remember if you experience any connectivity issues which affect the quality of patient contacts please ensure that these are raised via IR1 process so that the intelligence can be gathered, evaluated and acted upon. Thank you

If you have any queries regarding the agile working programme please email Louisa Redhead on louisa.redhead@nhs.net
Access and Liaison Project – an update on the Recovery Lounge

The Recovery Lounge is a chair based assessment area that provides a calming environment for the assessment and development of treatment plans for service users who are in crisis and accessing emergency services.

The service will be able to better manage service users in crisis who would usually attend emergency services. This would lead to a change in the way that service users present to mental health services.

We have been working with Rethink and in collaboration with commissioners to enable us the redesign and move services away from hospital and into the community where appropriate.

The Recovery Lounge is based on the Tickhill Road Site and will be accessible via the Single Point of Access (SPA).

The Trust’s Estates Team led the build and refurbishment and works which are now complete.

We are still recruiting staff to work in this brand new assessment unit! Opportunities are open for Band 5 and 6 Mental Health Practitioners (OTs, Mental Health Nurses and Social Workers). Recruitment open days at the Recovery Lounge have been held in February to showcase the service and to attract staff. The event was successful in attracting lots of interest, however if you were unable to attend or are still interested in any of these roles, please contact the service manager to team leader on 01302 794051 for more information. We look forward to hearing from you.

Physical Health and Wellbeing Team

Colleagues from the new Physical Health and Wellbeing Team attended the GP Target event to promote the new service and the patient pathway.

The team delivers clinics in the Doncaster locality hubs and are busy liaising with practices across Doncaster to ensure they are aware of the service and what the team can offer.
News from our Improvement and Culture Team

There are many projects and schemes that our Improvement and Culture Team is involved in. Here is the latest news on the key projects:

Values and Behaviours project

As part of the Trust’s Five Year Strategy our aim is to work with everyone throughout the organisation to embed behaviours which best align to the vision, values and ambitions set out within the strategy.

This Values and Behaviours project is designed to analyse the current situation and to make the Trust’s values more meaningful for all staff.

We have held team building workshops which focus on exploring what the Trust’s values mean to the individual, team and on an organisational level. These workshops are a fundamental part of co-creating a behaviour framework for the Trust.

The aim is to avoid ambiguity, nurture the uniting of the workforces’ standards, values and commitments. This project will support appraisals, recruitment, team planning and celebrate achievements.

There are over 20 workshops taking place across the Trust with many more being organised. If your team has not yet received a date, please check with your manager and email joanna.millward1@nhs.net to arrange yours.

We want to make sure everyone has an opportunity to be heard and take part.

Workshops have been taking place in February, with more scheduled in March. We are due to complete this initial stage by April 3 in readiness for the second phase of this project.

Photos show team building workshops.
Staff and our FTSU Champions attended a bullying and harassment training session in January. The aim of this training was to raise awareness of the various forms of bullying and harassment and how to spot it and prevent it from happening.

Bullying and harassment behaviour makes a person feel intimidated or offended, it can involve arguments and rudeness, but it can also be more subtle. Here are some other forms of bullying which are not so obvious, they include:

- excluding and ignoring people and their contribution
- overloading people with work
- spreading malicious rumours
- unfair treatment
- picking on or regularly undermining someone
- denying someone's training or promotion opportunities.

Harassment is unlawful under the Equality Act 2010 when the unwanted behaviour is related to one of the following:

- age
- sex
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sexual orientation.

If you feel that you are affected there are informal and formal ways of stopping acceptable behaviour.

Informal options include raising the matter with the alleged perpetrator; explain the behaviour is offensive and must STOP.

You can raise the matter with your line manager or consider using mediation.

Formal options include making a formal complaint in writing to the manager or senior manager. Note any action already taken to stop the behaviour.

Tackling bullying and harassment – is about developing a culture characterised by compassionate and inclusive leadership. Having a culture that delivers high quality, continuous improvement and compassionate care for the people within the communities we serve, promoting open and transparent culture in line with our Trust values.

Remember if you are unable to raise your concerns with your team or line manager you can always talk to one of your Freedom to Speak Up Champions or the Trust’s Freedom to Speak Up Guardian Noma Makhanda.

Tel: 07836 680975
email: rdash.ftsu@nhs.net
If you'd like to become a champion yourself please email rdash.ftsu@nhs.net
**Rainbow badge training**

Choosing to have the training and wearing an NHS Rainbow badge shows others that they can talk to you.

The badge also gives you a way to demonstrate the Trust’s values of being open, transparent and valuing all people. Rainbow badges show that the organisation offers open, non-judgemental and inclusive care for patients and their families who identify as lesbian, gay, bisexual, transgender, (LGBT+). The + simply means we are inclusive of all identifies, regardless of how people define themselves.

The next training session is on **May 4**:

St John’s Information Centre in Seminar 1 between 11am and 1pm
Please contact amanda.ambler@nhs.net to book a place.

**Rainbow badge Champions**

We are looking for people to become Rainbow badge Champions for different work areas. As a Champion you will talk to staff about the initiative, ask if they would like to be involved then forward their details to Amanda Ambler. Champions will be rewarded with a Trust rainbow umbrella. Register as a Champion with Amanda Ambler on Amanda.ambler@nhs.net

**Inclusion conversations LGBTQ+**

This month we are launching the start of our RDaSH Inclusion Conversations with the focus being on Lesbian, Gay, Bisexual, Transgender, Queer or Questioning + (LGBTQ+).

We are working hard to promote a culture where everyone feels welcome and where we can learn how difference plays a part in our everyday lives as colleagues and service users.

It's important that we create an environment where people are accepted for who they are, recognising that there are times that our uniqueness needs to be considered.

The link below will lead you to a conversation held by five Trust staff about being a member of Stonewall, the need for the Rainbow Badge Training, gender expression and identity, sexual orientation, coming out at work, language, equality monitoring and much more.

The conversation can be used to raise your own awareness, in local induction or team meetings/away days. Any comments to Virginia Golding, Head of Equality Diversity and Inclusion, https://youtu.be/HZvQlsJDew0

**2020 staff network meeting dates**

The networks are in the process of identifying core members for each group that will commit to attending each meeting and enable the groups to elect a chair and other key posts.

Each network has also been identifying and setting objectives which will give the groups some structure.

Please encourage your staff and volunteers to attend the staff networks. This includes Allies (people who want to learn, support and raise awareness but may not identify with the networks personal characteristic). If you think you might experience difficulties in supporting your staff please contact Virginia Golding on email Virginia.golding@nhs.net
Here's a reminder of the dates, times and venues of our three staff networks:

### Black Asian and Minority Ethic (BAME)

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<th>Time</th>
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<tr>
<td>March 26</td>
<td>1 to 3pm</td>
<td>Seminar 1, St John’s Information Centre</td>
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<tr>
<td>April 25</td>
<td>11am to 1pm</td>
<td>Board Room 2, Woodfield House</td>
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<td>May 28</td>
<td>1 to 3pm</td>
<td>Seminar 1, St John’s Information Centre</td>
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<td>June 25</td>
<td>1 to 3pm</td>
<td>Graeme Fagan Room, Meridian House, Scunthorpe</td>
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### Lesbian Gay Bisexual Transgender Q+ (LGBTQ+)

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<tr>
<td>March 9</td>
<td>2 to 4pm</td>
<td>Conservatory Opal Centre, Tickhill Road Site</td>
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<td>April 14</td>
<td>1.30 to 3.30pm</td>
<td>Conservatory Opal Centre, Tickhill Road Site</td>
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<tr>
<td>May 13</td>
<td>1.30 to 3.30pm</td>
<td>Conservatory Opal Centre, Tickhill Road Site</td>
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<td>June 16</td>
<td>1.30 to 3.30pm</td>
<td>Conference Room, Honeysuckle Lodge</td>
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### Disability And Wellness Network (DAWN)

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<td>March 4</td>
<td>1.30 to 3.30pm</td>
<td>The Conservatory, Opal Centre (THR)</td>
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<tr>
<td>May 6</td>
<td>1.30 to 3.30pm</td>
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<tr>
<td>June 4</td>
<td>10am to 12noon</td>
<td>Seminar 1, St John’s Information Centre</td>
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<tr>
<td>July 6</td>
<td>1.30 to 3.30pm</td>
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We’re celebrating International Women’s Day on March 4

An equal world is an enabled world. How will you help forge a gender equal world?

Celebrate women’s achievement. Raise awareness against bias. Take action for equality.

Collective action and shared ownership for driving gender parity is what makes International Women’s Day successful.

Gloria Steinem, world-renowned feminist, journalist and activist once explained “The story of women’s struggle for equality belongs to no single feminist nor to any one organisation but to the collective efforts of all who care about human rights.”

So make International Women’s Day your day and do what you can to truly make a positive difference for women.

The Trust is celebrating International Women’s Day on March 4 by holding a Panel Discussion open to ALL staff regardless of gender identity.

Cake and refreshments will be provided in the Community Hall from 11 to 11.30am. The Panel Discussion will take place from 11.30am to 12.30pm. No need to book just turn up!

The theme for the Panel Discussion is ‘Inspirational Women’ It is an opportunity to learn about the barriers, struggles, resilience and empowerment of those who identify as Women. We are hoping to inspire the audience to identify actions, small or large that they can make to ensure that our workplace and society are gender inclusive, promoting equity for all.
Transgender awareness workshops

Jessica Lynn is a world-renowned transgender advocate, educator and activist. Her experiences as a transgender woman and parent led her to dedicate her life to spreading awareness and acceptance for gender non-conforming communities around the world.

Jessica is internationally considered one of the foremost transgender speakers due to her dynamic, refreshingly honest speaking style, unique sense of humour and signature “ask-me-anything” Q&A sessions.

Over the last several years, she has travelled over a million miles, visiting 28 different countries, presenting over a thousand times, helping to educate the general public about the transgender community, and she isn’t finished yet.

Workshop overview:

- Understanding Transgender people’s experiences
- Micro-aggressions Transgender people face in healthcare
- Welcoming Transgender clients
- Medical care from a Trans view
- Record Keeping
- Terminology
- A personal story
- How inclusive are we?

This workshop is for all staff wanting to improve their knowledge, awareness and practice of issues impacting on Trans service users and colleagues, therefore improving equity, inclusivity and outcomes.

March 23  The Library, St Catherine’s House, Tickhill Road Site, Doncaster
(morning session is fully booked) (afternoon limited availability)

May 7  Graeme Fagan Room, Meridian House, North Lincolnshire

June 15  Conference Room, Swallownest Court, Rotherham

June 16  Woodfield Community Hall, Tickhill Road Site, Doncaster
(Tailored for staff in our Children’s services)

Choose from one of two workshops per day, 9.30am to 1.00pm or 1.30 to 5pm

To book email Amanda Ambler on amanda.ambler@nhs.net

LGBTQ+ History Month

We are supporting a very exciting, informative and celebratory month, to educate our prejudice and make LGBT+ people visible in all their rich diversity.

Watch out for our tweets and the launch of our LGBTQ+ video.
Quality Service Improvement and Redesign (QSIR)

Congratulations to the first cohort who have completed the Quality, Service Improvement and Redesign (QSIR) Practitioner Programme.

This programme is for all staff, clinical and non-clinical, who will be or are currently involved in improvement and service redesign work at any level within the Trust.

QSIR is approved by the Institute of Healthcare Improvement and also the Royal College of Nursing.

Those completing the programmes gained a recognised qualification and were provided with opportunities to continue development by becoming a QSIR Teaching Associate.

Feedback from some of the first group includes:

- ‘Patient Flow is new to the Trust and the QSIR Programme has come at a really good time to use the tools and techniques in Patient Flow. It has been a useful programme to learn.’

- ‘I am interested in quality. We are in the middle of service redesign, QSIR is helping to ensure the implementation of this and keeping staff engaged and focussed is really important. QSIR is providing the tools / techniques to do this. It also supports the evaluation / analysis of where we’ve come from, identifying any improvement opportunities.’

- ‘It’s nice to have QSIR as you can get bogged down in day-to-day working and forget certain things that you need to include in projects. QSIR has reinforced what I already know as well as taught me new things and it has made me feel more enthusiastic about the project we are working on.’
<table>
<thead>
<tr>
<th>Service</th>
<th>Description</th>
<th>Contact Details</th>
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<tbody>
<tr>
<td>Sew &amp; Sew</td>
<td>From curtain making, soft furnishings, embroidery, to garment repairs and alterations, why not contact them today for more information or a quote on 01302 796009.</td>
<td></td>
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<tr>
<td>The Laundry</td>
<td>Laundry washing and ironing service. Staff and the public can drop their dirty laundry with us and collect them within two working days, clean and folded. We offer 48 hour turn around on a bag of 20. For further information call us on 01302 796014. Or visit the laundry website for details and prices:  <a href="http://www.thelaundryservice.org.uk">http://www.thelaundryservice.org.uk</a></td>
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</tr>
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<td>Print Services</td>
<td>Based on the Tickhill Road Hospital site, our in-house print service offers a quick turnaround, printing: business cards, invitations, flyers, greeting cards, calendars, catalogues and large format pullup banners contact the team for a quote on 01302 796125.</td>
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Did you know that these services are available to the public too?

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**We’re hiring...**

all levels of **clinical** and **non clinical** staff. Know someone who would like to join our team of **great people**!

**Call our new recruitment hotline**

✆ 01302 796272

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**RDaSH Work with us!**

Scan the QR code for a direct link to jobs available or visit:  www.rdash.nhs.uk