

trust matters



Spotlight on our new...

Communities' Leadership Executive (CoLE).

RDaSH

nurturing the
power in our
communities

Welcome from our Chair **Kathryn Lavery**



Welcome to June's Trust Matters

I'd hope you plan to join us in a few weekends' time at the fun day. In the torrential rain last year in Scunthorpe, I remember the power of the words of young people at our unique Youth Advisory AGM, and the year before in Clifton Park we had a festival of community contribution from across Rotherham.

This year, located alongside our Flourish partners in St Catherine's House, I would hope we can celebrate you and your successes, whilst welcoming communities from across the city. I used to umpire netball, so I am especially looking forward to seeing if anyone can beat the trust's executive!

During July, we will upgrade our App. But the changes are more important than that. The new app is a much more interactive model, and we want, as we have with Care Opinion, to use that to become close to real time in being able to respond to feedback, in this case your feedback as staff colleagues. The new app will launch in or around the Fun Day.

This month's Trust Matters highlights a couple of important changes that are ongoing in our organisation, and what links them is us opening ourselves up to the views of others. Having over 350 volunteers is a key step for us in facing into our communities. And now we have launched the Communities' Leadership Executive, an NHS leading venture to place local voluntary sector leaders at the heart of the leadership of the trust, able to hold us to account and to recommend changes.

By the time Trust Matters comes out again in August, we will have closed nominations for our annual awards. I know from my work celebrating our Shining Stars how appreciative folk are for the recognition. It has never been easier to get a nomination in for our gala annual awards. Last year we had over 500 nominations. Let's see if we can repeat that success, nominations close on 7 August.

Finally, I wanted to note the work of our resident doctors across RDaSH. Recently we have appointed Dr Brougham as our lead resident. He joins Dr Egan who is taking on the lead role among our Specialty, Associate Specialist medical staff. Effective medical leadership is very important to our future as a trust and look forward to working with resident doctors to build on our outstanding National Evaluation and Training results this year and last. The current dispute is a national one, and we will continue to work with British Medical Association colleagues to support trainees at the trust, recognising that our future is inextricably interlinked with their careers and ambitions.

Once again thank you for everything you do.

Kind regards

Kathryn

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Woodfield Park
Flourish, Tickhill
Road, Doncaster
DN4 8QP

NHS

Rotherham Doncaster
and South Humber
NHS Foundation Trust

Sat
18 July

10 am to
4 pm

COMMUNITY
FUN
Doncaster
DAY
EVERYONE
WELCOME

and
AMM

FREE ENTRY AND FREE:

Ice cream, pop corn and candy floss!!!

- Face painting • Games area • Dance machine • Giant Lego
- Soft play area • Alpacas and much more!

Street food vendors, pizzas, coffee and picnic area.

Come and watch community teams taking part in our Gladiator Challenge and Netball competition

Entries are still open for staff teams and community groups to take part in our
Gladiator challenge (teams of 5 players) and Netball competition
(minimum of 7 players per team). Sign up by emailing:

rdash.rdashcommunications@nhs.net

If your service would like a stall at the fun day, please use this link or scan
the QR code to book your stall: <https://forms.office.com/e/kXdQYqPSeH>



Alongside the entertainment, we will also be hosting key events, including the young people's Bright Futures Summit at 11am, followed by the Annual Members' Meeting at 2:30pm. We will also be celebrating our 350+ volunteers in the organisation with a dedicated volunteers' event which will also take place at St Catherine's House.

Introducing our Communities' Leadership Executive

At RDaSH, we have made a commitment to nurture the power in our communities and as part of this, to systematically involve our communities at every level of decision-making, not because it sounds good but because we know it leads to better outcomes in the care we provide.

Promise 5

systematically involve our communities at every level of decision-making in our trust.



The Communities' Leadership Executive (CoLE) is an exciting step in our journey to strengthen this community leadership. It brings together 16 members from community organisations across Rotherham, Doncaster and North Lincolnshire to work alongside us, providing challenge, insight and influence on the decisions that affect local people. The CoLE was formed following an expression of interest exercise earlier in the year which saw over 30 interested organisations take part, speaking to the strength and commitment of our local partners.

The purpose of the CoLE is simple but ambitious. To ensure that the experiences, expertise and perspectives that exist within our communities are driving the decisions we make. Community organisations have a unique understanding of the challenges, opportunities and inequity experienced by local people. By bringing those voices into our leadership structures, we can make better decisions, improve accountability and ensure our services are genuinely responsive to the communities we serve. This is not about consultation after decisions have already been made. It is about moving power from the outset to those who are best informed on how to use it.

As the members begin their work together, we are excited about what can be achieved, with the CoLE selecting the following initial priorities for their workplan:

- **Promise 5:** From 2024 systematically, involve our communities at every level of decision-making in our trust throughout the year, extending our membership offer and delivering the annual priorities set by our staff and public governors.
- **Promise 6:** Poverty proof all our services by 2025 to tackle discrimination, including through digital exclusion.
- **Promise 12:** Work with community organisations and primary care teams to better recognise and respond to the specific needs of the rural communities and villages that we serve.
- **Promise 21:** Actively support local primary care networks and voluntary sector representatives to improve the coordination of care provided to local residents, developing services on a hyper local basis.

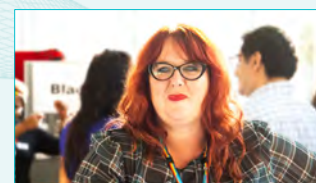
Supporting CoLE are...



Iona Johnson
Community Development
Director



Noma Makhanda
Deputy Chief Allied Health
Professional



Paula Rylatt
Head of Quality and Promises

Introducing our CoLE members...



Trust wide member.

Glyn Butcher
People Focused Group (PFG)

My Name Is Glyn Butcher, I'm a Director of The People Focused Group, a peer support group based in Intake, Doncaster. I have been either a patient using RDaSH FT or a carer supporting a loved one using RDaSH FT for over 43 years. I hear voices, I have Emotionally Unstable Personality Disorder, I'm autistic and I have a wide range of physical health long term conditions. I believe in empowering people to have a voice, placing people at the centre of their care and giving people using RDaSH FT services an opportunity to help reshape services.

The People Focused Group, known as PFG, is a peer support group that believes in the power of community and neighbourhoods and that every person with a disability has something to contribute to their community, their town, their city and to the world. At the People Focused Group no one is written off, we work on a strengths-based model, don't ask me what I can't do, ask me what I can do and what I would like to contribute to society. Everyone is accepted at The People Focused Group, no referral needed, no cost to service. We welcome you.

I want to be part of The Communities' Leadership Executive because I believe in the values and principles of RDaSH. I Believe in the 28 Promises, especially Promise 1 to 5, Promise 6 and Strategic Objective 1 about nurturing the power in communities.

I see myself and my communities in the 28 Promises, they speak to me, and I want to use my knowledge, my skills and my time to help change the culture within RDaSH and build friendships and relationships between the voluntary, community and faith sector, communities, patients, carers within the footprint of RDaSH Services. My hope through The Communities' Leadership Executive is that power will be shared through all community partners, patients and carers and that the opportunity to influence true decision making will become a reality.



Doncaster member.

Laura Arthur
Doncaster Mind

I'm originally from Bristol but have made Doncaster my home over the past 20 years, where I've raised my children and built strong connections within the community. I've worked with Doncaster Mind for over 18 years and, alongside this, have been actively involved in a range of local groups and boards, including playgroups, school initiatives, the Doncaster and Bassetlaw Teaching Hospital Maternity Voices Board, and as Treasurer of a local triathlon club. Outside of work, I enjoy taking part in triathlons and being part of the running community, which has further strengthened my connection to the area. I'm particularly driven by a strong sense of social justice and a belief in fairness and opportunity for all.

Doncaster Mind is a local, independent mental health charity affiliated to National Mind that has been supporting people aged 11 and upwards across Doncaster and more recently South Yorkshire for over 47 years. The organisation delivers a wide range of services focused on improving mental health and wellbeing, with a strong emphasis on prevention and early intervention. This includes community-based support helping people build resilience and manage their mental health. Doncaster Mind works closely with local partners and communities to ensure services are accessible, inclusive, and responsive to need, with a continued focus on reducing stigma and improving outcomes for people experiencing mental health challenges.

I am a driven and dedicated individual who enjoys working with others to improve outcomes for our communities. I'm passionate about ensuring different voices are heard, value learning from diverse perspectives, and am motivated to collaborate and make a meaningful difference in people's lives and communities.

Introducing our CoLE members...



Doncaster member.

Graham Keeton
Choice for All Doncaster (ChAD)

I am Graham Keeton. I have autism and learning disabilities. I share my lived experience. I live with my husband Barry, and have a cat called Kitty. I am a member of the People Focused Group. I believe in peer support. I am the Chairman of Choice for All Doncaster (ChAD) where I lead a group of people with learning disabilities and autism to speak up for themselves. In recent years I have developed my leadership skills. I have been part of the Leadership Development Offer at RDaSH and sit on the Communities' Leadership Executive. I am an Oliver McGowan trainer.

ChAD is a group of people with learning disabilities and autism. We speak up for the learning disabilities and autism communities in Doncaster. ChAD is a constituted community group with a committee and is also part of the People Focused Group. Anyone with a learning disability or autism from Doncaster can become a member. We meet twice a week for ChAD Chit Chat, have a monthly meeting, go to meetings and events, and we are the go to organisation for easy read. We also socialise together.

Personally, I want to be part of the Communities' Leadership Executive to develop my skills as a leader. I also want the voices of people with learning disabilities and autism from all of the communities that RDaSH serve to be heard. I want to do this through networking and using my own experiences.



Doncaster member.

Lai Lim
Voluntary Action Doncaster (VAD)

I am the current Chair of Voluntary Action Doncaster (VAD). I have over 30 years' experience in Doncaster's voluntary sector and a professional background in teaching. I am the Director of Doncaster Central Learning Centre CIC (DCLC), whose work evolved from the Doncaster Chinese Women's Group and Resource Centre.

I support new local groups and volunteers, with extensive experience in education, training and volunteering. I believe learning is a powerful tool for empowerment and success.

I am also an informal carer for my mother who has Dementia. I enjoy working collaboratively to explore issues, to influence for positive change and address challenges faced by the voluntary, community sector.

VAD is an independent, member-led charity that provides leadership and infrastructure support for the voluntary, community and faith sector (VCFS) across Doncaster.

VAD's mission is to strengthen the sector by building the capacity of local organisations so they can effectively support residents and contribute to positive community outcomes.

A core part of VAD's role is to actively promote partnership working between the voluntary sector, statutory partners, and other stakeholders. By facilitating collaboration, sharing knowledge and identifying opportunities for joint working, VAD helps create a more connected and resilient community. Through this work, VAD supports organisations to deliver services that improve health and wellbeing, to reduce inequalities and strengthen communities across Doncaster.

I will improve engagement by working with others across RDaSH services, by having a strong unified voice in shaping decisions. Enabling the sector's perspectives, expertise, and priorities to be effectively represented in strategic discussions. Keeping stakeholders well informed, meaningfully involved, and empowered to influence the design, delivery, and improvement of services, are reasons why I chose to be part of the Communities' Leadership Executive.

Introducing our CoLE members...



Doncaster member.

Sharon Wilson
Changing Lives

I started my journey with Changing Lives 13 years ago when I walked through the front door for help, I was dealing with unbearable grief and needed to focus on something else. I progressed into volunteering then as a Qualified Nursery Nurse I was successful in an application for creche worker. The past 11 years I have upskilled and trained to now be the Senior Specialist Migrant Outreach worker. Outside of work I have complex caring responsibilities and offering unique balance to my life is my love of theatre, I am an actor with the local theatre and have been lucky enough to be involved in many incredible plays nationally.

Changing Lives Doncaster is part of a larger national Charity based in Newcastle. Our Charity vision is to create a space where everyone has the opportunity to live safe, fulfilling lives. The Community Hub provides a welcoming and inclusive space that brings people together. We provide opportunities for local people to connect, participate in activities, access support and engage in learning and development. Our Hub is designed to strengthen community relationships, promote wellbeing and build a sense of belonging through co-production and collaboration.

Although we specialise in working with people with English as an additional language and underrepresented groups, we foster a culture of inclusion where everyone is welcomed.

I am passionate about the work I do and fully invested in representing the voices of the people I work with. There is an expectation from the community that I step up and represent them in this space. There is an historic inequality of care for underrepresented groups, many missed opportunities for growth and learning, I would like to offer feedback and challenge without criticism to improve services and health outcomes.



Doncaster member.

James Woods
Citizens Advice Doncaster

I'm James Woods, CEO of Citizens Advice Doncaster Borough and Chair of the Doncaster Advice Network. I'm passionate about tackling the root causes of poverty, inequality and poor wellbeing through practical, community-based support. My background is in frontline advice, service development and partnership working across health, housing, welfare and the voluntary sector. I strongly believe services work best when organisations collaborate, share insight and focus on real outcomes for local people. I'm particularly interested in prevention, reducing barriers to access, and ensuring communities have a genuine voice in shaping services and system change.

Citizens Advice Doncaster Borough is an independent local charity providing free, confidential and impartial advice to people across Doncaster. We support residents with issues including debt, welfare benefits, housing, energy, employment, consumer rights and access to essential services. Alongside advice delivery, we work with partners across health, local government and the Voluntary community and social enterprise sector to tackle the wider causes of poverty and inequality. We operate from community venues across the borough, helping reduce barriers to support and reach vulnerable communities earlier. Our work combines frontline advice, prevention, social policy and partnership working to improve wellbeing and strengthen local communities.

I wanted to be part of the Communities' Leadership Executive because I believe lasting improvements in health and wellbeing only happen when services genuinely listen to communities and work together to tackle the wider issues affecting people's lives. Through my role at Citizens Advice Doncaster Borough, I see daily how poverty, debt, housing insecurity, digital exclusion and access barriers impact mental and physical health. I want to help bring practical insight, community voice and partnership-focused solutions into discussions, while supporting a more action-focused approach that leads to real and measurable change for local people.

Introducing our CoLE members...



Rotherham member.

Zlakha Ahmed
Apna Haq

I have 40 years of community work experience, having worked both in Sheffield and Rotherham within black and minoritised communities. I set up and I am the current Chief Executive Officer of Apna Haq, a led by and for global majority women and girls support and advocacy organisation for those facing issues of violence and abuse. I am a member of the women's health strategy group for South Yorkshire Integrated Care Board and an advisory board member for the National centre of expertise on child abuse. I served for 2 years as a non-executive director for the Rotherham hospital foundation trust from 2022 to 2024.

Apna Haq is a specialist, survivor-led organisation based in Rotherham that has supported women and children from global majority communities for over 30 years.

We provide culturally responsive, trauma-informed support to women and girls experiencing domestic abuse, sexual violence, racism, poverty, immigration issues, and social exclusion. Our services include advocacy, safety planning, legal and housing support, health and wellbeing programmes, support for children and young people, and community-based activities that reduce isolation and build confidence. Led by and for the communities we serve, we work to improve safety, health, independence, and equality while amplifying the voices of women and girls.

I wanted to be part of the Communities' Leadership Executive because it provides an opportunity to ensure that the voices and experiences of women and families from global majority communities are heard and reflected in local decision-making. It enables me to influence policy, tackle inequalities, strengthen community partnerships, and create meaningful change.



Rotherham member.

Makhmur Jamil
You Asked We Responded Services (YAWR)

I have lived and worked in Rotherham for nearly 30 years, including 20 years in local authority roles across social care and equality and diversity. This experience has given me a strong understanding of local communities, the inequalities they face, and the importance of ensuring people's voices shape services and decision-making. I am particularly committed to supporting diverse communities, especially those experiencing social isolation, health inequalities, and barriers to participation.

For more than 20 years, You Asked We Responded (YAWR) Services has supported diverse communities across Rotherham, particularly people affected by social isolation, health inequalities, and barriers to participation. Developed organically alongside the communities we serve, we bring trusted relationships, strong local insight, and a clear understanding of community needs and strengths. Through social prescribing, advocacy, wellbeing activities, skills development, and volunteering, we support all communities, older adults, people with long-term health conditions, and others facing loneliness, disadvantage, or limited access to services. Our work helps people improve wellbeing, build independence, and have their voices better represented in local decision-making.

I wanted to join the Communities' Leadership Executive to help strengthen collaboration, amplify community voices, and contribute to meaningful, long term impact. I'm motivated by creating inclusive spaces, supporting others' growth, and helping shape initiatives that make our community more connected, resilient, and empowered.

Introducing our CoLE members...



Rotherham member.

Samantha Smith
RAW People

I am a proud Rotherham resident with a deep commitment to supporting people and strengthening our communities. Through my lived experience of mental health challenges, I lead a community organisation dedicated to helping others thrive and feel connected. As a community driven leader, I bring people together across sectors to build trust, strengthen local networks and amplify voices that are often overlooked. Growing up around severe mental illness and later experiencing my own crisis, shaped my determination to ensure no one faces difficult times alone. I believe everyone deserves the opportunity to live a happy, fulfilling life.

Our organisation is a grassroots, peer-led community group in Rotherham, shaped by lived experience and the belief that people are best placed to understand and direct their own lives. We create spaces where individuals feel seen, heard and valued, ensuring no one faces challenges alone. Through one to one peer support, group activities, outreach and strong local partnerships, we help residents build confidence, connection and control over their wellbeing. By shifting power away from traditional services and back into communities, we foster meaningful relationships and support people to grow, thrive and reach their full potential.

To support Rotherham residents by ensuring their voices are heard, their lives improved and inequalities addressed. I bring lived experience, grassroots insight and a commitment to co-production. Representing our peer-led organisation on the Executive will strengthen inclusion and ensure community voices influence local decisions.



Rotherham member.

Dan Wilson
Rotherham United Community Trust (RUCT)

Despite being a born and bred Londoner, I have adopted Yorkshire as my second home since moving here with my wife and two children 15 years ago. After an initial career as a teacher and school adviser I worked for the Yorkshire Sport Foundation, developing programmes and influencing policy primarily aimed at getting children and young people more active. A brief stint as a director for a business management consultancy ended when I joined Rotherham United's Community Trust 18 months ago.

I volunteer as a trustee for several charities and have recently stepped down from my role as the Chair of Governors at a local school.

In my spare time I enjoy watching sport, fishing with my son and walking in the lake district, all weather permitting!

Rotherham United Community Trust is the charity arm of the football club, supporting people in communities

across the borough to be united, successful and live well. We have a large team of coaches, tutors and specialist professionals who deliver a range of activities including dementia groups, cancer rehab, low-impact fitness sessions and sports coaching in many of the borough's schools. Our first-team players are regularly seen in the community, visiting schools and hospitals to raise spirits and awareness of local challenges.

Based at the AESSEAL New York Stadium, we also run a job centre and a sports college with over 170 students studying sport focused BTEC and degree courses.

The Communities' Leadership Executive presents a unique way of enabling RUCT to share the voices of our participants who so often feel overlooked. We work in some of the most deprived communities of the country and we hear all too often how people are struggling with their daily lives. As a result, our United for Change strategy has a clear ambition to use our lived experiences to influence the policies and processes of organisations that impact local people's lives. I hope that, through regular dialogue and a willingness for change, the CoLE can tackle the challenges that lead to meaningful progress and better outcomes for people in Rotherham.

Introducing our CoLE members...



Rotherham member.

Rachael Wilson
Rush House Ltd

I live in Rotherham with my partner Steve and have three grown children, three stepdaughters, and two grandchildren. I enjoy outdoor walks in the Peak District, spending time with family, practising yoga, and taking sunny holidays. My career began in Sheffield within Children and Families social care before moving into managing housing-related support services for older people in the voluntary sector. I joined Rush in 2009, supporting homeless young people, and became CEO in 2015, leading strategic development. I also chair local partnerships and contribute to community leadership, championing the importance of quality housing and support for everyone in need.

Rush House Ltd is a Rotherham-based charity providing supported accommodation and tailored support to homeless and vulnerable young people aged 16 to 25. Established to offer safe housing and opportunities, the organisation focuses on helping young people develop independence, life skills, and pathways into education, employment, and training. Through person-centred support, Rush House works to improve confidence, wellbeing, and long-term outcomes. The charity collaborates with local partners and agencies to meet community needs and reduce youth homelessness. Its mission is to empower young people to build positive futures and reach their full potential within a supportive environment.

I want to be part of the Communities' Leadership Executive to ensure the voices of the people and communities I support are heard and influence decision-making. I am passionate about improving outcomes, reducing inequalities, and working collaboratively with partners to create positive, lasting change for individuals, families, and communities across the region.



North Lincolnshire member.

Jason Coy
North Lincolnshire Mind

I am Deputy Chief Executive Officer at North Lincolnshire Mind, 51 year old and a former soldier whose own experience of severe mental ill health shaped a deep commitment to supporting others. I became a peer worker in 2010, later joining Mind in 2014, where I worked across community and outreach roles. I was asked to help with the development of a mental health crisis house and an out-of-hours crisis prevention service offering phone and face-to-face support. These experiences strengthened my belief in compassionate, person-centred care. I currently now work closely, whilst managing these services, with RDaSH crisis team in North Lincolnshire, using both professional and lived experience to support people through their most difficult moments.

At North Lincolnshire Mind we are here to help you in your recovery journey and whenever you need mental health support. We believe that everyone should have access to good mental health support whenever they need it.

We hope we have created a safe and supportive environment where we provide a variety of services from 1 to 1 Confidential Listening service to recovery-focused groups and social support sessions. A full list of services (minus Crisis House, referral required) can be found at Mental health support | North Lincolnshire Mind (<https://www.nlmind.org/>).

I would like to help represent the people who rely on our services and those of the community. My own recovery journey showed me how confusing and overwhelming it can feel when you don't know where to turn and in distress. I hope to improve that experience and support others toward a clearer, kinder path to recovery.

Introducing our CoLE members...



North Lincolnshire member.

Pete Lambert
Rubiks Inclusive Counselling
Interventions

I am Pete Lambert and I am based in North Lincolnshire.

I have worked within RDaSH previously. I made a life changing decision to leave and create Rubiks. My strengths are working with people, and I pursued a counselling degree that enabled me to create my dream.

I am here to provide hope to others, to support, to use lived experience. I am neurodiverse and have a unique way of working with others, thinking outside the box. I am passionate about what I do and pride myself in going that extra mile for people I support. Outside work I like to attend gigs and watch Everton Football Club too.

Rubiks is predominantly a Counselling service, with a few added facets. Rubiks is based in Scunthorpe but see people in North Lincolnshire. We also offer online sessions, I currently have clients in China, Sweden and Germany online. I have clients who travel from Gretna and Bristol for face-to-face sessions.

Rubiks has strong relationships in schools and the local authority. We advocate for those who may not have a voice or need support for their voice. We have counsellors in schools, we attend meetings. We have a neurodiverse adult group run by my colleague.

We have a mixed ability football team. We have created a wonderful community bringing people together, who support each other, engage in the community.

My colleague also supports doing graded exposure work in the community to support the theory myself and colleagues offer. The hard work is done in the community.

We are a small team who deliver big things. I want to make a difference in North Lincolnshire. North Lincolnshire is an area that spreads wide and I want to collaborate to bring support equally across the county.

My other passion is neurodiversity, I see the battles daily, I would love to help make the process smooth as possible for people. Diagnosis can be life changing for many people, I would like collaboration between different agencies and sectors.



North Lincolnshire member. As a Forum we:

Chris Pope
Parent and Carer Forum

I am a foster carer living in North Lincolnshire since 2001 after retiring from the Royal Air Force (RAF). I subsequently had a second career in local government in education and children's services across the region.

A qualified teacher, I have degrees from Oxford, Cranfield (RMCS) and Dundee. I was also registered for 10 years as an Ofsted inspector and have served as a town councillor.

We became involved with the Parent Carer forum through fostering boys with complex additional needs and through our advocacy for meeting their needs. This also was a factor that led to my becoming a RDaSH Governor for North Lincolnshire in 2024.

We are a voluntary group of parents of children and young adults with special educational needs and disabilities (SEND) in North Lincolnshire.

Our mission is to deliver better outcomes for families living with SEND.

Our aim is to ensure that views and concerns of members are represented and their voices heard.

- Promote participation and co-production across education, health, social care and the voluntary sector.
- Design, commission, deliver and review services as an equal partner.
- Empower members to ensure their voices are heard locally, regionally and nationally
- Inspire partners by sharing good practice and knowledge.

Our vision is to secure best possible opportunities and futures for all children and young people with SEND and their families.

We are part of Contact and the National Network of Parent Carer Forums. We already feature on the North Lincolnshire Council website, and within the North Lincolnshire SEND local offer.

We use our own programme of events to gather the views and perspective of parents and young people and use these as a basis for discussion and dialogue with key partners in education, social care and health. Representation on the Executive ensures that the voice and ambition for this specific group, as well as their context in the wider community, are articulated and understood in determination of health service decisions.

Introducing our CoLE members...



North Lincolnshire member.

Rosa Torraca
Carers' Support Service,
North Lincolnshire

I am the Service Manager at Carers' Support Service in North Lincolnshire, where I've spent over a decade championing the rights of unpaid carers.

Drawing on my background in customer service management and my personal experience as a working carer, my focus is on empowering our workforce to deliver high-quality support through strong community partnerships. My key achievements include establishing the Dementia Direct advisory service and serving as Chair of the North Lincolnshire Dementia Action Alliance.

The Carers' Support Service is where carers in North Lincolnshire access a wide range of opportunities to help them manage their caring role and maintain their health and wellbeing.

Support includes:

- Information
- benefits advice

- emotional support
- wellbeing activities
- counselling
- relaxation therapies
- peer support groups
- training
- befriending
- carer voice group.

We provide free Carer Awareness training to organisations, services and groups. We work out in the community to raise awareness and identify carers in their journey.

Our Dementia Direct service supports people living with dementia and their families with 1 to 1 advisory support, dementia cafes and a Young Onset Group. We have insight into the needs of those whose voices are often underrepresented, including unpaid carers and individuals supporting people with complex needs.

We are keen in contributing to:

- Ensuring lived experience and community insight shape decision-making
- Highlighting gaps and barriers in current provision
- Supporting more inclusive and accessible approaches to engagement
- Strengthening collaboration between Voluntary, Community, Faith, Social Enterprises organisations and the trust.



North Lincolnshire member.

Jo Wagstaff
Changing Lives Through Changing
Minds (CLCM)

I am the Clinical Director and Founder of Changing Lives

Through Changing Minds (CLCM), a not-for-profit Community Interest Company providing trauma-responsive mental health, therapeutic services and alternative provision for children, young people and families in North Lincolnshire.

My career spans adult mental health, children's services, Child and Adolescent mental Health Service and senior leadership roles across both voluntary and statutory organisations.

I have extensive experience working with families affected by trauma, neurodiversity, domestic abuse and complex relational harm, and I now lead on service design, clinical governance and workforce development within CLCM.

Alongside my professional work, I value my connection to nature and animals. I am an animal lover, own horses and previously competed in dressage,

experiences that continue to shape my values of patience, attunement, and relational connection in both my personal and professional life.

Changing Lives Through Changing Minds is a not-for-profit Community Interest Company established in 2017, supporting children, young people and families across North Lincolnshire with trauma-responsive mental health services, post-diagnostic ADHD support, adoption support and therapeutic alternative provision. Our multidisciplinary team includes psychotherapists, counsellors, social workers, therapeutic practitioners and occupational therapists, who work alongside children and families to provide therapy, therapeutic family support, specialist trauma work, occupational therapy, sensory support, and training and consultation for professionals.

At the heart of our work is a relationship-based, trauma-informed approach that helps create safe, supportive spaces where children, young people and families can feel understood, build confidence and resilience, and move forward with hope.

I wanted to be part of the Communities' Leadership Executive to help strengthen the voice of children, young people and families, while also contributing strategic insight from frontline practice. It felt like an important opportunity to work alongside others who are committed to shaping responsive, inclusive and connected support across our communities.



Nominations open now for our 2026 awards

We've launched this year's RDaSH Annual Awards so get your entries in.

Last year, more than 550 colleagues and teams were nominated, with 60 shortlisted. Why not nominate a colleague or team this year?

We're looking for those who go the extra mile, make a real difference, or have introduced something innovative that benefits colleagues, patients or communities.

We have 5 awards for a colleague, team, project, or idea which has made an incredible contribution to our work in any of the 4 categories below:

- Quality and Safety Award
- Equity and Inclusion Award
- Learning and Education Award
- Research and Innovation Award.



There are 5 awards for a colleague or team which exemplify our trust values in different ways:

- Living our values Award (shortlisted by our staff governors)
- Nurturing the power in our communities exemplar Award (shortlisted with our patients)
- Equality Diversity and Inclusion Champion Award (shortlisted by our staff networks)
- Volunteer of the Year Award
- Peer Support Worker of the Year Award.



The following 6 awards are up for grabs for colleagues and teams which have made a massive difference in 2025 and 2026:

- Colleague of the Year 'Clinical' Award
- Colleague of the Year 'Backbone' Award
- Leader of the Year Award
- Backbone Team of the Year Award
- Team of the Year Adult Clinical Care Award
- Team of the Year Children's Clinical Care Award.



To make a nomination please follow the steps below:

Colleagues: Log into the Staff Portal on the intranet, go to 'Questionnaire' then 'Start new questionnaire'. Select a questionnaire to fill out from the drop down box and select 'Annual Awards Nominations – 2026'. Press 'Select and continue'. Once you have completed the nomination press 'Submit'. You can save your nomination at any time, and return to it.

Public and patients: can submit their nominations online via our website or on a paper copy form available from the Communications team by phoning 03000 212 100 or email rdash.rdashcommunications@nhs.net

The closing date for nominations is Friday 7 August at 5pm.

The winners will be announced at our 2026 RDaSH Awards ceremony on 21 November at Doncaster Racecourse.

North Lincolnshire News

Learning Disability Week Art Exhibition Celebrates Voices of Transition



Colleagues from the North Lincolnshire Community Learning Disability Team hosted a successful art exhibition during Learning Disability Week 2026, welcoming the Mayor of North Lincolnshire, Cllr Janet Lee, and members of the local community.

Held on Friday 19 June at the Elizabeth Quarter in Scunthorpe, the Voices of Transition exhibition showcased the experiences of people with a learning disability who have moved, or are moving, from children to adult services.

Through a range of creative artwork, participants shared their personal journeys, highlighting both the challenges and achievements of this important transition. The exhibition helped raise awareness, promote understanding, and celebrate individuality and resilience.

The event was co-produced with participants, ensuring their stories were told in their own words and styles, and provided valuable insight into the importance of supporting people through transition.

Victoria Sinclair, Primary Liaison Nurse, said: "We were incredibly proud to see so many people come together to support the exhibition. The artwork gave a powerful insight into the experiences of transition, and it was inspiring to see participants share their stories so openly and creatively."

Visitors praised the exhibition for its honesty and creativity, with many taking the opportunity to learn more about local support available.





The Quality Improvement Poster Contest *is back!*

Submissions are open now for our Quality Improvement (QI) poster contest and there's a top prize of **£5,000**.



Dr Diarmid Sinclair
Chief Medical Officer

Posters can showcase any audit, research project, or improvement initiative that has taken place, or is currently underway, since 1 January 2025.

The aim of the contest is to recognise and celebrate innovation, service development, and improvement work across all disciplines, clinical and non-clinical. This initiative supports individual clinicians, multi-professional teams, and leaders to document, test, evaluate, and peer review our practice.

Importantly, your project does not have to demonstrate success. Some of the most powerful learning comes from initiatives that did not achieve their intended outcomes. We actively welcome honest reflection, shared learning, and thoughtful evaluation.

The judging panel will be multi-professional, drawn from across the clinical leadership executive, and will include peers and patients, reflecting our commitment to collaboration and lived experience.

We have 4 categories:

- **Most valued poster prize £500** voted for by delegates at our trust leaders' conference.
- **Most impactful project or proposal prize £500** assessed by the judging panel for: impact, relevance and sustainability.
- **Best study or project design prize £500** assessed by the judging panel for: rigor and design quality, engagement and innovation.
- **Best QI poster @RDaSH 2026 prize £5,000** assessed by the judging panel for: clarity, communication and innovation.

The closing date for the submission of your posters is Tuesday 1 September and you should email your posters to elaine.wainwright@nhs.net.

Please **download** and use our **QI template** which can be found on the staff intranet: <https://intranet.rdash.nhs.uk/communications/corporate-templates>

If you have any questions, then please contact Dr Diarmid Sinclair, our Chief Medical Officer, who will be heading the competition.



To see all the QI posters from last year see our RDaSH NHS facebook album

Say Hello to RDaSH Connect

Something big is coming...

On 15 July, we're launching **RDaSH Connect**, our brand-new, **all-in-one colleague engagement tool**. Replacing the staff app, it's a **whole new way to connect, share and be heard across the trust**.



Think of it as our own internal social space, where conversations happen in real time, ideas are shared, and colleagues support each other every day, something we haven't had in one place before.

Right now, connecting across the trust can feel limited or one-way. RDaSH Connect changes that, bringing us a more open, interactive way to engage on what matters to you.

Available as both a mobile app and web page it will become our main way of connecting moving forward. What makes RDaSH Connect so exciting?

This is more than just an app, it's a community.



Here's what you can do:



Spread positivity with High 5s
Brighten someone's day by recognising great work.

Send a High 5 for being amazing like "nice one", "well done", "you shine"

Find your people

Join groups that matter to you, whether that's your profession, directorate, or staff network, and be part of the conversation.

Stay in the loop

Your personalised feed shows:

- What's happening across the trust
- Updates from your teams
- Activity in your groups.

Start conversations

Got a question? Or a thought to share? Just post it...

From "When's payday?" to big ideas, **your voice matters here.**

Join in

Comment, like, reply to posts and get involved. You'll get notifications when people respond, so the conversation never stops.

Don't miss out

Discover events tailored to your interests and groups.

Find what you need fast

Search the Knowledge Base in seconds using the Explore feature.

Have your say with polls

Create quick polls, gather opinions, and see what your colleagues think.

Access anywhere

Phone, Tablet, Computer
Connect how and where it works for you.

Getting started is easy

Update your app:

- If auto-updates are on, you're all set
- If not, head to your app store and update manually.

Log in:

1. Tap "Log in with your NHS email"
2. Enter your trust email and password
3. Complete onboarding.

Need help?

No problem, just email: rdash@myark.co.uk

Let's get connected

We'd love to see as many colleagues as possible join and get involved. Jump in, explore, share, celebrate, and make RDaSH Connect your space.

Got feedback?

We're all ears...email us at: rdash.rdashcommunications@nhs.net

RDaSH Connect, bringing people together, one conversation at a time.



Talking Therapies supports Armed Forces Day

Colleagues from our Talking Therapies team proudly represented RDaSH at Rotherham's Armed Forces Day on 20 June, helping to raise awareness of the support available to local people, including members of the Armed Forces community.

Led by Rotherham Council in partnership with the Armed Forces community, the event brought people together to recognise and thank those who have served our country, while also showing support for those currently serving.

This year's town centre event featured a military parade, followed by a parade inspection, an act of worship, speeches, and impressive Cadet displays.

Throughout the day, our Talking Therapies team engaged with members of the public to highlight the free, confidential and effective support available for people aged 16 and over who are experiencing common mental health difficulties. This includes symptoms of depression and anxiety such as low mood, frequent worry, feeling tearful or sad, or losing interest in activities they once enjoyed. The service also offers support for adults experiencing post-traumatic stress disorder (PTSD).

For members of the Armed Forces family, the service provides fast-tracked assessments and treatment where symptoms are linked to military service. A range of flexible appointment options are available, including face-to-face, telephone, video calls, and text-based support via an app.

To find out more or to access support:

- **Phone: 03000 215 108.**
- **Website: www.rdash.nhs.uk (search Talking Therapies).**



Employment advisor, Sam Blakemore, supporting Armed Forces Day for Rotherham Talking Therapies.

Promise 11:

deliver in full the NHS commitment to veterans and those in our service communities, recognising the specific needs many have, especially for access to suitable mental health and trauma response services.

Celebrating VOLUNTEERS' WEEK 2026

It was fantastic to see so many volunteers drop by to chat with the team, share their stories, and collect a small goody bag during our volunteer roadshow.



The conversations really highlighted the dedication, compassion, and time our volunteers give every day to support our trust and the people who use our services.

A huge thank you to all our volunteers, we couldn't do what we do without you!

Reflecting on what it means for our trust to have over 350 volunteers supporting our services, is the human difference they bring to our organisation every day. This is about people who choose to give their time, energy, and compassion to support others, and in doing so, genuinely transform the experience of care across our services.

Volunteers strengthen our connection to the communities we serve. Bringing lived experience, insight, and perspectives that help the trust stay grounded, listen more carefully, and continuously improve. Our commitment to our Promise 3 of working with over 350 volunteers has always been about embedding a culture where volunteering is truly valued and where those voices help shape how we deliver care.



Promise 3:

work with over 350 volunteers by 2025 to go the extra mile in the quality of care that we offer.



BrainBITE Survey



New Study...

Have you, a loved one, or someone you care for experienced symptoms of stress, low mood, sleeplessness or anxiety? Or symptoms of any other mental health, neurodevelopmental, or behavioural condition?

We know diet plays a big role in brain health, and with the right support, changing how we eat may help ease these symptoms. We want to understand what types of support people prefer so we can design effective, diet-focused help for the NHS.

If you're aged 14+ and want to shape the future of care, take our 15-minute survey today.

Completing the survey gets you the chance to earn a £50 voucher.

Take part today and help shape the future of care. Your voice matters.

Follow the link or scan the QR code for more information and to complete the survey.

https://rdashresearch1.qualtrics.com/jfe/form/SV_0STPs5rL14clmsu



Pensioner encourages others to seek support to mark Mental Health Awareness Week

A 74-year-old resident helped to encourage others to seek help as part of Mental Health Awareness Week (11 to 17 May 2026) after overcoming anxiety with support from our Talking Therapies.

Eileen experienced low mood, worry and physical symptoms, including feeling panicked when making phone calls or travelling. After speaking with her GP, she was referred to Talking Therapies, where she began working with a clinician.

She said: "At first, I was nervous, but I felt listened to and supported. I still use the techniques I learned, and I feel much more confident and less anxious."

Eileen now regularly attends a local reading group, where she has made new friends. Watch Eileen's story: <https://www.youtube.com/watch?v=rKmvqpMn5w0>

You can self-refer to our Talking Therapies in Doncaster, Rotherham and North Lincolnshire without seeing a GP. Learn more about the support available on our website at rdash.nhs.uk/services/nhs-talking-therapies

Our Talking Therapies provide free, confidential and effective treatment for people aged 16 and over experiencing common mental health difficulties such as anxiety and depression. We have Talking Therapies providing specialised support for people struggling with low mood or worry due to a physical long-term health condition which is located in Doncaster.



You can contact our Talking Therapies weekday 9am to 5pm:

Scunthorpe 03000 216 165 | Doncaster 03000 211 556 | Rotherham: 03000 215 108

Social work conference

We celebrated NHS Social Work at the Aessea New York Stadium in Rotherham on 15 May.

The trust employs 86 social workers, and they are a vital part of our multi-disciplinary teams.

We heard from a range of insightful speakers, explored research and practice, engaged in meaningful discussions, and most importantly, celebrated the value and impact of NHS social work across our systems. From our opening introduction from our Chief Executive Toby Lewis, through to the breakout table discussions, the day really embodied the question at the heart of our conference “What does social work mean to you?”

We had representatives from NHS social work, social workers employed in other sectors, local authorities, university partners, internal colleagues, social work students, and community partners. Most importantly we had people with lived experience of the services we seek to improve. The engagement, energy, and commitment to social work in the room was palpable.



Feedback from Dr Renee Aleong, Social Work England: “The event was a true celebration of the purpose, visibility and leadership of NHS social work. The speakers, facilitators and contributors created such a thoughtful and impactful space, and it was a privilege to be part of the Fireside Chat representing Social Work England.

“I was especially struck by the ambition and clarity of the RDaSH Social Work Vision and Delivery Plan 2026 to 2029. Its commitment to ensuring NHS social work is visible, valued and influential is not only timely but essential. The passion and direction you’ve helped shape will make a real difference to the profession and to the communities we serve.”



Celebrating staff networks day

Each year, we celebrate the power of our staff networks across the trust, recognising how they help colleagues feel seen, heard and valued.

Our networks create safe, supportive spaces, champion inclusion, and promote wellbeing. Together, they are helping us build a stronger, kinder and more connected workplace for everyone.

At our Staff Networks Day in May, we came together to recognise the impact of these groups and the voices within them. We all have a voice, and when we use it, we can drive positive change for our organisation, our colleagues, the people who use our services, and the wider community.

Our staff networks:

- Carers' Network
- Disability and Wellbeing Network (DAWN)
- Race Equality and Cultural Heritage Network (REACH)
- Rainbow Network
- Women's Network.

Thank you to everyone who leads, supports, and takes part in our staff networks every day, your contribution makes a real difference.



Rainbow Network meeting dates



Our Rainbow Network aims to create a safe, inclusive, and diverse workplace. One which encourages respect and equality for all. It is open to all colleagues who identify as lesbian, gay, bisexual, trans and those with a positive interest in driving forward diversity and inclusion in our trust.

The Rainbow Network will meet on the following dates for 2026:

- **13 July** 3.30pm to 4.30pm on MS Teams
- **21 August** 3pm to 4pm in person at Swallownest Court
- **15 October** 11am to midday in person and MS Teams at Woodfield House Meeting Room 2
- **2 December** 2pm to 3pm in person and MS Teams at Woodfield House Meeting Room 1.

If you want to attend and to meet up, reach out in the team's channel so the network can support people meeting up.

If you would like to join the Rainbow Network, please email the Equality and Diversity team on:

rdash.equalityanddiversity@nhs.net

Both Laura Wiltshire and Vikki Mitchell (pictured left) co-chairs look forward to welcoming you. If you need any support, please feel free to contact Laura by email laura.wiltshire6@nhs.net and Vikki on Vikki.mitchell@nhs.net.

Local Pride dates:

- **Barnsley Pride** on 11 July, Barnsley town centre
- **Doncaster Pride** on 8 August, Town Fields 11am to 10pm (last entry 8pm)
- **Scunthorpe Pride**, 29 August, Church Square.

See the Rainbow Network representatives at Doncaster Pride, if you would like to volunteer to help please scan the QR code and fill in the online form.



Apprentice Success

Colleagues from across the trust were recognised at the South Yorkshire Apprenticeship Awards 2026, celebrating the vital contribution apprentices and mentors make to our organisation and communities

Apprenticeships are a key part of Promise 9, supporting both individual development and improved care across services.

Shortlisted colleagues

We were proud to see several colleagues shortlisted:

- Leanne Round, Higher Apprentice
- Abigail South, Health and Public Service Apprentice
- Melissa Evans, Health and Public Service Apprentice
- Zoe Ellis, Health and Public Service Apprentice
- Emily Whitfield, Mentor of the Year (Winner)
- Tracy Maclaren, Mentor of the Year.



A special congratulations to Emily Whitfield, who was named Mentor of the Year. Emily supports nursing apprentices across the trust and has helped more than 40 learners progress to qualification, creating supportive environments where apprentices can thrive.

Recognition also goes to Tracy Maclaren, who's approachable and encouraging style continues to help learners build confidence and achieve their potential.



Inspiring journeys

Our shortlisted apprentices represent dedication and growth, balancing learning with work and personal commitments while making meaningful contributions to patient care across services.

We are also delighted that Louisa Redhead won the Health and Public Service Apprentice of the Year at the East Yorkshire Apprenticeship Awards, and our trust was recognised as Highly Commended in the Large Employer of the Year category, reflecting our continued commitment to apprenticeships and workforce development.

Apprenticeships continue to play a vital role in building skills, developing careers, and strengthening the future of our workforce.



Promise 9:

consistently exceed our apprentice levy requirements from 2025 and implement from 2024 specific tailored programmes of employment access focused on refugees, citizens with learning disabilities, care leavers and those from other excluded communities.



Your Hearts and Minds Staff Lottery

You've got to be in it to win it!

Congratulations to Doncaster Physical Health Administration Assistant Sarah Matthews, who is celebrating a fantastic win in the Your Hearts and Minds Staff Lottery.

Sarah was the lucky first prize winner of £500 in the May draw. The draw also saw six additional winners pick up prizes ranging from £25 to £150, making it another successful month for staff players.

Sarah is planning to spend her winnings on a well-earned European city break, giving her something exciting to look forward to.

A big thank you to all colleagues who continue to support the Your Hearts and Minds Staff Lottery, your contribution helps make a difference.



If you aren't in the staff lottery and would like the chance to win, visit the intranet or app to find out more and sign up today.

Every ticket will help to support the health and wellbeing of our colleagues through Your Hearts and Minds charity.

Monthly tax free prizes to be won:

- 1st prize £500 • 2nd prize: £150 • 3rd prize: £100
- 2 prizes of: £50 • 2 prizes of: £25.

Plus, 3 times a year you'll be in with a chance to win a £1,200 shopping vouchers.

Freedom to
Speak Up



**Speak up,
we've got this**

**Meet Taiwo your Freedom
to Speak Up Champion.**

**Safe to speak
Supported to act**

“ Say it and we'll act on it. Let's create a culture where everyone feels safe to speak up ”

To contact Taiwo email: taiwo.falope@nhs.net

Your Right 2 Be Heard

This is where you can get in touch about topic of interest, either work related or something else. Here are the latest questions people have sent in.

Q: Like Scunthorpe and Doncaster, do you have any plans to move services in Rotherham to more central locations in the town centre?

A: We are currently reviewing our estate in Rotherham and talking to partners about the possibility of having a presence in the town centre. It is important for us to have accommodation that is of a high standard for our colleagues and patients and where possible, easily accessible in town centres.

Simon Sheppard, Director of Finance and Estates.

Q: Is remote working fizzling out or with the planned changes in the trust's buildings mean that remote working will increase?

A: We have started a piece of work to review our approach to Remote Working. This is to ensure it is fit for purpose post-COVID and is not designed to necessarily reduce or increase remote working. More to make sure that it meets the needs of the trust and colleagues and it will need to align with our work on the Estate plan.

Carlene Holden, Executive Director of People and Organisational Development.

Q: I noticed that there is a push to lower the sickness rates across the trust. How are you going to do that?

A: Our sickness rate has been above average when compared to other trusts and we have been looking at the reasons why to see what we can do to support colleagues to stay in work or return to work where possible. Each directorate is reviewing the people who are off sick to ensure that sufficient support is provided.

Carlene Holden, Executive Director of People and Organisational Development.

Q: Has the recent cost savings met its target, for example did you achieve your goals?

A: Yes, the change management work has met the target we had and our plans to remove the historic subsidy and balance the trust's expenditure to its income are on track. The big risks to that right now are agency costs among medical staff which are running 3 times above plan, energy costs because of the conflict in Iran and Lebanon, and the need to fully occupy our high dependency unit. But at the end of May (a 6th of the way into the year) we are succeeding trust wide. Over 50 of the displaced colleagues we have, secured employment within the trust, which speaks to our values and commitment to supporting people.

Richard Chillery, Chief Operating Officer.

Please send us your letters either by email to rdash.rdashcommunications@nhs.net or you can post them to us, anonymously or with your name, to Woodfield House, Tickhill Road, Doncaster.

Trust values



The values of the trust remain a constant. They guide our behaviours and approaches and explain how we will go about delivering this strategy. We will be open in reporting our progress at all times, supporting one another to achieve what are stretching goals.

Toby's last word...building on our estate roadshows

In June we hosted the third of our now monthly team briefs. Once again over 200 colleagues joined us for a conversation. This time, part of that conversation was Jo McDonough explaining the Board's decision to move forward with plans to replace our reliance on gas as an energy source.

Gas is a major part of our carbon footprint, and it is unstable pricewise, very expensive and sourced sometimes from unsavoury parts of the globe. But the decision to put a ground source heat pump system (ambient loop) into the Tickhill Road site as a first step is also about recognising we need buildings that we can cool as well as heat. With an inevitable heating up of our workplaces in the next two decades, we need to be ready to create spaces that are fit for purpose. That theme of being fit for purpose is very much the basis for the changes planned for the next 4 years.

During the week of 8 June, Simon Sheppard and his team were out and about to many parts of the trust, from Cantley Health centre to Centenary, St Nicholas' House to Swallownest. Those roadshows have collected valuable data about the issues you face in your workplace and what matters to you.

We now have a survey trust wide letting you add your voice to that investigation. Scan the QR code for easy access.



The Estate Plan is all about creating spaces that are fit for purpose. I wanted to use this column to share a little bit of what that means.

- **We lack spaces to meet, train and learn.** Rightly when we host conferences in venues outside the trust, some colleagues shared their concern over cost. As we develop monthly learning half days, we see competition for space to bring people together. If we want all our older adult services to meet trust wide, for example, we lack space in which to do that. As we have brought new spaces online in North Lincolnshire, we can see the benefit in Great Oaks and the Elizabeth Quarter of having places to meet, host events and conversations. Part of the Estate

Plan will be making that routine across the trust. What came through loud and clear from your feedback is that we need a booking system to let everyone benefit from that programme.

- **Colleagues are concerned that we do not have spaces to book in to see patients.** Again, the same point applies, we may have space but booking it is too hard. The pod model from the Elizabeth Quarter is one we may wish to apply trust wide. We know that space to see patients is especially fraught in Rotherham. Generally, we will try and separate office space and staff space from clinical space so that we can make the best use 7 days a week of places in which to see patients, always remembering that most consultations we host take place in peoples' homes.
- **Our approach to work has to become more modern in how it supports that home-based care.** Presently, many staff manage their own diaries and schedule time to visit people at home. At the same time our remuneration model for travel focuses on base points and emphasises the use of your own car. If we truly want to deliver the spirit of Promise 13, and presume home based care, yet we also want to minimise staff travel to tackle our carbon footprint, we may need to think again about our model (as the whole NHS may need to in time).
- **Backbone teams are often bunking up in spaces that are not designed for their work.** Nothing we do can work without the support of professionals in functions like human resource, health informatics or nursing and facilities. But their workplaces are often not fit for purpose and are overly focused on our Doncaster site. A much more flexible approach to our corporate estate is needed moving forward, both as we look to employ people from across North Lincolnshire and South Yorkshire, and as we look to ensure that functions like training happen RDaSH wide.
- **We cannot be complacent about spaces we have invested in and modernised.** I spent time, for example with clinicians in Rotherham, who welcome the investment in our wards but note the lack of spaces for psychological therapy, as well as the lack of sensory space in some wards.



We need to use the Estate Plan to be honest about mistakes made and to address those failings, with practical steps like the therapy building we will now place in the garden of our Rotherham acute wards.

I was asked at a recent Board event whether our focus on the estate was disproportionate. We would all recognise that investing in technology matters very much to the future of care and to giving access to data to our patients and teams. I think the question is a good one to pay attention to, but the experience of the roadshows reinforced for me how important identifying, space, place and home are to many of us. We spend a lot of our week at work, and if we want to be a more compassionate employer and one better able to support people in the difficult jobs that you do, we have to get right the Estate Plan that is a foundation for that.

Please do contribute your ideas and concerns over coming weeks. This summer we will chart a clear course to 2030. In doing that we benefit from a hard-earned financial stability that other trusts do not have. We have the opportunity to make good use of existing spaces like The Woodlands, by relocating neurorehabilitation services, and to create our Frailty Centre which brings together physical and mental health resources for older adults in Doncaster city. Once the plan is agreed, we will see it through relentlessly, and without deviation, to secure value for money for taxpayers. I hope you agree that it's exciting to be creating an ambitious plan, and one rooted in your ideas and views. Do get in touch with me if you feel disconnected from this agenda, because we are committed as a Board to hearing and acting on your voice.

@TobyLewis_NHS