

Health and Wellbeing Plan 2020/22

YAS 2022/23 Health and Wellbeing plan builds on much of the work undertaken in the last 24 months from the 2020/22 plan and includes recovery out of the pandemic. The priorities within the recently launched NHS Wellbeing Framework have been aligned to this plan. The NHS Wellbeing Framework focuses on a creating a culture of wellbeing supported by prevention. The plan is build on seven key pillars, all inter-linked whilst providing the Trust the flexibility to focus on pillars relevant to our local needs. This plan has also been influenced by the findings through the Health & Wellbeing culture diagnostic tool, Blue Light Mental Health at Work Commitment, AACE Employee wellbeing and suicide prevention toolkit, TASC Mental Health Continuum and staff survey results.

Underpinning this plan is the Trust People Strategy 2018/23. One of its five strategic aims is Health and Wellbeing to “create a healthy working environment enabling staff to perform at their best”. The Trust aims to create and promote a positive health and wellbeing culture where staff feel empowered and confident to seek support when and where its needed.

Trust wide representation at both Health and Safety Committee and the Health and Wellbeing Group enables partnership working on a number of key priority areas for employee health wellbeing and safety including violence and aggression against employees, moving patients safely and DSE assessments. The Health and Wellbeing team are also working in partnership with the Quality Improvement team and our Public Health leads to address areas of concern such as suicide prevention and mental wellbeing.

Clear communication of our health and wellbeing agenda, how it links to Trust wide priorities and how it supports our values will help ensure our staff are fully aware of what is available to them and how they can access support.

HEALTH AND WELLBEING PLAN 2022-23

NHS FRAMEWORK THEME HEADING	YAS THEME HEADING	OBJECTIVE	ACTION	PERFORMANCE MEASURES / OUTPUTS	DATE TO BE COMPLETED BY	ACTUAL COMPLETION DATE	LEAD PERSON/S	RAG STATUS	PROGRESS UPDATE
RELATIONSHIPS	HEALTHY RELATIONSHIPS	Reinvigorate the health & wellbeing champion element of the Cultural Ambassadors and working with them to develop a structured support programme	Develop structured training and continous CPD programme	1. Delivery of initial training 2. Delivery of x1 CPD session	Mar-23		HWB & L&OD		21st July - MS met with PW to explore this. PW to arrange meeting with the ambassadors to discuss further 30.09.22 - priority to be reviewed in line with Trust-wide work on YAS WAY and Culture 05.01.23 - reaching out to all champions to gauge interest and meeting to be planned in for Feb to explore next steps to take this area forward 07.02.23 - 8 ambassadors responded with interest to support. Discussing next steps with them and training requirements. CARRY FORWARD to 2023/24 Plan June 21st - First round of TRP (10) & Peer Support (6) training delivered April 2022. 6 more TRPs booked in for 11&12th July. More comms to come over June and July seeking EOI for both roles.
		Enhance the peer support and trauma risk practioners network and develop a structured programme of support	On-going promotion and recruitment to network	1. 40 trained Trauma Risk Practioners 2. 40 trained Peer Supporters	Mar-23		HWB		15.08.22 - to date a total of 15 TRPs trained and 10 Peer Supporters. more training dates planned in for Oct, Nov and Jan. Optima receiving more EOI. Promotion will continue via Corporate Comms and HWB Team. 30.09.22 - Further training for both booked in Oct and Nov. More EOI required for both (particularly peer supporters). Due to capacity, some not wanting to pursue further. 06.12.22 - 14 Peer Supporters trained and 28 TRPs. Due to interest looking at training more than 40 TRPs with fewer peer supporters. Overall total of 80. 16.01.23 - two further dates booked in for Feb for TRP training, approx 20 individuals in total.
		Develop fit for purpose and engaging communication to meet the differing needs of the workforce	Staff consultation to identify needs	Production of appropriate communication materials in consultation with staff	Sep-22	Sep-22	HWB & Corporate Comms		June 21st - Current Health and Wellbeing Provision Questionnaire rolled out to A&E OPS Staff. July - 437 respondents, what services know about and what they need. Less than 50% aware of EAP. Reviewing data and shared with Operations Board. 30.09.22 - Working with Sharon and Corporate Communications on the messaging, delayed due to resource capacity. Staff feedback document produced and shared with comms. This was not released, however, the information was utilised in the L&OD's 'You Said, We Did', which went out in November. HWB Pulse also live. 6/12/22 - Aspects linked to financial wellbeing were also actioned, as per line 15 objective update.
		Enhance health and wellbeing visibility building relationships across service lines	Regular drop-in sessions across different sites including hospitals communicating Health and Wellbeing offer	x4 station/dept/hospital visits per month	Mar-23	Continuous through the year, with weekly support during peak demand periods	HWB		June 21st - To date 11 station visits have been carried out, more visits across different sites getting planned in. 15.08.22 - July - supported the welfare vehicles and wellbeing vehicle - to support REAP 4 pressures due to hot weather and demand pressures. Weekly tour of wellbeing vehicle planned until early Sept. East - Aug surgeries, Preston 16th, Goole 2nd Sept. more dates to follow. Supported Bradford and doncaster investment days, some Doncaster sessions cancelled due to REAP 4. 30.09.22 - Fitness Week Roadshow (26th-30th Sept) attending approx 11 EDs, positive feedback received with further support around physical fitness requested. 06.12.22 - More vehicle routes now planned in to support winter pressures, supported by the directorate. Will continue provision at EDs, with particular focus during peak demand times.
FULFILLMENT	HEALTHY WORKPLACE	Working closely with EOC and IUC evaluate the success of the localised H&W teams and take learning into other service lines	Create a single point of contact to support the work of the team and review success	Evaluation report with recommendations	Oct-22	to be completed for March 2023	HWB/EOC & IUC/Estates		June 21st - Weekly Meetings with EOC, IUC, and A&E OPS wellbeing Sharon Whitton. 15.08.22 - offered support to Craig and Sharron on the report. 30.09.22 - Work on-going with the report 06.12.22 - Delay in completing due to work pressures. Working on March deadline
		Help build a safe and healthy workplace where staff are confident and encouraged to discuss issues, where they are looked after and feel that they belong	Develop a comprehensive health and wellbeing offer inclusive of the environment	1. Improvement in staff survey scores relating to the People Promise "we are safe and healthy" 2. Health & Safety monitoring and improvements as part of the Inspection for Improvement process which incorporates Health & Wellbeing	1. Mar-23 2. Mar-23	1. 2. Jan 2023	1. HWB/All Staff 2. QI Team		2. 30.09.22 - Working with Amanda Best form QI. Plan set in place to visit a few stations of varying size and go through what the I4I process involves which will inform HWB input required. 10.11.22 - Station visited. Idea to trial notice boards on stations and add HWB questions to the I4I process. Working with Amanda to implement this trial. 12.01.2023 - Meeting held with Amanda from QI. They are going to add the 5 questions to ask managers on stations and they will be checking all stations for a wellbeing notice board or folder with the relevant posters. They will begin this in April 2023. Amanda to inform Emma how the questions will come back to HWB but it will either be through the system or manually sent to us.

IMPROVING PEOPLE HEALTH & WELLBEING	YOUR HEALTH & WELLBEING	Enhance self-management information provision and support to staff around mental and physical health, isolation, bereavement and general wellbeing	Using data including Health Needs Assessment provide information in an accessible format to help staff maintain a healthy lifestyle inc supporting key national themes	1. Development of appropriate health and wellbeing information provision on Pulse 2. Launch of the Health & Wellbeing App 3. Promotion of x3 key wellbeing campaigns	1&2. September 2022 3. March 2023	1. 26 Sept 2022 2. 16th Jan 2023 3. May 22, Sept 22, Dec-Jan 23	HWB/Corporate Comms/HW Group	June 21st - Health Needs Assessment carried out over April-May (3 weeks), 401 responses received, data analysed and comms underway with next steps. 15.08.22 - comms went out via staff up-date on 22.07.22 - what you said and what we are doing. 1. Work well underway, with plan to forward all new content to Corporate Comms for early July. 15.08.22 - all data with CC, currently working on development of site. 30.09.22 - Pulse work nearing completion, a few minor changes to incorporate. Delay due to resource constraints outside of team control. Went live on 26th Sept, in line with fitness week Roadshow. 2. Working in line with point 1. 15.08.22 - plan to launch for mid Sept. 30.09.22 - delay in launch due to governance issues. test of app due to start mid Oct for two weeks. 27.10.22-Pilot started on 27th Oct and will run until 9th Nov. 06.12.22 - Waiting on DPIA sign-off and ICT support in getting App on works devices 3. 9-15th May first campaign focused on MH Awareness Week, went well. Next big campaign in Sept. 15.08.22 - coming up gone out in staff update on 12.08.22, arranging a week long tour starting 26th Sept working closely with operational colleagues. 30.09.22 - Fitness Week Roadshow (26th-30th Sept) successfully delivered with 11 EDs attended, and positive feedback received. Work due to start on third campaign focused on financial wellbeing. 06.12.22 - 6 week campaign went live on 02nd Dec - staff update, Pulse and HWB Pulse, posters at stations June 21st - Emma started in role as HWB Engagement Advisor last week, to be picked up shortly. In the interim key signposting info went to Corporate Comms on 17th June for sharing with all staff Comms sent out in staff updated - 15/07/2022 First meeting held on 26th July. Successful meeting, passionate group who have some ideas on how we can help. Looking at signposting, building confidence in managers and gym discounts. 15.08.22 - regular group meetings now in diary and plans for more to begin. 30.09.22 - exploring additional opportunities such as laptop loan scheme, purchase of bluelight cards. Creating comms (winter package) with relevant signposting and tips for staff 02.12.22 - FW campaign started. Looking at 6 differnt topics. Added to pulse and advertised in Staff update and payslips. Group are also looking at other ideas such as loan laptops and blue light card. Evaluation - Number of online views: Week 1 - 450, Week 2 - 205, Week 3 - 200, Week 4 - 150 1. June 21st - 8th and 14th June two 6 hour psychological session provided by Optima - each session lasting 6 hours. Therapy Dog sessions - 9 completed sessions since April - 17th June 22 - 3 in EOC and 6 in IUC/PTS. 15.08.22 - Aug to Oct psychological sessions, every two weeks for EOC (6 in total). Looking into arranging some sessions with IUC, 6 sessions in total to cover Wakefield and Rotherham. Doncaster station first pilot 8th Aug, went well, another planned in for Weds 17th Aug, after which another 4 sessions will be delivered, following which will evaluate and proceed further accordingly. From April total of 22 Therapy Dog sessions delivered, over 220 people utilised it. 30.09.22 - pilots at PTS and Doncaster going well. 17.1.22 - reduction in therapy dog sessions due to service demand. However, they're still ongoing. Recently scheduled psychological sessions for IUC and EOC. Update will be added in additional activities. 2. 17.10.22 - Plan to present report to HWG group on 20th Dec meeting. 06.12.22 -
		Enhance understanding of MSK issues and provide the right early intervention/s to reduce injuries that meet the needs of staff	Identification and analysis of MSK problems through anonymised surveys and signposting of appropriate support and resources	Production of appropriate communication materials to meet the identified needs	Mar-23		H&S - Moving & Handling Lead	15.08.22 - working with Shelley Jackson and IUC wellbeing team to create DSE chair adjustment video (including posture) 27.09.22 - Desk based exercises video created as part of National Fitness Week Campaign 04.10.22 - working on script at present. Script sent to Susan Oxburge 17/10/22. No response as of 7/12/22 - reminder email sent. 06.12.22 - Susan left YAS. No capacity in the learning development team to facilitate the DSE video. They highlighted that the DSE elearning had been updated. 16.1.23 - Current discussions with Jessica Pearson regarding the introduction of massage therapy for head, shoulder, wrist and hands. Purchased as part of HEE funding for delivery in March.
		Revisit and enhance financial wellbeing offer	Initiate a Task & Finish Group to revisit draft proposal developed by the financial wellbeing group in 2020/22 plan	Offer approved and implemented	Aug-22	First meeting of group on 26th July	HWB/key stakeholders	June 21st - Emma started in role as HWB Engagement Advisor last week, to be picked up shortly. In the interim key signposting info went to Corporate Comms on 17th June for sharing with all staff Comms sent out in staff updated - 15/07/2022 First meeting held on 26th July. Successful meeting, passionate group who have some ideas on how we can help. Looking at signposting, building confidence in managers and gym discounts. 15.08.22 - regular group meetings now in diary and plans for more to begin. 30.09.22 - exploring additional opportunities such as laptop loan scheme, purchase of bluelight cards. Creating comms (winter package) with relevant signposting and tips for staff 02.12.22 - FW campaign started. Looking at 6 differnt topics. Added to pulse and advertised in Staff update and payslips. Group are also looking at other ideas such as loan laptops and blue light card. Evaluation - Number of online views: Week 1 - 450, Week 2 - 205, Week 3 - 200, Week 4 - 150 1. June 21st - 8th and 14th June two 6 hour psychological session provided by Optima - each session lasting 6 hours. Therapy Dog sessions - 9 completed sessions since April - 17th June 22 - 3 in EOC and 6 in IUC/PTS. 15.08.22 - Aug to Oct psychological sessions, every two weeks for EOC (6 in total). Looking into arranging some sessions with IUC, 6 sessions in total to cover Wakefield and Rotherham. Doncaster station first pilot 8th Aug, went well, another planned in for Weds 17th Aug, after which another 4 sessions will be delivered, following which will evaluate and proceed further accordingly. From April total of 22 Therapy Dog sessions delivered, over 220 people utilised it. 30.09.22 - pilots at PTS and Doncaster going well. 17.1.22 - reduction in therapy dog sessions due to service demand. However, they're still ongoing. Recently scheduled psychological sessions for IUC and EOC. Update will be added in additional activities. 2. 17.10.22 - Plan to present report to HWG group on 20th Dec meeting. 06.12.22 -
		Support all staff to maintain good mental health	Continue promotion of existing support to relevant areas such as psychological support sessions, Therapy Dogs and consult staff to identify additional needs	1. 10 psychological and Therapy Dog sessions delivered within the relevant teams 2. Report with additional recommendations 3. Development of Suicide pre and post-vention tool	1. March 2023 2. August 2022 3. June 2022	1. Aug 2022 2. Jan 2023 3. March 2023	HWB/Corporate Comms	1. June 21st - 8th and 14th June two 6 hour psychological session provided by Optima - each session lasting 6 hours. Therapy Dog sessions - 9 completed sessions since April - 17th June 22 - 3 in EOC and 6 in IUC/PTS. 15.08.22 - Aug to Oct psychological sessions, every two weeks for EOC (6 in total). Looking into arranging some sessions with IUC, 6 sessions in total to cover Wakefield and Rotherham. Doncaster station first pilot 8th Aug, went well, another planned in for Weds 17th Aug, after which another 4 sessions will be delivered, following which will evaluate and proceed further accordingly. From April total of 22 Therapy Dog sessions delivered, over 220 people utilised it. 30.09.22 - pilots at PTS and Doncaster going well. 17.1.22 - reduction in therapy dog sessions due to service demand. However, they're still ongoing. Recently scheduled psychological sessions for IUC and EOC. Update will be added in additional activities. 2. 17.10.22 - Plan to present report to HWG group on 20th Dec meeting. 06.12.22 -
		Enhance the health and wellbeing induction for all new starters and embedding of it within the recruitment and training process	Expand the Health & Wellbeing information section within the 'Welcome to YAS' training package	Launch of revised Health and Wellbeing section	Oct-22	7th July	HWB/YAS Academy	June 21st - Corporate Induction slides and content now sent over to Academy Educator on 17th June. Will be ready to use for next planned induction on 7th July. Welcome to YAS package will be removed from e-learning over the coming months. June 21st - Gate 2 to go to TEG in Sept. Stakeholder engagement sessions to be run between June - Aug, inc F2F sessions, MS Teams and Pulse survey. Looking at contract extension of 12 months. Waiting on recruitment and start of project manager to support this work. 15.08.22 - Contract extension approved, expire 31st March 2024. Stakeholder engagement underway, survey out, Teams sessions underway with staff, HWB Group 16th Aug, TMG 31st Aug, HR 6th Sept, Staff side - Sept, date 30th Sept, staff networks. 30.09.22 - TEG - options discussion on 05.10.22 and Option 2 agreed to explore further (full procurement exercise) 06.12.22 - work on-going, to take to TEG, F&IC and Trust Board for sign -offs latest end of Jan 2023. Secefication development stakeholders engagement sessions taking place - 06/09/12/14 December via MS Teams 11.01.23 - Business case going to TEG on 18th Jan for approval, TMG 25th Jan, F&IC 31st Jan and final sign off at Trust Board on 2nd Feb 2023.
		Full review and options appraisal of the Occupational Health and specialist provision to meet the future needs of the Trust in readiness for when the current contracts expire early 2023	Production of Business case for TEG approval followed by procurement of respective services (to inc vaccination programme)	Introduction and promotion of newly procured provision	Mar-23	Feb-23	HWB/relevant stakeholders	June 21st - Gate 2 to go to TEG in Sept. Stakeholder engagement sessions to be run between June - Aug, inc F2F sessions, MS Teams and Pulse survey. Looking at contract extension of 12 months. Waiting on recruitment and start of project manager to support this work. 15.08.22 - Contract extension approved, expire 31st March 2024. Stakeholder engagement underway, survey out, Teams sessions underway with staff, HWB Group 16th Aug, TMG 31st Aug, HR 6th Sept, Staff side - Sept, date 30th Sept, staff networks. 30.09.22 - TEG - options discussion on 05.10.22 and Option 2 agreed to explore further (full procurement exercise) 06.12.22 - work on-going, to take to TEG, F&IC and Trust Board for sign -offs latest end of Jan 2023. Secefication development stakeholders engagement sessions taking place - 06/09/12/14 December via MS Teams 11.01.23 - Business case going to TEG on 18th Jan for approval, TMG 25th Jan, F&IC 31st Jan and final sign off at Trust Board on 2nd Feb 2023.

		Pilot decompression sessions and develop business case for proposed offer	Pilot and evaluate decompression sessions	1. Evaluation of the pilot 2. Business case	1. January 2023 2. March 2023		HWB/key stakeholders	<p>Working with Humber & North Yorks Hub - Vicky Ayres.</p> <p>15.08.22 - planning to start some sessions for Sept.</p> <p>30.09.22 - a number of proposals being worked up for piloting</p> <p>06.12.22 - February go live for with some self-help developed tools and start of monthly staff drop in sessions</p> <p>08.02.23 - 2nd Feb as part of Time to Talk Day held a drop in session via MS Teams, no engagement with session. Reviewing plan on how to progress further, looking at possibly running station surgeries - some drop in and some focused sessions.</p> <p>New self-help tools created and uploaded to Pulse.</p> <p>Struggling for engagement with monthly drop in sessions via MS Team, will not continue moving forward. Will continue to build on self-help offers.</p>
MANAGERS & LEADERS	COMPASSIONATE MANAGERS & LEADERS	Build capacity for prevention of staff burnout and fatigue	Senior leader support to encourage regular rest breaks and management of workload	1. Positive staff experiences gathered through discussions 2. Improvement on 2021 staff burnout and morale score as part of NSS	Mar-23		HWB/TEG/Corporate Comms	<p>1. 30.09.22 - End of shift pilot working well with positive feedback being received. to continue to monitor</p> <p>06.12.22 - end of shift working well with evaluation undertaken. Overtime being offered, recruitment on-going, working with system planners, looking at deflection processes, IUC Change Champions in place, Rest Breaks SOP - from 1st Dec staff stood down at commencement of their rest break, exception if crew attending Cat 1 prior to starting break.</p> <p>Shift rotas being reviewed and remote working piloted (IUC).</p> <p>Being reviewed as part of continuous improvements moving forward.</p>
		Develop a mental health and wellbeing policy setting a clear vision and direction of travel for the Trust	Draft policy to be developed for approval at PDG	Launch of policy	Feb-23		HWB/key stakeholders	<p>30.09.22 - work due to start imminently</p> <p>06.12.22 - work on first draft well underway, looking at pulling together relevant stakeholders to review and progress for approval over the coming months.</p> <p>CARRY FORWARD to 2023/24 Plan</p>
		Working closely with L&OD and HR equip managers/leaders across service lines and areas with the relevant skills and resources utilising the Mental Health Continuum and Wellbeing Passport to model good health and wellbeing behaviours in line with Trust Values.	Develop a training package to include active listening skills and holding compassionate conversations inc production of wellbeing action plans	50% of managers trained	Mar-23		HWB/L&OD/HR	<p>15.08.22 - work on first draft of package underway by L&OD, aim to start training roll-out for Oct/Nov</p> <p>30.09.22 - L&OD working on package to have completed in Q3 to start delivery phase</p> <p>06.12.22 - Work on package development on-going. Reviewing NHSE 'How to have safe and effective wellbeing conversations' training - members of HWB Team and some South Ops TLs attending</p> <p>11.01.23 - Using model of national package, Sheffield Teaching Hospitals have redesigned package to meet their needs. The team are reviewing this and working with the ICBs to help bespoke it to YAS needs.</p> <p>08.02.23 - package re-drafted to bespoke to YAS needs. Work due to start over the coming weeks to develop this into a training video.</p> <p>02.03.23 - Pilot due to start in coming weeks within call centres.</p> <p>CARRY FORWARD to 2023/24 Plan</p>

	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	EVALUATION MEASURES
Campaign 1			MH Awareness Week - 9th-15th											
2022/23 Plan on a Page				Artwork produced by Design Team ready for use, add MH at Work Commitment Logo	Promotion of the Plan on a Page via Corporate Channels & on HWB Pulse page									
Vaccination Programme				Artwork content drafted up by HWB	Artwork produced by Design Team ready to use	CC publicity to help generate interest - staff to book in vaccinations. Use local route also for publicity								
HWB Pulse Pages			Content drafted up by the HWB Team build in Mental Health at Work Commitment and logo		CC to develop HWB Pulse pages									
HWB App							CC to support with launch of the App							
Peer Support & Trauma Risk Practitioner EOI				CC to support in generating interest	CC to support in generating interest		CC to support in generating interest		CC to support in generating interest					
Campaign 2				Content and challenge drafted up and organised by the HWB Team		Early Aug - All content material to CC inc request for any design work	Publicity - Check Date Launch - 27th National Fitness Day							
Menopause Day								19th Oct 'World Menopause Day' - Launch of policy if ready, tie to comms from HCNH Hub & tie						
Self-Care Awareness					HWB Team working with agency to pull programme together		Promotion of alcohol awareness sessions, linked to importance of self-care		11-16th Alcohol Awareness Week 14-20th Self Care Week November Men's Health Awareness Month					
Campaign 3							Content to be drafted up and organised by the HWB Team Financial Wellbeing - Winter Pack	All material and content to CC	Publicity Starts for 6 weeks	Publicity continues	Publicity continues			
Health Needs Assessment												HWB Team to pull together content for survey	Publicity Starts - ends 1st week of May	
Other Campaigns to mention in general publicity		Stress Awareness Month 28th On Your Feet Britain	International Walking Month	6-12th Bike Week 13-17th BNF Healthy Eating Week 13-19 Men's Health Week 20-26th Cervical Screening Awareness Week			6-12th Know Your Numbers 10th World Suicide Prevention Day 17th World Patient Safety Day	Breast Cancer Awareness Month 7-14th National Work Life Week 10th World Mental Health Day	2nd stress awareness Day		16th Jan - Blue Monday	4th Feb Time to Talk Day	8th International Women's Day 14-20 Nutrition & Hydration Week 18th World Sleep Day Ovarian Cancer Awareness Month	

