

Health and Wellbeing Plan 2023/24

YAS 2023/24 Health and Wellbeing plan builds on much of the work undertaken in the last 12 months 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 creating a culture of wellbeing supported by prevention. The plan is built 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 been influenced by the findings of this self-assessment audit tool, Blue Light Mental Health at Work Commitment (signed up to in February 2022), AACE Employee wellbeing and suicide prevention toolkit, TASC Mental Health Continuum, staff survey results, research and lessons learnt review.

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 it is 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.

DRAFT HEALTH AND WELLBEING PLAN 2023-24

NHS FRAMEWORK THEME HEADING	VAS THEME HEADING	OBJECTIVE	ACTION	PERFORMANCE MEASURES / OUTPUTS	LNK TO	LEAD PERSON/S	Q1 MILESTONES	Q2 MILESTONES	Q3 MILESTONES	Q4 MILESTONES	RAG STATUS	DATE TO BE COMPLETED BY	ACTUAL COMPLETION DATE	PROGRESS UPDATE	Evaluation Metrics	
PERSONAL HEALTH AND WELLBEING	YOUR HEALTH AND WELLBEING	Upskill our people and managers to improve their own physical and / or musculoskeletal health and wellbeing	Using data including the Health Needs Assessment provide our people the right support and interventions that promotes good physical health and encourages healthy lifestyles	Develop interventions promoting good physical health	General HWB	HWB & Service line	Development promotional material and going out with HNA	Data analysis	Development and delivery of identified intervention/s			Mar-24				
		In collaboration with key stakeholders support absence management, providing expert clinical input	Analysis of sickness data to feed preventative interventions	Aim to start reducing the number of days lost to sickness absence	OH Project	HWB & Service lines	Recruitment of HWB Team		Embedding of lead role, understanding Trust and sickness data	Mapping out of processes, systems working with stakeholders and new OH providers		Mar-24				
		Implement the newly procured occupational health and specialist contracts, and the new Health & Wellbeing staffing model inclusive of assurance measures	Lead the implementation of the procured services and recruit and embed new staffing model	Emdedded services	OH Project	OH Project Board & Team	Start recruitment of HWB Team, start tendering process, approval of preferred bidder/s	Complete recruitment into roles, migration of new provider/s ready for go live of 1st April				Mar-24				
		Development and delivery of a campaigns calendar focusing on mental, physical and financial wellbeing in collaboration with localised health and wellbeing teams	Delivery of focused campaigns based on need	Promotion and engagement with the campaigns	General HWB	HWB/call centres & Corporate Comms	Development of campaigns calendar and start delivery against it	Delivery of campaigns as per calendar timescales				Mar-24				
		Explore viability of a chaplaincy service within the Trust or provided through system partners	Explore options for implementation	Implementation of the service	General HWB	HWB	Start internal discussions/research	Review findings and discuss next steps	Implement supported by communications				Jan-24			
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	General HWB	HWB	Identification and initial discussions with active ambassadors	Development of a role map and support process including initial training	CPD session			Mar-24				
		Promote the peer support and trauma risk practioners network and develop a structured programme of support	On-going promotion	On-going promotion and utilisation of the support	General HWB	HWB	Complete training for those on waiting list	Map out process linked to wider staff support and start promotion	Promotion and embedding of support				Mar-24			
		Roll out of the mental health awareness training utilising the seven trained mental health first aid instructors	Develop a programme for delivery of the training	Delivery as agreed per 23/24 training plan	Training & Development Plan & Lessons Learnt Review	HWB	Ensure all seven instructors upto date with their competencies and plan out delivery programme for the year	Delivery of training as per programme	Continue delivery of training as per programme	Continue delivery of training as per programme and start planning for year ahead (to feed into the Academy T&D Plan)			Mar-24			
ENVIRONMENT	YOUR ENVIRONMENT	Creation of safe spaces (internal and external) helping our people relax and break away from pressures	Work closely with the environmental and sustainability lead to develop accessible relaxation spaces	Introduction of relaxation spaces for our staff to use	General HWB	HWB/Sustainability Lead	Start discussions for planning and support	Development and implementation	Development and implementation	Development and implementation		Mar-24				
		Support our people at EDs to easily access facilities and nutritional meals	Work closely with the 3 resilience hubs to explore provisions at EDs	Access to facilities for our people	General HWB	HWB	Start discussions	Continue discussions and work towards a plan	Support implemented and promoted	Continue push on promotion			Jan-24			
		Wellbeing vehicle replacement project	Decommission and replace exiting wellbeing vehicle with one that is environmentally friendly and fit for purpose	Replacement vehicle	General HWB	HWB/Fleet	Start discussions with Fleet and exploring funding streams	Business case developed and approvals	Procurement and build work	Completion of work and vehicle on road			Mar-24			
MANAGERS & LEADERS	COMPASSIONATE MANAGERS & LEADERS	Develop health and wellbeing guidance setting a clear vision and direction of travel for the Trust	Guidance developed and active	Launch of guidance	General HWB	HWB/key stakeholders	Stakeholder consultation to support development	Finalise guidance and start promotion	Launch of guidance	Launch of guidance continues		Feb-24				
		Working closely with service lines equip managers/leaders with the relevant skills and resources to support themselves and their teams in modelling good health and wellbeing behaviours in line with Trust Values.	Develop a training package to include active listening skills and holding compassionate conversations	50% of managers trained	General HWB & Lessons Learnt Review	HWB/L&OD/Service lines	Roll-out of the training package						Mar-24			

	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH
2023/24 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											
Health Needs Assessment	HWB Team to pull together content for survey	CC to support with design of survey and publicity			CC support with publicity re interventions following feedback								
Vaccination Programme			Artwork content drafted up by HWB		CC Support - 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							
Suicide Prevention Toolkit		CC to complete design work	CC support with publicity					CC support with publicity					
Welfare Vehicles (x4)			CC support with publicity	CC support with publicity	CC support with publicity								
Health and Wellbeing Guidance				Finalisation of guidance and appropriate documentation	CC support with publicity		CC support with publicity						
Campaign 1 <i>Summer safety, physical fitness, tackling isolation, mental wellbeing, financial wellbeing, substance awareness</i>	Create a financial wellbeing group to develop summer saving package - linking with mental and physical health	Physical fitness discussion with Sam and Ryan, YAS Rugby Team (Martyn). indoor gyms/indoor home workouts. review the staff discount lists.	Content and plan developed by HWB	CC Support - to design material start publicity	Campaign Live, CC to support in pushing comms out regularly during live phase								
OH Project (contract)			CC support with updates on progress against project			CC support with updates on progress against project			CC support with updates on progress against project	CC support with updates on progress against project and new processes	CC support with updates on progress against project and new processes	CC support with updates on progress against project and new processes	CC support with updates on progress against project and new processes
Menopause Day	awaiting confirmation the menopause policy will be signed off at TMG		HR to support with promotion of the menopause policy.	HWB attendance at menopause subgroup in preparation for world menopause day?				18th Oct 'World Menopause Day' - CC to support with Women's network planned activities and Menopause Policy					
Training/Self Care Support	Various comms to notify staff of upcoming training, new additions to HWB Pulse, new packages etc.												
Campaign 2 <i>self-care, nutrition, sleep, tackling isolation, financial wellbeing, substance awareness</i>							indoor gyms/indoor home workouts. review the staff discount lists.	Content and plan developed by HWB	CC Support - to design material start publicity	Campaign Live, CC to support in pushing comms out regularly during live phase			
Other Campaigns to mention in general publicity	26th Clocks go Forward	Stress Awareness Month 27th On Your Feet Britain	International Walking Month (team walk with pictures)	5-11th Bike Week 12-16th BNF Healthy Eating Week 13-19th Men's Health Week 20-26th Cervical Screening Awareness Week			4-10th Know Your Numbers (free fitness MOT for over 40's at GP) 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 29th Clocks go Back	2nd stress awareness Day Men's health Month (Movember). International men's day 19th.		15th Jan - Blue Monday	1st Feb Time to Talk Day	8th International Women's Day 14-20 Nutrition & Hydration Week 15th World Sleep Day Ovarian and Prostate Cancer Awareness Month