

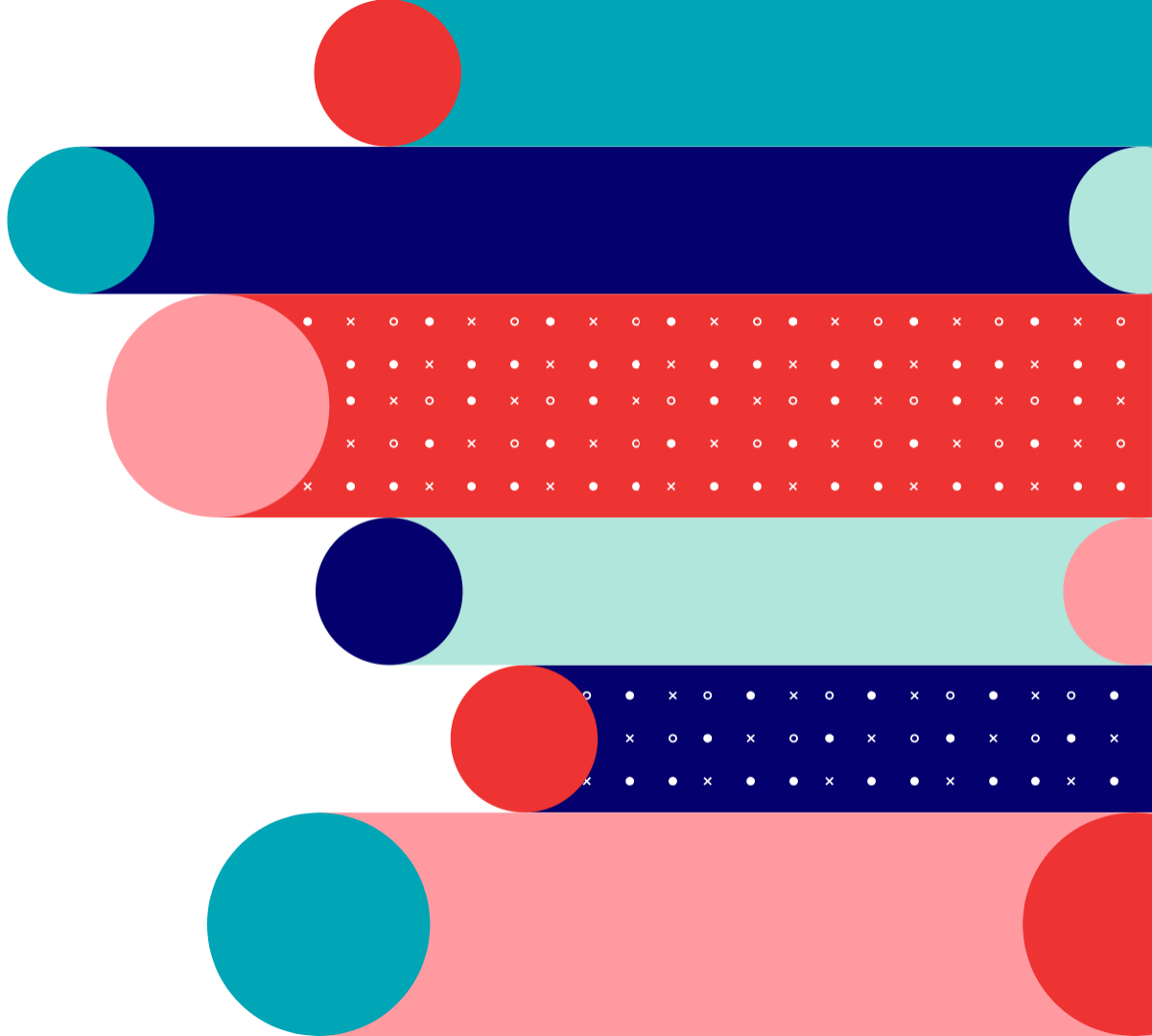
LOOKING AFTER OUR PEOPLE PRIORITIES

22 - 23

**Sarah Willis, Bina Kotecha
and Kate Revell**



LLR Academy
#MoreGoodDays



LAOP Strategy

The way we work together to deliver our overarching solutions

Actions

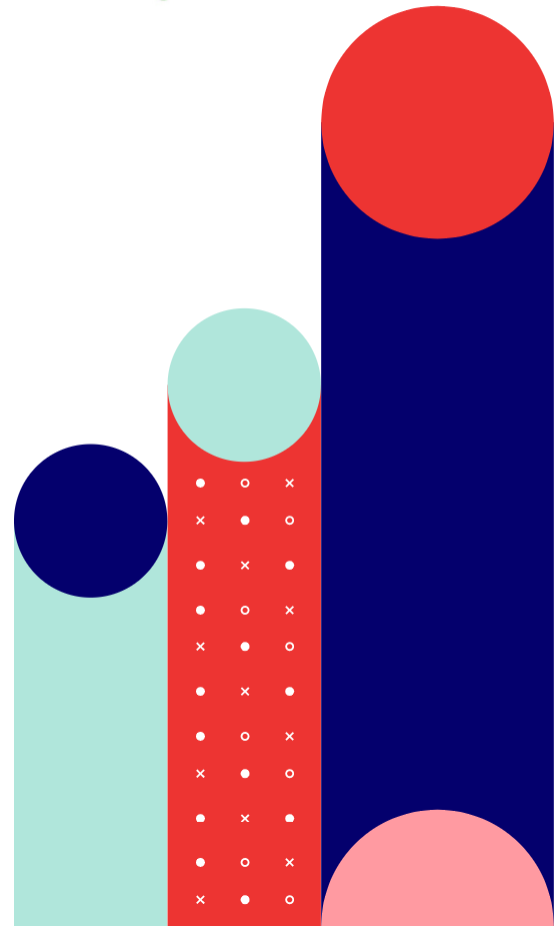
Develop an overarching strategy

Transition to an ICS Academy



Aligned with the ICS Design Framework in:

Supporting with health and wellbeing': people working and learning in the ICS feel safe and supported in their physical and mental health and wellbeing, and are therefore better able to provide high-quality, compassionate care across the communities we serve.



LAOP Workstreams Mapped to Priorities

Feb 2022



Health and Wellbeing Taskforce	Bina Kotecha, Bryany Cornish, Mariam Khalifa
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Menopause Training and Events

Making Every Contact Count (MECC)	Melissa Maiden, Vivienne Robbins
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Embedding Healthy Conversations Across the System

National and Regional Programmes	Sarah Amos Lynn Turner, Vicky Self, Bina Kotecha
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National Health and Wellbeing Programme

Be Well Midlands

Mental Health and Wellbeing Hub	Tine Juhlert, Bina Kotecha, Laura Ambrose, Gary Waterhouse
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Outreach and Engagement

Training and Listening Events

Rapid Clinical Assessment

Onward Referral and Care Coordination

Peer Support Network

Website Re-Launch

Hub Plus	Alyson Taylor, Bina Kotecha, Bryany Cornish, Miral Joshi
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Lead, Connect, and Care Festival

Lead, Connect, and Care Annual Programme

Wellbeing Community Engagement

Trauma Informed Workforce

Recognition Framework

Primary Care Outreach

LLR Staff Wellbeing Hub

Aim/ Ambition

To have a single front door for all LLR staff (health and social care) wellbeing, psychological and emotional support offers and services. Which makes it easy for staff to access the support they need, when they need it 24/7

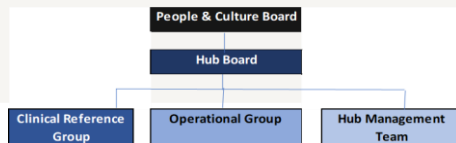
Background and strategic context

Through the NHS England and NHS Improvement's People Plan a commitment was made to fund a wave of mental health hubs, to support the emotional and psychological wellbeing of health and social care staff. LLR's hub has been in place since April 2020 bringing together all organisations wellbeing offers, as well as establishing a stronger peer support network. Delivering the following strategic context: Proactive outreach and engagement. Build capacity in local employer organisations or teams via training. Provide rapid clinical assessment. Provide onwards referral and care co-ordination to deliver rapid access to mental health services and support

Objectives/ Deliverables

1. Crisis inreach and outreach support - engagement
2. Training and Listening Events
3. Onward Referral and Care Coordination
4. Peer support Network
5. Website Re-Launch
6. Proactive (needs based) service development

Governance arrangements



Workstream Key Roles

Senior Accountable Officer Bina Kotecha

Senior Responsible Officer Sarah Willis

Workstream Lead Tine Juhlert

Clinical Reference Group

Prof Harj Kaul, Laura Ambrose, Gary Waterhouse, Dr Kirsten Boyle and Dr Umar Abdulmajid

Key Milestones

High Level Deliverables	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
1. Crisis inreach and outreach support - Gary Waterhouse	X	X	X	X	X							
2. Training and Listening Events - Bina Kotecha	X	X	X	X	X							
3. Onward Referral and Care Coordination - Laura Ambrose				X								
4. Peer support Network - Tine Juhlert			X									
5. Website Re-Launch - Matt Alexander			X									
6. Proactive (needs based) service development - Tine Juhlert	X	X	X	X	X							

Risks

Mitigation

	1. Develop an evidence based, evaluation tool kit
2. not enough resources to develop appropriate services	2. enhance the programme backlog to enable capacity planning
3. hub relies on temporary staff	3. compile BC to underpin benefit of hub to LLR staff

Menopause Training and Events

Aim/ Ambition

Create a menopause advocacy group with support from Henpicked to facilitate a positive culture surrounding the menopause within the Leicestershire, Leicester and Rutland Integrated Care System.

Background and strategic context	Objectives/ Deliverables
System priority identify by organisational Health and Wellbeing Leads	<ul style="list-style-type: none"> Recruit and train 15 menopause advocates through the Henpicked training course supporting them to deliver training through a system-wide development programme Create a menopause resource page on the Wellbeing Hub website dedicated to signposting towards further support
Governance arrangements	Workstream Key Roles
LLR HWB Taskforce – monthly Menopause subgroup – frequency TBC Looking After Our People – bi-monthly	Senior Accountable Officer Sarah Willis
	Senior Responsible Officer Bina Kotecha
	Workstream Lead Bryany Cornish and Mariam Khalifa

Key Milestones

High Level Deliverables	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Identify and recruit menopause advocates via HWB leads	x	x										
Resources page created on Wellbeing Hub webpage	x	x										
Training for menopause advocates delivered by Henpicked						x	x					
Programme roll-out										x	x	
Develop support network for advocates											x	x

Risks	Mitigation
Identifying the right people to become advocates	Ask established HWB leads for nominees
Sustainability of the programme	Delivery is in pairs and expectation for advocates to deliver 2 sessions per annum. Potential to increase capacity
Managing resources	Potential to work collaboratively with Henpicked. Regular content checks

Menopause Training and Events




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Month	SRO	Workstream lead
October	Sarah Willis	Bryany Cornish / Mariam Khalifa

Summary of key progress this month

- 15 advocates recruited to the Henpicked advocacy training programme. Representation from across the system (UHL, LPT, ICB, social care). Training completed and advocates are qualified to deliver awareness raising programme starting in January as well as organisational led delivery.
- Awareness programme for 2023 – dates confirmed and added to BookWhen.
- Continue to represent system HWB team on menopause special interest group organised by Leicester City Council and ICB colleagues to develop programme of work across workplaces in LLR. Currently out for tender with panel to be held mid-November.

Project Status	Hotspots, issues and mitigation	Comms Consideration
<p>On Track Some Delay Significant Delay</p> 	<ul style="list-style-type: none">• Ensuring recruitment of advocates is representative across the system (health, social care etc.) – mitigated with targeted promotion via HWB leads and shortlisting to ensure equal spread - Achieved	<ul style="list-style-type: none">• Comms plan will need to be developed for Jan 23 onwards to support with awareness raising programme once advocates trained

Next month's focus

- Create roll-out comms plan of awareness raising sessions for Jan 2022 onwards (sessions for both leaders and colleagues).
- Promotion of sessions via usual system comms. Target 30 attendees per session.

Menopause Training and Events



LLR Academy
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Date

4th May 2022

What difference does your programme make?

Describe and show evidence of the value you create

If the programme hasn't yet been evaluated please note how and when it will be reviewed

Monitoring and evaluation of awareness raising sessions from Jan 2023 onwards to measure impact on knowledge/confidence of staff around the menopause.

Advocate support group/network created to provide additional support/resource to advocates and support with their CPD

Monitoring attendance and demands for awareness sessions will indicate positive difference in menopause awareness

How is this a meaningful difference?

Describe the difference this is creating through storytelling (your story/ service user)

If the programme hasn't yet been evaluated please note how and when it will be reviewed

Case studies from advocates or participants

System-wide menopause lunch and learn sessions to be created

Build network of trainers to create sustainability and shared learning/practice

The above will contribute to an improved system culture surrounding having open conversations about the menopause in the workplace

Making Every Contact Count

Aim/ Ambition

Aim of the LLR MECC + approach is to develop and embed a high quality prevention focussed workforce across Leicester, Leicestershire and Rutland. Delivering holistic conversations/support in a person centred manner focussing on the wider determinants of health as well as traditional health improvement issues.

Background and strategic context

Making every contact count is a evidence based, national initiative which aims to reduce the proportion of the population with key preventable risk factors by utilising the day to day interactions people have either with staff or the public. It is an effective behaviour change technique underpinned by evidence and offers people the confidence and competence to have meaningful brief conversations and then have the knowledge to signpost/refer onto local LLR services.

Objectives/ Deliverables

- Engage LLR partners to gain SLT buy in to endorse, implement and champion the programme
- Develop and deliver a training package ensuring a consistent approach delivering MECC+ messages across LLR
- Evaluation and monitoring systems are built into the delivery to review progress and outcomes
- Development of a suit of resources to compliment delivery, which includes a website hub

Governance arrangements

MECC+ has been highlighted as a priority in all three place Joint Health and Wellbeing Strategies. There is a quarterly LLR steering group chaired by Leicestershire County Council which feeds into the LLR Prevention and Health Inequalities Board and a quarterly trainers network meeting chaired by Leicestershire County Council which feeds into the steering group meeting. There are identified MECC+ leads from each Council who manage the strategic and operational needs of the service.

Workstream Key Roles

Senior Accountable Officer

Senior Responsible Officer

Workstream Lead

Melissa Maiden

Melissa Maiden

Key Milestones

High Level Deliverables	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2 x Delivery of Healthy Conversation Skills Train the Trainer sessions	x	x										
Paper written to present at LLR People's Board	x											
Identify suitable trainers for Super Trainer training						x	x	x				
Delivery of Super trainer training										x	x	
Continue progressing Senior leadership buy in from District Councils, UHL, LPT, anchor institutions etc to roll out train the trainer training and sessions	x	x	x	x	x	x	x	x	x	x	x	x

Risks

Senior LLR leadership buy in and engagement / MECC not seen as priority within teams/organisations

Capacity of MECC Council 'leads', given this is a part of roles

Mitigation

Papers presented to appropriate system and organisational board meetings for buy in and approval

Strengthening links with LLR Academy to ensure a consistent approach across LLR

Making Every Contact Count (MECC)



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Month	SRO	Workstream lead
November	Melissa Maiden	Melissa Maiden

Summary of key progress this month

- Home care survey complete and closed
- November train the trainer training is full with 18 ppl
- Blady District Council embedding MECC within the District, conversations progressing with Charnwood and Melton
- Signposting section on website updated with 'air quality, financial wellbeing, gambling, domestic abuse
- Written up further scripts for healthy conversation resources around air quality and gambling, with filming due to take place October
- Vaccination clinic focus groups insight written up

Project Status	Hotspots, issues and mitigation	Comms Consideration
<p>On Track</p> <p>Some Delay</p> <p>Significant Delay</p>	<ul style="list-style-type: none"> • Capacity on leads time dedicated to MECC+ as it is only a portion of time within role and moved into Strategic Lead maternity cover for 1 year • Viv Robbins is taking up a new role and finishing at LCC middle September 	

Next month's focus

- Super trainer discussions with firm action plan from the steering group
- Support Viv's replacement and new health improvement officer who will support operational LCC MECC work
- Next steps with home care and vaccination clinics
- Meeting scheduled with LLR training hub to discuss embedding training for PCNs
- Continue with further signposting sections to be updated e.g. menopause, smoke free homes

Making Every Contact Count



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Date 29.4.22

What difference does your programme make?

Having a high quality, prevention focused workforce across Leicester, Leicestershire, and Rutland (LLR) is critical to delivering world class health and social care and improving the health of the population. Making Every Contact Count (MECC) is an evidence-based behaviour change technique to reduce the proportion of the population with the key preventable risk factors by utilising the millions of day-to-day interactions that staff have with the public. MECC training and approaches develops staff confidence and competence to have meaningful brief conversations with people on health-related topics, plus provide them with the knowledge to signpost and/or refer to the appropriate local LLR prevention services. Prevention and reducing health inequalities (including the CORE20Plus5) are key priorities in the NHS Long term Plan and Integrated Care System (ICS) development. Locally MECC+ is a strategic priority in all three new/ revised place Joint Health and Wellbeing Strategies, Leicestershire Community Health and Wellbeing Plans (at neighbourhood level) and is a system priority as part of LLR's role as an anchor institution for the LLR Health and Wellbeing Partnership (Integrated Care Partnership). Evaluations taken from the current tiered training provided shows that there is an improvement in perceived confidence and importance in supporting individuals making a lifestyle change and that the training provided recognises an increased importance in having useful and effective conversations.

How is this a meaningful difference?

2022 will see MECC across LLR gather and show case case studies / story telling on how 'making every contact count' has made a meaningful difference in the conversations being had. One of the actions from this year is to work with the ever growing trainers network across LLR to develop a robust mechanism on how we collect and use the qualitative data.

Lead, Connect and Care Festival

Aim/ Ambition

Project management of a system-wide health and wellbeing festival, bringing together professionals from health and social care, emergency services and the charity sector to celebrate and explore the very best in leadership development, quality improvement and health and wellbeing.

Background and strategic context

Funded by the Mental Health and Dementia System Plan, the 'Lead, Connect and Care' festival will bring together leadership development, quality improvement, and health and wellbeing to provide the workforce with a programme of activities and workshops conducive to supporting their mental and physical health and wellbeing.

Objectives/ Deliverables

- Deliver an inclusive festival representative of our ICS workforce (including social care, emergency services, local authority)
- Improve awareness and understanding of importance of health and wellbeing and links to QI/leadership amongst senior leaders and the workforce, as well as encouraging workforce to take time for their HWB

Governance arrangements

LLR Health and Wellbeing Taskforce – monthly
 Festival Planning meeting – bi-weekly
 Looking After Our People workstream – bi-monthly
 Hub Plus steering group **Plus other groups that Alyson will identify**

Workstream Key Roles

Senior Accountable Officer	Sarah Willis, Rachna Vyas
Senior Responsible Officer	Bina Kotecha, Alyson Taylor
Workstream Lead	Bryany Cornish, Mariam Khalifa

Key Milestones

High Level Deliverables

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Finalise festival programme	x											
Launch comms plan and open bookings		x										
Festival delivery			x									
Fun-day event			x									
Post-festival monitoring and evaluation			x	x								

Risks

COVID-19 & infection prevention
 Disproportionate representation from partner organisations

Mitigation

Guidance in place for social distancing, hand hygiene, face coverings. Virtual back-up for every session, risk assessments
 Ensure social care colleagues are included in planning for festival

Lead, Connect and Care Festival




LLR Academy
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Month	SRO	Workstream lead
November	Bina Kotecha, Alyson Taylor	Bryany Cornish / Mariam Khalifa

Summary of key progress this month

- Evaluation report / slide deck created
- Festival feedback shared at various board meetings including Clinical Executive, People & Culture Board, EDI and System Leadership taskforces. Comments re. engaging clinical staff are being factored in to future plans
- Mapping event held end of July with HWB leads to map existing priorities against future priorities and to build on learning from the festival.
- Delegates directed to LLR academy website to access recorded sessions

Project Status	Hotspots, issues and mitigation	Comms Consideration
<p>On Track Some Delay Significant Delay</p> 	<ul style="list-style-type: none">• Change to LLR Academy webpage structure• Budget 22/23 confirmation outstanding	<ul style="list-style-type: none">• Query re. how Festival comms is kept sustainable

Next month's focus

- Ongoing comms
- Budget confirmed
- Consultation with HWB leads around dates for next years Festival and/or events

Lead, Connect and Care Festival



LLR Academy
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Date

4th May 2022

What difference does your programme make?

Describe and show evidence of the value you create

If the programme hasn't yet been evaluated please note how and when it will be reviewed

We will be creating an evaluation form to be circulated post the festival to measure the success of the sessions and the impact the festival has had on our people (their health and wellbeing and wider knowledge/confidence). We will be able to reflect on attendance throughout the week to gauge an indication or our workforce's willingness to prioritise their health and wellbeing.

A 3-month post-event evaluation is also planned to monitor behaviour change/lifestyle change as a result of the festival's health and wellbeing sessions and whether they have accessed resources or used them in their own time or as part of their role.

How is this a meaningful difference?

Describe the difference this is creating through storytelling (your story/ service user)

If the programme hasn't yet been evaluated please note how and when it will be reviewed

As above but qualitative data gathered through participants feedback during the festival week and in post-event evaluation. Social media/comms engagement will also provide an indicator of the success of the festival and impact on our people

Lead, Connect and Care Annual Programme

Aim/ Ambition

To deliver an annual system-wide programme of activities, learning sessions, workshops and listening events linked to national and local campaigns/awareness days and to support the workforce health and wellbeing agenda (supplemented by quality improvement, leadership and EDI agendas).

Background and strategic context

Build on the momentum from the Lead, Connect and Care Festival to create a sustainable package of support for our ICS workforce with an annual programme of health and wellbeing activities, ensuring that our workforce have access to support year-round.

Objectives/ Deliverables

- Map national awareness days/campaigns linked to health and wellbeing/equality and diversity
- Ensure inclusive programme of activities targeted to staff groups most affected by health inequalities

Governance arrangements

LLR HWB Taskforce – monthly
Festival planning meeting – bi-weekly
Looking After Our People workstream – bi-monthly
Hub Plus steering group – weekly
Mental health design group – quarterly and collaborative mental health meetings

Workstream Key Roles

Senior Accountable Officer	Sarah Willis, Rachna Vyas
Senior Responsible Officer	Bina Kotecha, Alyson Taylor
Workstream Lead	Bryany Cornish, Mariam Khalifa

Key Milestones

High Level Deliverables

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Book venue for in-person learning sessions/activities	x											
Plan annual programme of activities		x	x	x								
Marketing and communication/staff engagement			x	x								
Signposting resources/MECC – develop directory of support			x	x								

Risks

Reaching the same groups of staff

Mitigation

Alternative communication routes, staff engagement exercises etc.

Lead, Connect and Care Annual Programme



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Month	SRO	Workstream lead
November	Bina Kotecha, Alyson Taylor	Bryany Cornish/Mariam Khalifa

Summary of key progress this month

- Awareness days and campaigns mapped and dates updated
- Ongoing programme of development outlined for the following. Comms created and circulated via HWB leads and Lead, Connect and Care mailing list. Bookings open on BookWhen.
 - Making Every Contact Count, Leadership Circles, Menopause Advocacy, Compassion Fatigue, Financial wellbeing
- Successful in bid to deliver restorative supervision programme for cancer and diagnostic services
- MECC expression of interest form created for bespoke sessions

Project Status	Hotspots, issues and mitigation	Comms Consideration
<p>On Track</p> <p>Some Delay</p> <p>Significant Delay</p>	<ul style="list-style-type: none"> • Change to LLR Academy webpage structure 	<p>See below</p>

Next month's focus

- Continue to build draft calendar of learning sessions/workshops linked to national and local awareness days and campaigns, embedding MECC
- Continue to build on the resource bank created for the festival
- Specific focus on financial wellbeing support amid the cost of living crisis and collating information around local and national offers – financial wellbeing forum to be set up with representation from HWB leads
- Deliver #StayKindLLR activities linked to World Kindness Day and Self-Care Week
- Continue promotion of Get Moving Activity Challenge – 45 teams currently signed up
- Planning for art and heritage project to support HWB of BAME colleagues

Lead, Connect and Care Annual Programme



LLR Academy
#MoreGoodDays



Date

4th May 2022

What difference does your programme make?

Describe and show evidence of the value you create

If the programme hasn't yet been evaluated please note how and when it will be reviewed

We will be creating an evaluation form to be circulated post each learning session to measure the success of the sessions and the impact the programme has had on our people (their health and wellbeing and wider knowledge/confidence). We will be able to reflect on attendance at sessions to gauge an indication of our workforce's willingness to prioritise their health and wellbeing.

Follow-up evaluation used to monitor behaviour change/lifestyle change as a result of the health and wellbeing sessions and whether they have accessed resources, used them in their own time or as part of their role.

How is this a meaningful difference?

Describe the difference this is creating through storytelling (your story/ service user)

If the programme hasn't yet been evaluated please note how and when it will be reviewed

As above but qualitative data gathered through participants feedback during sessions and in post-event evaluation. Social media/comms engagement will also provide an indicator of the success of the annual programme and impact on our people

Lead, Connect and Care in the Community

Aim/ Ambition

Linking into neighbourhoods to work with community groups and settings to identify and provide place based opportunities to tackle health inequalities and improve health and wellbeing outcomes amongst adults (18yrs+) in targeted communities e.g. lower socio-economic groups, ethnically diverse communities, persons with a disability.

Background and strategic context	Objectives/ Deliverables											
Certain communities and groups within Leicester, Leicestershire & Rutland experience health inequalities both in health status but also in the opportunities they have to be able to lead healthy lives. This workstream will support place-based work to tackle health inequalities and provide opportunities for community groups to deliver targeted health and wellbeing initiatives.	<ul style="list-style-type: none"> Allocate a portion of Hub Plus funding to this area of work and distribute this to community groups and organisations via a small grant scheme. Grants to be spent on the delivery of health and wellbeing initiatives that target health inequalities and promote healthy lifestyle behaviours. 											
Governance arrangements	Workstream Key Roles											
LLR Health and Wellbeing Taskforce – monthly Looking After Our People workstream – bi-monthly Hub Plus steering group – weekly	Senior Accountable Officer	Sarah Willis, Rachna Vyas										
	Senior Responsible Officer	Bina Kotecha, Alyson Taylor										
	Workstream Lead	Bryany Cornish, Mariam Khalifa										
Key Milestones												
High Level Deliverables	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Determine fund criteria and application process		x	x									
Create directory of support for community groups/settings			x	x								
Identify target community groups/settings (via Core20Plus5, People Zones, MECC etc.)				x	x							
Launch fund via comms channels						x						
Allocate grants and work with community groups to deliver initiatives							x	x	x	x	x	x
Risks	Mitigation											
Communication and Engagement Plan	Dedicated support allocated											

Lead, Connect and Care in the Community



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Month	SRO	Workstream lead
November	Bina Kotecha, Alyson Taylor	Mariam Khalifa/ Bryany Cornish

Summary of key progress this month

- Conversations started with other departments/colleagues to support identification of targeted groups most affected by health inequalities
- Considerations made with regards to project development once target areas identified
- Continued to connect in with successful HWB bids from the Project Launch Fund and made various site visits to projects that are up and running

Project Status	Hotspots, issues and mitigation	Comms Consideration
<p>On Track Some Delay Significant Delay</p>	<ul style="list-style-type: none">• Budget needs to be identified to establish potential for project fund. This is an urgent priority	<p>Engage comms from the beginning</p>

Next month's focus

- Continue liaising with system-wide colleagues to identify areas of health inequality within LLR
- Liaise with neighbourhood teams/plans
- Begin to communicate with community groups/organisations/local authorities
- Identify budget available for fund
- Produce catalogue of support for community groups who access the fund
- Connect in with successful HWB bids from the Project Launch Fund to identify community groups which may already be delivering community initiatives

Lead, Connect and Care in the Community



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Date

4th May 2022

What difference does your programme make?

Describe and show evidence of the value you create

If the programme hasn't yet been evaluated please note how and when it will be reviewed

Evaluation will be completed with community groups/service users who utilise the project fund. Hoping to influence communities to make healthy lifestyle choices and for community groups to embed positive wellbeing messages into their services

How is this a meaningful difference?

Describe the difference this is creating through storytelling (your story/ service user)

If the programme hasn't yet been evaluated please note how and when it will be reviewed

Case studies with individual service users and community organisations on the difference made to their health and wellbeing as a result of the project fund.

Recognition Framework

Aim/ Ambition

To provide a systemwide platform to recognise the efforts of the LLR workforce in direct relation to health and wellbeing.

Background and strategic context	Objectives/ Deliverables
Funded by the Mental Health and Dementia System Plan, Bina to update??	<ul style="list-style-type: none"> Plan to develop and deliver a health and wellbeing awards evening where individuals, organisations and projects can be rewarded for the contribution they have made to the health and wellbeing of their workforces and/or communities
Governance arrangements	Workstream Key Roles
LLR Health and Wellbeing Taskforce – monthly Festival Planning meeting – bi-weekly Looking After Our People workstream – bi-monthly Hub Plus steering group Plus other groups that Alyson will identify	Senior Accountable Officer Sarah Willis, Rachna Vyas
	Senior Responsible Officer Bina Kotecha, Alyson Taylor
	Workstream Lead Bryany Cornish, Mariam Khalifa

Key Milestones

High Level Deliverables	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Finalise award categories					x							
Launch comms plans and open nominations					x	x						
Identify suitable venue					x							
Event delivery								x				
Post-event monitoring and evaluation									x			

Risks	Mitigation
COVID-19 & infection prevention	Guidance in place for social distancing, hand hygiene, face coverings. Virtual back-up for delivery, risk assessments
Disproportionate representation from partner organisations	Ensure social care colleagues are included in comms routes
Confirmation of budget available	Delivery of recognition programme through alternative routes

Recognition Framework



LLR Academy
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Month	SRO	Workstream lead
October	Bina Kotecha, Alyson Taylor	Mariam Khalifa/ Bryany Cornish

Summary of key progress this month

- Change of direction for reward and recognition framework as a result of mapping event with HWB leads. Continue to identify need and want for this across the system
- Mapping existing reward and recognition schemes across the system

Project Status	Hotspots, issues and mitigation	Comms Consideration
<p>On Track Some Delay Significant Delay</p>	<ul style="list-style-type: none">• Budget needs to be established• HWB leads buy-in – will be key for successful comms• Change to LLR Academy webpage structure	

Next month's focus

- Project development and outline

Bespoke PC Health & Wellbeing Offer 22/23

Aim/ Ambition

Bespoke PC staff and health and wellbeing offer.

Background and strategic context

This offer is in addition to the LLR System wider health and wellbeing offer for staff in response to feedback received from PC staff during 21/22. Content of the programme has been derived from feedback from PC Staff.

Objectives/ Deliverables

To deliver a bespoke face to face and virtual health and wellbeing offer for staff.
To launch wellbeing Wednesdays.
Develop and deliver an evaluation process to assess impact.

Governance arrangements

PCTB
LAOP Workstream – People and Culture Board
PCWDG.
???

Workstream Key Roles

Senior Accountable Officer	Sarah Willis / Alice McGee
Senior Responsible Officer	Bina Kotecha/Alyson Taylor/Lou Young
Workstream Lead	Miral Joshi

Key Milestones

High Level Deliverables

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
To encourage the uptake of the face to face health and wellbeing offer within PC.	x	x	x	x	x	x	x	x	x	x	x	x
Deliver and communicate Wellbeing Wednesdays.	x	x	x	x	x	x	x	x	x	x	x	x
To develop and deliver a bespoke health and wellbeing offer for Practice Managers.	x	x										
To develop and deliver an evaluation mechanism.				x	x	x						

Risks

Capacity of the staff overseeing this offer and deliverables.

Mitigation

Priorities set and Communication Plan designed in order to implement.

Bespoke PC Health & Wellbeing Offer 22/23



LLR Academy
#MoreGoodDays



Date

May 2022

What difference does your programme make?

Describe and show evidence of the value you create

If the Programme hasn't yet been evaluated please note how and when it will be reviewed

The Programme has not been evaluated yet however, feedback has been received and on the whole is positive. An evaluation is being planned for Q2 which will be both quantitative and qualitative in nature.

How is this a meaningful difference?

Describe the difference this is creating through storytelling (your story/ service user)

If the Programme hasn't yet been evaluated please note how and when it will be reviewed

Staff Stories

Primary Care Workforce - Health and Wellbeing Programme

April 2022



Dr Sulaxni Nainani

Miral Joshi - Senior Primary Care Workforce Transformation Manager

Bespoke PC Health & Wellbeing Offer 22/23



LLR Academy
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Month	SRO	Workstream lead
July 22	Bina Kotecha/Alyson Taylor/Lou Young	Miral Joshi

Summary of key progress this month

- So far through the offer X number of practices have accessed the offer and x amount of staff have been supported across PC. The take up remains lower in the City when compared with the County. Targeted engagement will be taking place with City Practices over the next couple of months.
- The Wellbeing Wednesday content continues to be released and has received positive feedback. A decision has been made for this content to be made accessible across the entire health and social care system. So far 14 videos have been released.
- Continue to give regular updates have been provided (and will continue) to be provided to the I&T Team, the PM Forums, within the GP Newsletter, CD Forums and has also been linked into the PCN development work and the wider PCTB initiatives.

Project Status	Hotspots, issues and mitigation	Comms Consideration
On Track	<ul style="list-style-type: none">• N/A	

Next month's focus

- To progress further a proposal for how we share more of the Wellbeing Wednesday type content via an App – ongoing
- To gather more impact stories/ feedback
- To progress further a bespoke health and wellbeing offer for PMs and PCN Managers across PC.
- To continue with the targeted engagement with City Practices.

Trauma Informed Workforce 22/23

Aim/ Ambition

To work collaboratively across organisations and with communities to develop a trauma-informed system which simultaneously aims to prevent childhood trauma and mitigate its harmful impact across the life-course"

Background and strategic context		Objectives/ Deliverables											
Developing a framework is based on our locally agreed understanding of trauma and a shared approach to being trauma-informed		A cross-sector Leadership Group was established to co-create a strategy and to drive the system-wide work required											
Governance arrangements		Workstream Key Roles											
LAOP Workstream – People and Culture Board Trauma Informed – LLR Leadership Group ???		Senior Accountable Officer		Grace Strong Strategic Director Violence Reduction Network									
		Senior Responsible Officer		George Hosking (Wave Trust)									
		Workstream Lead		Bina Kotecha/Alyson Taylor									
Key Milestones													
High Level Deliverables		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Share information and knowledge about trauma and its impact on people's lives		TBC											
Support the development of Trauma Informed Organisations through developing a common framework with a system for peer review and user/community feedback													
Collaborate with communities, sharing knowledge and co-producing solutions to strengthen resilience													
Develop knowledge and skills amongst our practitioners, managers and leaders so they are able to model and implement trauma-informed practices													
Continuously identify and pursue opportunities within and across organisations to prevent, mitigate the impact of and support recovery from adverse experiences and environments													
Risks		Mitigation											
Lack of clarity on what a trauma informed approach looks like at organisational level		Principals of Trauma Informed Approach agreed and Self assessment document compiled											

Trauma Informed Approach




LLR Academy
#MoreGoodDays



Month	SRO	Workstream lead
November	Grace Strong	Bina Kotecha

Summary of key progress this month

- Draft Trauma Informed Practice (TIP) Framework/Self Assessment Process produced
- New developments and progress updates shared by partners
- Recruitment into Project Lead Post
- Changes to system governance structure – LLR Strategic Partnership Board – this workstream now reports into the Prevention and Early Intervention Board

Project Status	Hotspots, issues and mitigation	Comms Consideration
<p>On Track Some Delay Significant Delay</p> 	<p>Closer alignment of this element of development activity with the work of the TIP Leadership group to ensure activity is consistent and supportive of the wider work. Opportunity to shape how we target development activity across the partnership ensuring it adds value and does not duplicate existing work</p>	

Next month's focus

- Follow up re: accredited learning and development activity:
 1. **Introduction to ACEs and Trauma Informed Practice.** Aim: To improve basic knowledge of childhood adversity and trauma and the way that this can impact upon behaviour and outcomes for Children, Young People and Families
 2. **Developing Trauma Informed Practice.** Aim: To take a deeper look into the different forms trauma can take and how we can all be trauma informed in our day-to-day roles.
 3. **Trauma Informed Organisations.** Aim: To provide operational and strategic leaders with an insight into what it means to be a trauma-informed organisation and the different elements which need to be in place. This is aimed at assisting organisations to start or progress their journey to become trauma-informed

Trauma Informed Approach



Date

10 may 2022

What difference does your programme make?

Describe and show evidence of the value you create

If the programme hasn't yet been evaluated please note how and when it will be reviewed

The programme has five goals which we will measure and report progress against:

1. Share information and knowledge about trauma and its impact on people's lives and promote the LLR approach across communities, organisations and partnerships.
2. Support the development of trauma-informed organisations through developing a common framework with a system for peer review and user/community feedback.
3. Collaborate with communities, sharing knowledge and co-producing solutions to strengthen resilience and our collective ability to prevent and mitigate the impact of trauma.
4. Develop knowledge and skills amongst our practitioners, managers and leaders so they are able to model and implement trauma-informed practice.
5. Continuously identify and pursue opportunities within and across organisations to prevent, mitigate the impact of and support recovery from adverse childhood experiences and environments.

How is this a meaningful difference?

Describe the difference this is creating through storytelling (your story/ service user)

If the programme hasn't yet been evaluated please note how and when it will be reviewed

A self assessment process is currently being devised as part of goal 2 above:

Being trauma-informed is a strengths-based approach which seeks to understand and respond to the impact of trauma on people's lives. A trauma-informed approach emphasises physical, psychological, and emotional safety for *everyone* and aims to empower individuals to re-establish control of their lives. It applies in equal measure to all people within organisations as well as the individuals, families and communities which access and use our services.

Be Well Midlands

Aim/ Ambition

To collaborate across 11 ICS in the Midlands to understand the impact of our health and wellbeing provision for our diverse people, and implement action for improvement.

Background and strategic context	Objectives/ Deliverables
NHSE/I funding as part of enhanced health and wellbeing programme was collated across all systems in the Midlands to provide a unique opportunity to work together regionally in defining an enhanced health and wellbeing strategy. Health and wellbeing maintains a high risk to operational delivery as evidenced by the recent results of the NHS staff survey.	<ul style="list-style-type: none"> To undertake a needs assessment across the Midlands from both a qualitative (big conversation) and quantitative (workforce and population profile) analysis; recognising the impact from a health inequalities perspective. Work with systems to implement actions to enhance health and wellbeing provision whilst monitoring impact.

Governance arrangements	Workstream Key Roles						
SRO – Shajeda Ahmed – Executive Director of People at North Staffordshire Combined Health Care NHS Trust. Programme Lead – Vicky Self and in attendance at LLR groups.	<table border="1"> <tr> <td>Senior Accountable Officer</td> <td>Shajeda Ahmed</td> </tr> <tr> <td>Senior Responsible Officer</td> <td>Vicky Self</td> </tr> <tr> <td>Workstream Lead</td> <td>Vicky Self</td> </tr> </table>	Senior Accountable Officer	Shajeda Ahmed	Senior Responsible Officer	Vicky Self	Workstream Lead	Vicky Self
Senior Accountable Officer	Shajeda Ahmed						
Senior Responsible Officer	Vicky Self						
Workstream Lead	Vicky Self						
Steering Group with representation from 11 systems meet monthly.							

Key Milestones

High Level Deliverables	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Big Conversation launches to our people and analysis of findings completed.	X	X	X									
Workforce / population profile developed.		X	X									
Feedback event to our people to share findings and next steps.				X								
Work with systems and region to develop action plan from analysis.					X							
Implement actions and monitor impact to allow rapid spread across region.						X	X	X	X	X	X	X

Risks	Mitigation
1. Lack of engagement from LLR people to provide representative view in analysis.	1. Excellent engagement with LLR workforce representatives and recent statistics demonstrate good engagement from people within the system.



Month	SRO	Workstream lead
November	Shajeda Ahmed	Vicky Self / Bina Kotecha

Summary of key progress this month

- Delivery of Virtual Summits
- Evaluation of Virtual Summit and our in person Leadership Summit
- Good attendance rates for both virtual summit and leadership summit
- Development of our Needs Assessment Summary
- Development of our one page summary for Needs Assessment to cascade to staff at all levels
- Creation and distribution of our Phase 2 system Gap Analysis Matrix

Project Status	Hotspots, issues and mitigation	Comms Consideration
<p>On Track</p> <p>Some Delay</p> <p>Significant Delay</p>	<ul style="list-style-type: none"> • Creating a matrix for our steering group to complete to influence the actions Be Well Midlands takes forward as a programme • Making all amendments to our Needs Assessment 	
<p>On Track</p>		

Next month's focus

- Evaluation of Gap Analysis Matrix
- Creating bid for where government funding will be distributed across 11 systems
- Finalise Needs Assessment report
- Share the plans for Phase 2 of the programme, heading to the end of the financial year



Date

July 2022

What difference does your programme make?

The first part of our programme will allow us to complete a needs assessment, which will help guide future investment to ensure our health and wellbeing provision meets the needs of our diverse workforce population, and thus subsequently provide a more engaged and sustainable workforce.

Our in person conference aims to both inform and empower regional colleagues to shape wellbeing in the midlands for health and care.

Our second phase of the programme looks to combine results and recommendations from our own findings with experiences and recommendations from our regional colleagues. This will in turn give impactful evidence as to where additional support is required for our colleagues.

How is this a meaningful difference?

Provide an evidence base to inform an enhanced health and wellbeing offer to truly meet the diverse needs of our people and make a difference to delivering a workforce that is engaged and sustainable through reduced absence and turnover.