

**Board Meeting:** 19 November 2020

**Subject:** Health and Wellbeing Strategy

**Recommendation:** Board members are asked to:



Discuss and Note	
Discuss and Approve	x
Note for Information only	

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## 1. Background

A board workshop was held in February 2020 to discuss our future approach to staff health and well-being and work was progressed, albeit delayed during Covid, to establish a health and well-being group and draft a health and well-being strategy.

Initial work was completed during covid to provide additional support to staff during the covid pandemic and also ensure that staff were aware of local and national support already available.

The health and well-being strategy has been developed based on the direction set by the board workshop and with input from the health and well-being group, which continues to meet to develop and progress the action plan that will underpin this strategy.

## 2. Health and Wellbeing Strategy Overview

The NHS Golden Jubilee has made good progress with a range of health and well-being supports for physical health and too some extent mental health. The Board set the direction for the health and well-being strategy to focus on strengthening our support for mental health given this is the leading cause of sickness absence for our staff. To support this the strategy will also strengthen our approach to financial and social health given the relationship between this aspects of people's lives and their mental health.

There are a wide range of actions that are articulated in the strategy which will be progressed through a detailed action plan which will be monitored through the staff governance sub group and person-centred and staff governance committee. There is a need to progress with key priorities in the short and medium term (6 months and 1 year timescales) whilst recognising the longer term impact of the strategy.

Additional investment has been approved for HR and learning and organisational development which will support a range of work including:

- Focussed work with teams and departments to understand the enablers and barriers to good health and well-being in their areas and to plan and deliver improvements (creating the right conditions programmes)
- Resilience training
- Emotional intelligence and conflict management training

Further investment in resources is anticipated for providing additional support for mental health and well-being. This is likely to include additional resource aligned to our spiritual care function to provide:

- Values based reflective practice training and support
- Staff counselling
- Mindfulness training

In addition we will develop an options paper for providing additional psychological therapies support to:

- Deliver Psychological first aid training
- Increased access to psychological therapies such as cognitive behavioural therapy

The following are key areas we will focus on over the next year:

- Creating the Conditions Programmes for positive Health and well-being for 2-3 priority areas that have high levels of sickness absence (supported by LOD, HR, Spiritual Care and Occupational Health)
- Establishing a health and well-being hub to provide:
  - Learning zone for health and well-being
  - Rest area including private space for early intervention and support for staff
  - Third sector inreach space to support financial and social health
- Develop green space of hospital site to promote physical activity and rest and relaxation in green space
- Refresh and development of health and well-being information resources including financial and social health
- Develop and deliver organisation wide personal resilience training programme (including psychological first aid)
- Develop and deliver emotional intelligence and conflict management training
- Ensure ongoing delivery of suicide prevention training and linkage with refreshed national suicide prevention campaign
- Develop resource proposals for supporting mental health and well-being for approval by executive team
- Work with third sector to develop inreach service/advice options

### **3. Consultation**

The Health and wellbeing strategy has been developed with comment and input from a range of stakeholder groups including the board, the health and wellbeing group and partnership forum. MS teams sessions are planned for November to publicise the strategy and provide opportunity for discussion and comment.

#### **4. Resource implication**

Further resources will be required to support implementation of the strategy as noted above in relation to support for mental health and in relation to developing our approach to financial and social health.

Proposals are under development and will be submitted to the executive team for consideration.

#### **5. Recommendation**

Board Members are asked to discuss and approve the Health and Wellbeing Strategy.

**Gareth Adkins**  
**Director of Quality, Innovation and People**  
**11<sup>th</sup> November 2020**