



Bradford District Assembly
the voluntary and
community sector together

Forum/Assembly Representative Feedback Report

Please provide a brief summary of meetings you have attended on behalf of the Assembly/VCS Forum. This report will be used to inform the Assembly Steering Group/Forum that you represent. The information contained within it will be posted on the Bradford Assembly website www.bradfordassembly.org.uk. If you wish to report on something confidential, please **mark this clearly**.

Return your completed form to wendy@cnet.org.uk

Name of Representative	Paul Stephens
E mail / contact details	pauls@cabad.org.uk
Title of the board / group you sit on	Integrated People Board (IPB)
Date the meeting took place	6 th May 2021
Date of next meeting	3 rd June 2021
Did you receive the meeting papers in time to have a pre-meeting?	I received papers but did not have a pre-meeting.

1. What was the purpose of the meeting?

This was the regular IPB monthly Board meeting

This Board was previously called the Integrated Workforce Programme Board (IWPB). This Board now reports to the Health and Social Care Economic Partnership (HSCEP) Board.

2. Main areas of discussion (bullet points).

Prior to the IPB meeting commencing, there was a Health and Wellbeing evaluation presentation from Halsa.

Halsa, a Harrogate based organisation had provided most of the content for the Wellbeing Boost week sessions delivered during April, focussing on physical and mental health with a theme of restoration and recovery. There were 202 bookings across 18 sessions. However, very few people from the VCS engaged in these sessions.

The menopause session had been the most popular and overall feedback has been extremely positive, including comments on people liking that it was an external organisation delivering.

Only 16 responses had been received from the survey but the data received was very helpful. Regarding lessons learned, the biggest challenge was IT. Some NHS staff were blocked and didn't receive zoom links confirmations – these were captured at the time and the e mail address added to safe senders. Advertising may have been lost with linking in with the Act as One campaign as the usual Halsa infographics weren't used.

Mental Health Awareness Training for Managers – priority groups, outcome measures and next steps

Kim Shutler introduced the work being done by The Cellar Trust across the district. Contract awarded in July and they are keen to work with IPB to align what is being done strategically. One project being undertaken is the Cross-sector steering group which is a system owned project and the other project is a major digital build – an eLearning platform to bring mental health eLearning and signposting across the district. Originally it was going to be a Healthy Minds branded project but now it will be branded a Living Well platform which links to holistic wellbeing. It's a Public Health commissioning and therefore not just limited to health and social care; it's part of a broader public health agenda.

In addition to the main commission from public health, work has also been commissioned through IPB around leaders and managers and their mental health and how they support the mental health of their teams. A 2-hour master class has already been developed and piloted which has been run with 60 head teachers and also VCSCOs. The ask is how we can work collectively with IPB on the newly commissioned work to ensure good take up and how we can collate data and link with other wellbeing measures etc.

Maureen Goddard (MG), System Workforce Advisor & Place Lead and Jo Harrison Director of People and OD – Airedale NHS Foundation Trust to pick up with Kim and The Cellar Trust team to establish next steps, get feedback from IPB, capture feedback and how to develop the offer.

BAME Engagement sessions – feedback from April session and emerging themes

Kez Hayat Head of Equality, Diversity and Inclusion, Bradford Teaching Hospitals NHS Foundation Trust, fed back on the two BAME engagement sessions. The first session was held on 23 Feb and second was on 21 April. From the latter session, the themes amongst the 6 attendees were around kindness, sense of belonging in the workplace, being actively listened to, focusing on lived experience, what does compassionate leadership look like. Other focus areas were notion of inclusion and how inclusion could link in with values and behaviours. It was recognised that the number of virtual meetings has helped and enabled people to engage more. Individuals feedback that it felt like it was a safe space for sharing lived experiences and it was dedicated time. When asked about the sense of belonging, it was highlighted that:

- Behaviours within the workplace – acceptable behaviours – calling out the banter
- Being able to influence policies. Being involved in the consultation element and the importance around bringing your whole self to the workplace.
- Positive action in recruitment and having diverse panel memberships and career/personal development

Feedback aligned with linking in with creating and instilling a sense of belonging. There is a need to look at those who don't come forward to connect. Can we create connectivity across the BAME networks, having a collaborative and wider 'Inclusion' network?

Next steps are exploring the development of a wider inclusion place-based network which would help cover intersectionality, bringing a range of protected characteristic groups together so explore a BDC inclusion networks, to include disabled, BAME, trans, LGBT staff, etc. MG and KH proposal to explore it further and wanted a view from IPB and ideas on how we would develop and inclusion network.

WY&HP MH Resilience Hub

Jo Butterfield and Anita Brewin from the West Yorkshire & Harrogate Mental Health & Health and Wellbeing Hub gave a presentation on the Hub. The expectation is that it will enable quick access for mental health and assessment to any H & C staff and create an offer for anyone disproportionately affected. Focus on ICU and critical care teams and linking with staff from BAME and outreach. The goal is to support organisations to establish a happy and healthy workforce.

The Hub is building an infrastructure that will support wellbeing of staff in the workplace. There is a therapy offer in place for top tier (more complex needs), the therapy arm is hosted by Bradford District Care Trust; staffed by a bank model and subcontracted staff. There are various referral routes re through WY&H support line (previously the grief & loss helpline). This is expanded to the whole of the partnership: care staff, VCSEs, employees in a caring role all included. The therapy offer is 6 sessions. Currently looking to recruit therapists. Currently, there are 4 referrals received and all allocated to therapists with a provider that is sub-contracted. The staff bank has 5 therapists registered. More therapists being recruited and intend to have 15 to 20.

Other offers are training focused to include critical incident stress debrief training. Looking to train up 24 de-briefers to help teams who are impacted by critical incidents. Also trained a number of staff to undertake 'REAC' training and also collaborating with Leeds Mind to develop peer support networks to share personal experiences and looking at coaching staff who identify as BAME. Need to actively promote access and encourage people to see seeking support as a strength. All resources will be on the microsite for people to access. Also commissioned work from the Point of Care network to create place-based Schwartz rounds.

Activity has to be reported to NHSE regularly. Evaluation work will also be done beyond that; working alongside academic organisations where appropriate. The next steps will be a summit on 26 May and need to work with people across the place to look at how to utilise the money. JB advised it's not clear if there will be funds next year. The learning from the evaluations will shape the resource next year and are keen to ensure what we invest in builds a legacy and something that is useful going forward.

3. Were there any discussions or decisions which you feel you had particular impact or influence on?

On this occasion I did not participate in the discussions, but Kim Shutler was attended part of the meeting and therefore the VCS was well represented.

Further note:

- My role on the Board has been lead in Work Programme 4 – Developing a shared culture of integration and system wide working, although changes with the ICP. I also link with the Aging Well Transformational programme.
- I am a member of the Systems Leadership Community of Practice sub-group of the IWPB, although this group has not met during the pandemic
- I continue as an active member of the Workforce Wellbeing KIT Group. Through the work of this group, Bradford District & Craven have been used as the blueprint for the WY&H Partnership webpages, taking best practice and evidence-based offers to streamline a system offer to all health and care staff across the system. The resources collected will now be linked to the One Workforce Hub.

- I am also a member of the System Development Network, which is taking on one aspect of in Work Programme 4 – Developing a shared culture of integration and system wide working. This group is going through a process of review at the moment, exploring how it will link in with the Bradford District and Craven Integrated Care Partnership.