

Staff Wellbeing Champions initiative

Karina Bennion-ICS People Partner for Social Care



ICS Retention Programme – Social Care-Phase 2 roundup

- 2 pilot sites (1 in Staffordshire and 1 in SOT) for the values based recruitment app-**Care Friends**– over 50k views on social media platforms of jobs advertised, 83 applications and **4 new starters**. **New pilot in Staffordshire went live 11/11/24**
- **120 Wellness Boxes** distributed across 12 pilot sites 2 providers ordered more due to staff impact. Boxes were used for ‘Employee of the month’, completion of training, positive client feedback
- **‘We miss you’ postcards**-providers engaged to develop their own design to send to staff recently (within 90 days) left the service to ensure chain of communication left open for return if desired
- **Partnership Network meetings** for manager to discuss challenges, barriers and resolutions as well as sharing what has/hasn’t worked well

Phase 3 began by looking at lessons learnt and targeting priority areas

Social Care Staff Wellbeing Champions (scswc's)

Descriptor and Typical activities a Staff Champion might do:

- Signpost colleagues to sources of support and advice
- Create a Staff Wellbeing Noticeboard
- Make 'Staff Wellbeing' a regular agenda item at team meetings
- Ask colleagues for feedback and suggestions on health and wellbeing activities
- Encourage colleagues to take part in events or raise awareness of health campaigns
- Act as a conduit for information, posting on chats and have coffee break conversations and check in with colleagues

Expectations

- Be passionate about supporting colleagues to be healthy and happy at work, helping to create healthy workplaces
- Share wellbeing messages, including details about support and events
- Promote access to services and information within their teams
- Champion wellbeing on behalf of their colleagues
- Role model positive wellbeing practices in their workplace
- Take an active part in the Wellbeing Staff Champion meetings
- Adding information onto the champions email signatures advising that they are a wellbeing champion and detailing how to get in touch with them.
- Have a desire to improve their working environment and support engagement to make all their colleagues feel more included
- Approachable and willing to help

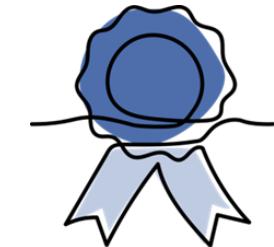
What they can expect from the ICS

- Priority access to new training opportunities and wellbeing resources, gaining useful knowledge and practical skills that can be used in all areas of life.
- Quarterly network meetings to update them on new initiatives and information as well as just have a chat over virtual coffee
- Regular information to share with colleagues

Social Care

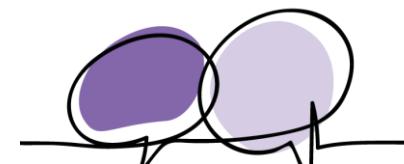
Social Care Staff Wellbeing Champions-

- 35 Services
- 80 staff wellbeing champions identified to date
- Pause on new members at present but opening up January 25
- Each service are gifted the **Each Person reward and Recognition app** as part of the SWC initiative



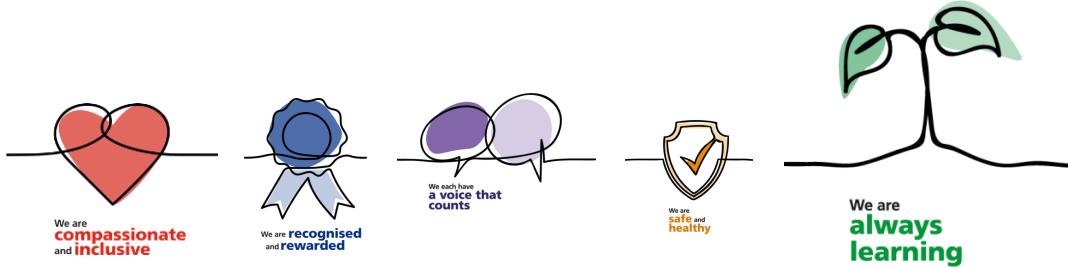
Staff survey for participating services

- Each service participating in the SWC initiative requested staff take part in completing a short 5 question survey prior to sharing material and resources
- 307 responses to date
- Results collated for each individual service to feed back to managers on themes (anonymised)
- Results collated as a whole for data purposes and to identify themes from last question (What support and information would you like to hear about?)
- **Themes included:** Learning and career development opportunities, BSL training, Mental Health first aid training, Financial wellbeing support, Bereavement and suicide support, English lessons, LGBTQ+ resources and support, support available to unpaid carers, Team Building and **29 further themes**, some of which are supported by provision already available to staff



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Responding to staff survey themes by sourcing solutions



LGBTQ+ Toolkits for Managers

LGBTQ+ Toolkits for Managers

Free BSL courses (some CPD accredited)



Staffordshire and Stoke-on-Trent
Integrated Care System



Health and Care
People Team

Free British Sign Language CPD accredited courses

Allison has thousands of free online courses and is adding more all the time.




British Sign Language (BSL) is a visual language used by approximately 200,000 deaf people in the UK. It is a natural language with its own grammar, syntax and semantics, and is different from English. It is used by deaf people in the UK to communicate with hearing people. It is a visual language, using hand gestures, facial expressions, and body language to convey meaning. It is a language of its own, with its own unique features and characteristics.

British Sign Language (BSL) courses are available on Alison. These courses are free and can be purchased as an individual purchase or as part of a subscription plan. The courses cover a range of topics, including basic BSL, advanced BSL, and BSL for specific situations such as meetings, presentations, and interviews.

For further information:
Speak to your Staff Wellbeing Champion or visit: <https://alfalon.com>



Staffordshire and Stoke-on-Trent
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Health and Care
People Team



Bright BSL app

Free British Sign Language lessons via Bright BSL app

Learn BSL in 10 minutes a day!




What is BSL? BSL is a visual language used by deaf people in the UK. It is a natural language with its own grammar, syntax and semantics, and is different from English. It is used by deaf people in the UK to communicate with hearing people. It is a visual language, using hand gestures, facial expressions, and body language to convey meaning. It is a language of its own, with its own unique features and characteristics.

Bright BSL is a free to download app which provides the first 3 modules of BSL, which are essential for deaf people to learn and use. The app includes video clips and audio recordings to help users learn BSL. The app provides visual cues for each sign.

For further information:
Speak to your Staff Wellbeing Champion or visit: <https://brightbsl.co.uk>

Free Mental Health first aid training

**Free Financial
wellbeing
support-all areas
covered**

**Free Financial
wellbeing
support-all areas
covered**

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Need Free, impartial and reliable guidance on your finances?

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- Savings
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- Tools and resources to help you budget and plan ahead
- Support over the phone and online

For further information:

Speak to your Staff Wellbeing Champion or visit:
<https://www.moneyhelper.org.uk/en/what-is-moneyhelper>



Free Bereavement and bereavement by suicide support

Free English lessons for Speakers of other Languages

Free English lessons for Speakers of other Languages

Unpaid carers benefits booklet

Free Team Building opportunities!!



Staffordshire and
Shropshire
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Health and Care
People Team

FREE TEAM OPPORTUNITY!!

The ICS have partnered with MeetspaceVR to bring you an
your team opportunity to spend time together and build on
your team's skills.

This is not your traditional team building exercise. This is pu
FUN!!

Add your name here to
join the fun!!

2 Entertainment venues have kindly gifted us 1 session per month (at each venue) for between 8-15 staff members to attend for **free** Team Building sessions!!
Events include Indoor Adventure Golf and Virtual Reality

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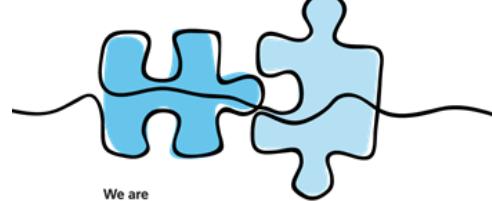
We are
compassionate
and **inclusive**



We are
recognised
and **rewarded**



We are
safe and
healthy



We are
a team

Staff attended the first free Team building sessions

Adventure Golf on 25th
June 2024- 12 staff
attended

‘Thanks for an amazing day yesterday!!’

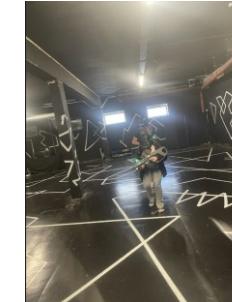
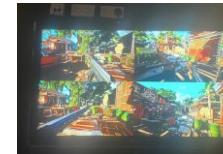
‘Staff fed back they really enjoyed it’



‘our day out in Birmingham we had a great day’

**Virtual Reality on 27th June
2024-8 staff attended**

**‘Just wanted to say a big thank you. We had an
amazing day yesterday, so much fun and
laughter.’**



Each Person Implementation

- **29 organisations** currently scheduled to implement Each Person app
 - **9 services live to current date**
- Organisations are from Social Care Providers & ICS
- Discussions ongoing with NHS Trusts, Primary Care and further Social Care Providers



Features

Ecards

A creative & in the moment way to show that you recognise their efforts

Milestones

Important dates are automated, so you never forget a birthday or anniversary

Nominations

Showcase a team or an individual & tailor it to your company's values

Wellbeing Hub

A supportive go-to please to access helpful and up to date information

Cashback

Be rewarded with up to 20% back with every order placed via the platform – the highest on the market



If you would like your
service to become part of
the SCSWC's

Contact :

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