



Dear colleagues,

There is just a huge amount going on across the Trust as part of the wider NHS and the Lancashire and South Cumbria Integrated Care System (ICS).

As you would expect, we are doing everything we can to ensure service users, their families and carers as well as our staff are safe.

We are clearly in a very challenging time globally and predictions from Government advisors suggest the next few weeks and months are going to be critical as the spread of Covid-19 escalates again. Please ensure you follow all national Government advice on staying as safe as possible but also any local lockdown restrictions that apply in your home area or where you work.



The North West and Lancashire, in particular, are seeing some of the highest infection rates in the UK. The Trust continues to play a key part in the regional response. Our incident room, which includes a multi-disciplinary team concentrating specifically on the needs presented by the pandemic, remains in place to manage outbreaks, issues, concerns and ensure critical updates are shared as soon as we have received them.

We continue to remind people about the need to social distance – and if they can't we are clear that they should be wearing personal protective equipment in a clinical setting or a face covering anywhere else. This is compulsory in communal settings like corridors or toilets and we are vigilantly enforcing this with everyone on our premises. We have carried out environmental assessments across all Trust premises, resulting in guidelines setting out the number of people who can be accommodated at any time being prominently displayed.

I know collectively our staff are working incredibly hard to continue to support people living in a changing landscape of local and national restrictions, whilst juggling their own increasingly challenging home lives.

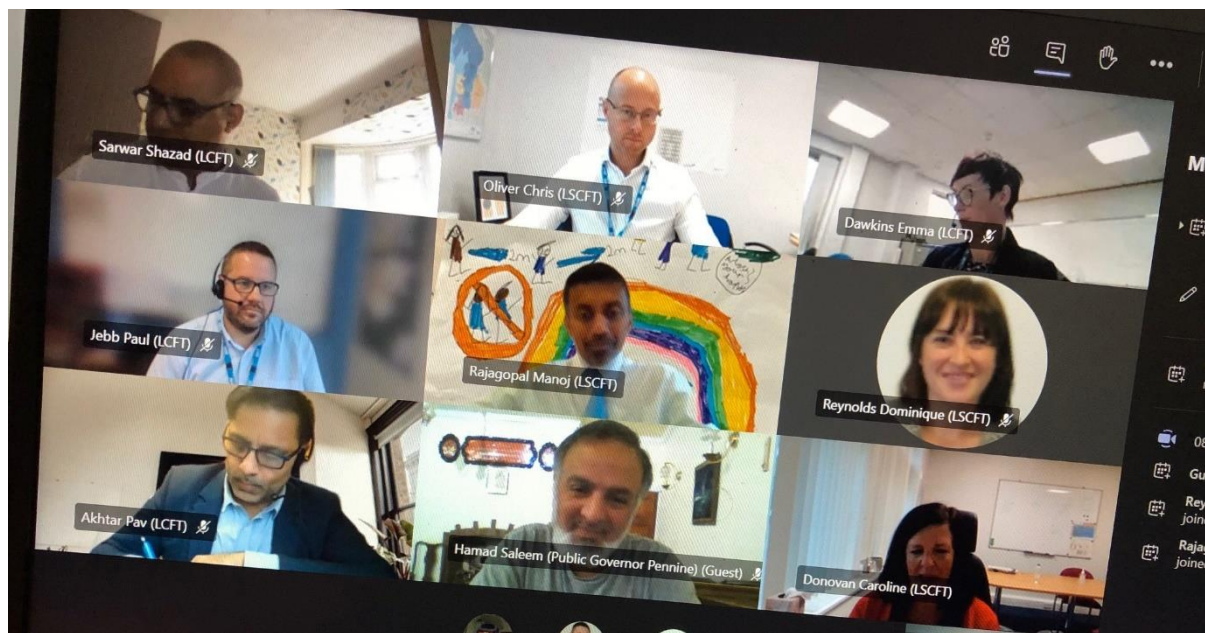
I'd like to say thank you to everyone working in and with the Trust in these difficult times. It really is appreciated.

INCLUSION COUNCIL LAUNCH We continue our work to support people and ensure the Trust is a positive place to work and to be – more important now than ever. This week I'm proud we have established our first ever Inclusion Council, which I will personally host and chair quarterly to oversee progress in this important area for improvement. The meeting also includes Executive and Non-Executive Directors with colleagues from the Council of

Governors, Staff Side, the Equality, Diversity and Inclusion (ED&I) team and representatives from our staff network focused on Black, Asian and Minority Ethnic (BAME) issues. We are evolving other staff networks including for people who identify as LGBTQ+, have a disability including dyslexia and women. Representatives from these groups will be welcomed to the Inclusion Council as they are established.

The group heard evidence and data from across the Trust, particularly focused on the experiences of BAME staff as a focus for the first meeting, and agreed the following as priorities for action:

1. Career development – including access to education, training and leadership development leading to promotion for BAME colleagues
2. Recruitment – actively seeking representation on all and any groups set up within the Trust as well as staff recruitment, with the aim of ensuring that they have ED&I targets which are measurable
3. Bullying – identified as an issue for the Trust but particularly prevalent towards BAME staff from managers. An anti-bullying campaign will be developed to build on progress already made in this area through Listening into Action (LiA)
4. Anti-racism – the work already delivered will be further developed with the aim of aspiring to zero tolerance from staff or service users
5. Community experience – more work is required for the Trust to fully understand the patient experience from a BAME perspective



I am delighted we now have an Inclusion Council. It is important to me personally and to the Trust Board. We already have a diverse group of people who are playing a part in it – not just because of what they do professionally but who they are on a personal level. There was an enormous amount of passion and determination to make a difference where it matters most and I have no doubt that is exactly what we will do.

We will now open the invitation to others who wish to join our evolving staff networks and the Inclusion Council, they will be very welcome. We have the commitment but there is a long way to go on achieving our aims and ambitions. Personal enthusiasm and energy is going to be key and I would license anyone who wishes to get involved with any part of the Trust – as a Non-Executive Director, a Governor on the Council of Governors or a member – to please get in touch. You would be very welcome indeed.

There is an enormous amount of work taking place across the Trust. I will continue to provide a snapshot weekly of the activity carried out, not just in response to the global coronavirus pandemic, but including important information, good practice, innovation and some good news too. Please feel free to ask any questions, give us your feedback, ideas, suggestions and, indeed, share this with any colleagues who might find it useful.

Caroline Donovan,
Chief Executive, Lancashire and South Cumbria NHS Foundation Trust

Weekly headlines

NEW CORONAVIRUS RESTRICTIONS New restrictions are now in place across Lancashire (excluding Blackpool) to help tackle the rising number of infections of Covid-19. The main restrictions include:

- No socialising with anyone outside of your household or protective support bubble in your home or garden
- Venues serving food and drink may do so via table service only on the premises
- Leisure and entertainment venues, including restaurants, pubs and cinemas, must close between 10pm and 5am

If you live in one of the areas under local lockdown restrictions, please also follow the guidelines below to further reduce the spread of the virus:

- Only use public transport for essential journeys – such as travelling to school or work. A face covering must be worn on public transport unless you are exempt
- Avoid attending amateur and semi-professional sporting events as spectators
- Only visit indoor locations such as restaurants and pubs with other members of your household or support bubble

The Government has also issued new national restrictions. They are:

- Pubs, bars and restaurants to close at 10pm
- They will be restricted to table service only
- People should work from home wherever possible
- Face masks compulsory for bar staff and non-seated customers, shop workers and waiters
- Limit on guests at weddings reduced from 30 to 15
- Plans to allow fans to return to sporting events paused
- "Rule of six" now applies to indoor team sports
- Fines for not wearing masks or following rules increased to £200 for first offence

RESILIENCE HUB REMINDER A

psychological resilience hub has been established to co-ordinate support for people who have been affected by Covid-19 across Lancashire and South Cumbria. The Trust has led on this on behalf of the system. The purpose of the hub is to ensure psychological support and resilience is provided for NHS and social care staff, patients and anyone in the wider population who feels they have been affected by the pandemic.

This project is being created in recognition of the intense effort made by everyone across health and social care settings and emergency services and represents a real

opportunity to make sure those who have been affected psychologically are supported.

The Hub will offer help to anyone in need, whether that is with some extra support and guidance on wellness, urgent psychological help or just advice if people aren't sure what support is available. It also offers support for those who are managing and leading during the pandemic as well as the family and friends of those who are struggling

It will have three distinct offers:

- Screening/triage of people accessing the hub to signpost to least intensive intervention in a timely way
- Timely offer of specialised psychological intervention where needed
- A bespoke workplace trauma support model to embed staff as peer support within their own teams supported by psychological professionals using a cascade and train the trainer model

Anyone who would like some support can access the Resilience Hub by visiting the website [here](#), telephoning 01772 520228 or emailing lschub@lancashirecare.nhs.uk

Please promote the Resilience Hub and encourage people who you feel may need support to access it.

VIRTUAL RECRUITMENT DAY – SPREAD THE WORD Attracting and retaining the very best people is one of the Trust's top priorities and we are doing everything possible to achieve this. So this week we have held another of our virtual recruitment days.

We've already held three very successful events over the last three months, with our team in employment services going online to talk to people interested in a career with us. At last month's event the team interviewed 10 people for nursing vacancies across Lancashire and South Cumbria and another 10 who couldn't attend on the day were added to the shortlist.

Please help us spread the word by sharing our social media posts about recruitment on Facebook, Twitter or Instagram.

This week's event focused on attracting Registered Mental Health Nurses (RMNs) and Registered Learning Disability Nurses (RNLDs) to join the team as well as a Band 6 Mental



It is OK to not be OK
**We are here
for you...**

Get in touch...

www.lscresiliencehub.nhs.uk

T: 01772 520228

E: lschub@lancashirecare.nhs.uk



Health Liaison Practitioner. Please keep an eye out for details of further recruitment events and forward the details on to any friends or family members who would be interested in working for the Trust.



NHS
Lancashire & South Cumbria
NHS Foundation Trust

Join our team and make a difference

- Band 5 Mental Health Nurses (RMNs)
- Band 5 Learning Disability Nurses (RLDNs)

Virtual Recruitment Day

Friday, September 25, 2020

We are LSCft

INNER TRACK INITIATIVE PROMOTING INCLUSIVE LEADERSHIP As a Trust we want to support an increase in the number of BAME, LGBTQ+, and disabled colleagues who progress and are promoted into roles that are Band 7 and above. To help us achieve this in an organised way we have launched a new course called Inner Track. The initiative is designed to help us increase diversity in leadership and management positions and is exclusively for staff from minority groups to apply for. The course is made up of a combination of workshops and interim assignments.

FLU JABS The Trust has joined the annual winter push to deliver the national, annual flu vaccination campaign and our vaccination programme started on Monday. Those who have already had their jab include Acting Medical Director Dr Richard Morgan, (pictured left).



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The Trust has organised 70 clinics with over 3,360 bookable appointments across the organisation to help keep staff, their families and our patients safe.

Alternatively, colleagues can request a voucher to receive their vaccination locally at a pharmacy.

NHS JOINS FORCES WITH FACEBOOK The NHS is partnering with Facebook to recruit new blood donors in England, Wales and Northern Ireland. The opt-in feature on Facebook will allow users to sign up to receive notifications to donate at local centres, as well as encourage their friends to donate too. The NHS is particularly focusing on enlisting people with Black, Asian and Minority Ethnic (BAME) heritage as well as male plasma donors who have previously had Covid-19. Please help spread the word about this initiative.

APPEAL FOR COVID STUDY VOLUNTEERS The Trust's research and development team is helping with a Covid-19 public health research study and is recruiting colleagues from across the organisation to take part. The aim of the study is to determine whether the presence of antibodies is associated with a reduction in the subsequent risk of reinfection over the next year.



Those taking part are be required to have an antibody test and PCR test every two weeks over a 12 month period at the Lancashire Clinical Research Facility, Avondale Unit, Royal Preston Hospital.

STILL TIME TO MAKE YOUR SMOKEFREE PROMISE SmokeFree September is now well into its third week but there is still time for you to become smoke free. The Trust's stop smoking team Quit Squad is urging smokers to make a smoke-free promise and ditch cigarettes in their home and car throughout SmokeFree September.

About 133,000 adults across Lancashire smoke and more than 80 per cent of second-hand smoke is invisible and odourless, meaning that smokers are endangering those around them significantly when smoking inside the home and car. Smoke lingers in the air for hours, and opening windows cannot reverse the harmful effects of the fumes.



As a Trust, we have made our SmokeFree promise to ban smoking from Trust premises. We encourage you to share your SmokeFree promise with us on social media by tagging @WeAreLSCFT and @QuitSquad in your post.

Here are some useful tips to help you on your journey:

At home

- Never smoke inside your home, even when it's cold outside. Smoking indoors just once is enough to contaminate the rest of the house
- Create a comfortable place to smoke outdoors

In the car

- Do not smoke, ever, in a car that transports children. Doing it even once can fill the seats and other materials with toxins, even if the windows are open
- Fill your car's ashtray with spare change so you aren't tempted to fill it with ash
- Leave a phone charger plugged into the cigarette lighter adapter so you're not tempted to use it.
- Put your cigarettes in the boot or out of reach whilst you're driving so you're not tempted to have one.

To find out more about the SmokeFree initiative, click [here](#)

To make your smoke-free promise, click [here](#). For help to quit smoking click [here](#)

BLACK HISTORY MONTH EVENTS ANNOUNCED

As part of the Trust's commitment to inclusivity, a month-long calendar of events has been organised across the Trust to mark Black History Month.

From webinars about hate crime to curry cooking demonstrations, there are a wide range of topics being covered. The month is a time for the Trust to celebrate a culture that has contributed to our communities for many years.

The theme of this year's Black History Month is self-compassion, so events include a full yoga and meditation class, a Recovery College session on self-compassion and wellness and a session called I Am Not My Hair with Eufro hair salon, Preston.

There are also three curry cooking demonstrations during the month called Beyond the Plate. Curry originates from South Asia and through colonisation the dish spread to the Caribbean and to UK. Beyond the Plate will look at how each country has developed its own spin on the traditional dish, adding and removing spices from the ingredients list.

On Thursday, October 15, the Trust's HARRI (Health, Advice, Recovery, Resilience and Information) bus will be at The Guild in Preston and The Harbour in Blackpool for anyone who wants to speak to our ED&I team about hate crime.

The team will be joined by staff from Lancashire Police to give expert advice.

In addition, a number of Lunch and Learn bite size sessions will be available about leadership development, equality impact assessments, how to navigate the disciplinary process and pathways to career progression.

There will be a number of opportunities to learn about Black History, the ED&I team and the experiences of BAME members of staff.



NURSES SPEAK OUT ABOUT INFANT MENTAL HEALTH Perinatal Nursery Nurses from our Community Mental Health Team have recorded a series of short videos talking about infant mental health and why it is so important to be aware of it.

The clips were originally recorded as part of Infant Mental Health Awareness Week in June but are now being shared across social media.



Carole Keegan, a Community Perinatal Nursery Nurse based at Lostock Unit, Chorley and South Ribble Hospital, was one of those to take part and you can see her video [here](#).

She said: "Infant mental health is so important. During the first 1,001 days, and beyond, the infant needs a care giver who can help regulate their emotions and provide love and comfort.

"A secure bond is important also. A happy, healthy and secure infant will grow into a happy, healthy and secure adult.

"Infant mental health is at the heart of what us Perinatal Nursery Nurses do. We're here to support mums with bonding and attachment.

"The Mental Health Practitioners support mums with their mental health and the Nursery Nurses support the mum with regards to her baby's mental health."

AIN'T NO MOUNTAIN HIGH ENOUGH FOR PAUL Associate Director of Nursing Paul Jebb is aiming to complete his third charity climb of Mount Snowden. Paul has signed up to take part in the national 10k for Nurses & Midwives campaign to raise money for those who have suffered financial hardship, especially during the Covid-19 pandemic.



He will be scaling Snowden as part of the campaign, which is organised by the Cavell Nurses' Trust. His climb was originally due to take place on October 10 but has now been put back until next May due to Covid-19. To support Paul with his challenge please donate [here](#)

He said: "Supporting our colleagues is crucial and that to me includes supporting Cavell, as the work they do giving wide support to colleagues is amazing - plus it is fun to get involved, meet others and build networks."

The campaign allows volunteers to achieve 10k any way they wish, such as walking 10,000 steps, running, cycling or swimming 10km, jumping 10,000ft on a skydive or taking a challenge for 10,000 seconds.

Or people can join the ready-made challenge by hiking to the summit of Snowdon. You can sign up for the challenge [here](#)

DBT YOUTUBE CHANNEL

LAUNCHED Central Lancashire Dialectical behaviour therapy (DBT) Skills Group have launched their own YouTube channel for those looking for a Bitesize Introduction to DBT skills. The videos are aimed at mental health staff but are viewable by anyone.

If this would be helpful to you or someone that you know, please look them up. You can find them by searching for Central Lancashire DBT Skills Group at www.youtube.co.uk



YouTube

SUBSCRIBE

