



Dear colleagues,

There is a tremendous amount of work ongoing across the NHS and health and social care system as a whole in Lancashire and South Cumbria. I remain beyond proud of the continued response from colleagues at the Trust, who demonstrate such immense personal resilience despite enormous fatigue.



We are now rolling out self-testing kits to thousands of staff so they can check for the virus even if they are asymptomatic. In addition, we continue to vaccinate staff against 'flu and prepare to administer the Covid vaccine too as soon as is it available. This is on top of the day to day response to the pandemic and our huge transformation programme, which we continue to deliver for the benefit of our service users, their families and carers and, of course, our partners across the Integrated Care System.

We are delighted that nationally recognised equality champion Yvonne Coghill CBE will be working with the Trust to help us to become a more diverse and inclusive organisation.



Yvonne (pictured left) is a qualified Mental Health Nurse who has worked in the NHS for 43 years. She was the Director for Workforce Race Equality for NHS London and her previous role was Director for the Workforce Race Equality Implementation Team in NHS England.

We have set out a clear ambition to achieve an equitable, diverse and inclusive culture that reflects our values and enable us to achieve our aims as an organisation. We have invited Yvonne to work with us and help us develop a clear understanding of the issues we need to tackle as well as a full understanding of where we need to target our efforts to make the biggest different to staff, service users and their families and carers.

Yvonne will be talking to people individually and in focus groups over the coming weeks to find out more about where we are now. I have asked all colleagues to support Yvonne with this work and make time to meet with her. This is hugely important.

I do always try to bring positive and uplifting news from around the organisation as part of this bulletin and today is no different. In particular please do read on for an update on our 'Be A Winter Friend' loneliness campaign, which aims to help connect people at this important time, as well as a range of innovative and impactful improvement initiatives.

I will continue to provide a snapshot weekly of the activity carried out by Lancashire and South Cumbria NHS Foundation Trust (LSCft) 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

Testing staff for Covid The Trust is supporting the national campaign to ensure all front-facing staff across the NHS test themselves for Covid-19 twice a week. Thousands of testing kits have now been delivered to staff who are in contact with service users or working in a building which treats service users and asked to self-test twice a week.

This involves taking a shallow nasal swab, which is dipped into a solution within a test tube and then dropped onto the lateral flow tab. If positive, a line appears, a bit like a pregnancy testing kit. No lab is required and staff can do this at home using a step by step guide showing how to undertake the test and dispose of kit in normal household waste.

Anyone who tests positive will self-isolate and book in for a formal 'PCR' test. The aim of testing all staff is to prevent the spread of the virus from anyone who has Covid-19 but isn't experiencing symptoms and therefore doesn't know. Colleagues will be asked to submit results so they can be collated nationally.

Covid Vaccine Preparation Following the news that the first Covid vaccine has been approved this week, the Trust is continuing to prepare in line with the national rollout plan.

There are three main ways in which the vaccine will be delivered:

- **Hospital Hubs** - NHS providers vaccinating staff onsite
- **Vaccination Centres** - Large scale centres such as sports and conference venues convenient for transport networks
- **Local Vaccine Services** – Provided by GPs and Pharmacies

In the first phase of the programme it is anticipated that the vaccine will also be offered to staff working in an initial group of seven Hospital Hub sites across the North West, with further sites expected to be quickly brought on board. In Lancashire and South Cumbria these have been identified as Blackpool Teaching Hospitals and Lancashire Teaching Hospitals (Royal Preston Hospital) who are now developing plans to deliver the vaccine to their own workforce and where possible and safe may be able to support the vaccination of others. Further vaccination centres are expected to mobilise across the North West in the next couple of weeks.

Work is also underway to agree primary care and community sites that can mobilise in the next phase to deliver public vaccination.

Of course, vaccinating millions of people as quickly as possible, while keeping other important services going, will require the recruitment of additional workforce. East Lancashire Hospitals NHS Trust will be recruiting people in Lancashire and South Cumbria to support the vaccination centres.

There will be a range of paid clinical and non-clinical supporting roles offered on a flexible basis, including outside of usual working hours. In all roles, appropriate training, supervision and PPE will be provided to ensure the safety of staff, volunteers and patients.

'Flu Vaccinations Update The Trust's Infection Prevention Control team (IPC) continues to work across the organisation to ensure as many colleagues as possible are vaccinated against 'flu. More than 56 per cent of colleagues – about 3,600 people – have now had a 'flu jab. We continue to encourage everyone else to get theirs as soon as possible and have a blended approach to providing as many vaccinations as possible every day. This includes a team of peer vaccinators providing vaccines in workplaces, our mobile clinic visiting key sites and providing vouchers for people to get a vaccination at their local pharmacy. If you are eligible for a 'flu jab please arrange to have yours as soon as possible.

It's time to #BeAWinterFriend The Trust is launching a new winter campaign to help target loneliness, simply asking for everyone to 'Be A Winter Friend' with the help of a few local celebrities. The initiative has been developed by the Trust's Partnership and Development Team.

Kevin O'Hara, from the team, said: "Knowing that the dark winter months were on the way and that many would suffer from loneliness, I felt devastated with the implications for the NHS's frontline services, other NHS Colleagues and CFVSE organisations who have worked so hard over the last 6 months."

Kevin has seen first-hand how our services have supported patients after his older brother was diagnosed with Alzheimer's in March, during the first lockdown.

"The support that the Memory Service and the District Nurses gave us, doing home visits in PPE, was brilliant" said Kevin.



Building on his experience of working on previous winter initiatives, Kevin also knew that due to the lockdown people across Lancashire and South Cumbria could be at severe risk of

being lonely and isolated. With support from colleagues from the Trust and ICS, the #BeaWinterFriend initiative idea was born.

It encourages everyone to check on family, friends and neighbours regularly to see if they need anything over the next few months, as many are struggling during this challenging year. #BeaWinterFriend aims to get people talking and offer a helping hand to combat mental health issues over the festive period.

Josh Charnley, Warrington Wolves Rugby League star and Steve Royle, finalist in this Year's Britain's Got Talent (both pictured above), both from Chorley, are keen to support the initiative and have provided videos outlining and supporting the movement.



Share your tweets with the hashtag #BeaWinterFriend to share all your supporting Initiatives. Photos and videos accompanied with #BeaWinterFriend will help to spread the word and show that we are in this together.

Support With Mental Health There is an awful lot going on and we're conscious of fatigue in our teams across mental health, community and wellbeing and children's and young people's services. We are encouraging people to take breaks and ensure they book and take their annual leave in the usual way but it is a struggle as staff don't want to let other colleagues down and recognise that demand for our services is currently extremely high. Nevertheless we must ensure our teams are rested and please do refer people to the Resilience Hub where they are demonstrating signs of psychological impact from dealing with Covid on the front line.

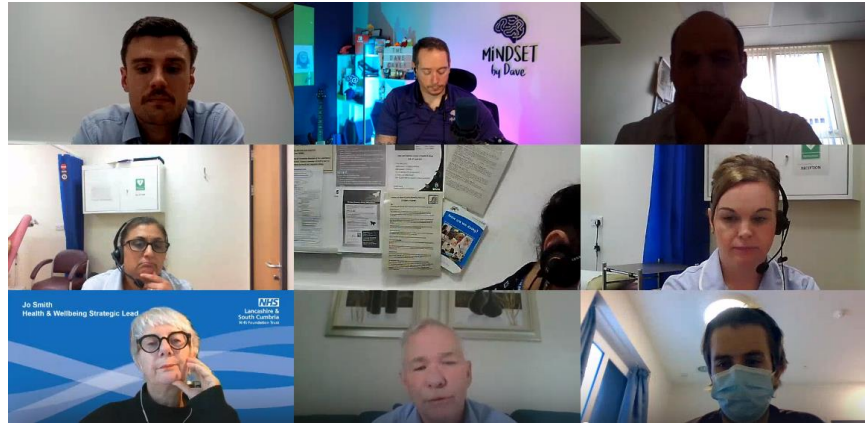


Eddie The Eagle Lands an Inspiring Improvement Session The Trust was thrilled this week to welcome Olympian ski jumper, Eddie the Eagle, as guest speaker at our latest Continuous Improvement event. The series of events have already included sessions with National Director for Improvement from NHS England & Improvement, Hugh McCaughey, and Dr. Amar Shah, Quality Improvement Lead for the Royal College of Psychiatrists and National Improvement Lead for the mental

health safety improvement programme in England. All speakers have shared their insights and expertise as the Trust launches a new 'Lessons Learned' Framework.

'Let's Hear it For The Boys' Event International Men's Day on November 26 was marked by an online men's mental health event, attended by over 50 people across the Trust.

Sam Tyrer, Prevention and Engagement Lead, hosted the session along with Martin Brown, a former World Champion in Powerlifting, Dave Cottrell, a mind-set and mental health coach and Kevin O'Hara from our business development team.



Each of them shared stories and lived experiences, including how they got through their struggles, and were praised for their honesty and bravery.

Sam Tyrer shared a story from his late teens, discussing social media and peer pressure and how pornography and body image can damage men's mental health.

Martin Brown shared a moving story of his battle with depression after a relationship breakdown and spoke about how men being seen as strong has its downsides and the need to 'rebuild the male self' in changing times.

Dave Cottrell, talked openly about being bullied throughout his childhood and struggling with bi-polar disorder. He also spoke openly about how his suicide attempt ten years ago was the 'one thing he was glad he failed at'.

Kevin O'Hara closed the session by talking about his own struggles and how to find resilience. He also introduced his new initiative #BeAWinterFriend, that's been set up to reduce loneliness and social isolation this winter.

Myplace celebrates a year of bringing communities together Bolton and Wyre Myplace hub is celebrating its first birthday.

Funded by the National Lottery's 'Reaching Communities' fund, the hub aims to bring people together from different communities to combat loneliness and reduce mental and physical illness.

Over the last 12 months, 86 people have become closer to both nature and their local communities. And an amazing 100% of participants agreed that Myplace has helped them feel less lonely, less isolated, and more connected to others – what a brilliant outcome!



Myplace offer three lockdown-friendly services. They are a digital online group sessions, 1:1 phone calls and outdoor group sessions.



A recent outdoor session for the Higher Croft group in Blackburn involved a lovely walk exploring the River Darwen Parkway and a crafting session to create hazel walking sticks.

For more information about Myplace check out:

<https://www.lancswt.org.uk/our-work/projects/myplace>

Student Roshan's career journey success with LSCft To mark our virtual recruitment day for first and second year student nurses, held on November 27, we spoke with third-year student nurse Roshan Nair about his achievements during his five years at the Trust.

Roshan started working for the Trust in August 2015 in the Learning Disabilities Team and then moved into mental health services by joining the Forensic Services team at Guild Lodge as a Band 2 Support Worker on a high dependency unit.

He said: "I have worked with some fantastic staff who are passionate about delivery of care and supporting patients. I had the opportunity to develop my skills and go on to securing a Band 3 position with the Occupational

A banner for 'Virtual Recruitment Day' featuring a portrait of Roshan Nair, a student nurse. The banner includes the NHS Lancashire & South Cumbria NHS Foundation Trust logo, the event title 'Virtual Recruitment Day', the date 'Friday, November 27, 2020', and a quote from Roshan. A small 'We are LSCft' logo is in the bottom right corner.

NHS
Lancashire & South Cumbria
NHS Foundation Trust

Virtual Recruitment Day

Friday, November 27, 2020

We are LSCft

"I have had the opportunity to work with some fantastic staff who were passionate about delivery of care and supporting people just like me."
- Rosh, Student Nurse

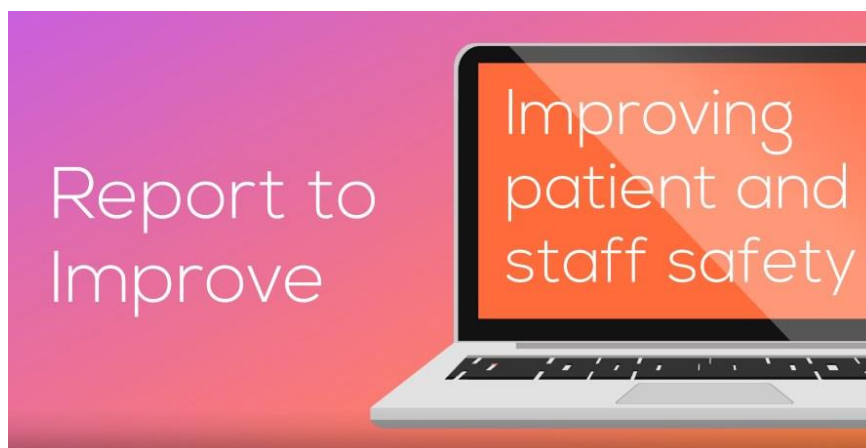
Therapy team and then progress to a Band 4 role within the female assessment team. I've also had the opportunity to work with the Mental Health Law team, giving me insight into the legislation and paperwork involved."

Roshan added: "I'm currently on a management placement within the Trust and looking forward to my journey as a Staff Nurse. I'm so grateful for the help, support and opportunities offered to me here at the Trust."

'Report to Improve' Programme Launched

The Trust has launched a new programme to encourage colleagues to report all incidents, even if no harm has been caused. Report to Improve is designed to help colleagues learn and address important concerns about safety, care and treatment. It is supported by the

introduction of a new digital system to report, record and manage incidents, complaints, claims, inquests and safety alerts. By reporting incidents through this system, managers will be able to provide timely and meaningful feedback to teams.



Managers and team leaders are being supported user guides, FAQs, useful tips and training programmes. They will also be provided with relevant training via a number of platforms including virtual learning (via Microsoft Teams), e-learning and user guides.



Car Parking Charges Update Please check car parking charges at hospitals as changes have now been implemented.

Car parking charges at Lancashire Teaching Hospitals for patients and visitors have been reintroduced.

Car park charges have also been reintroduced at Southport and Ormskirk hospitals. A new system has been installed, which means no ticket will be issued when visitors enter the car parks. Instead, closed-circuit TV will register each vehicle's number plate. Free parking for all Blue Badge holders is to be reintroduced and it is retained for some other categories of visitors/patients. There is more information [here](#).

Free car parking has been provided during the Covid-19 pandemic. However, with hospitals becoming busier during the winter period, it has become necessary to re-introduce some car park management processes.

For the foreseeable future, staff car parking at the Royal Preston Hospital, Chorley and South Ribble Hospital and a number of off-site car parks will remain free of charge, however due to the demand for spaces, colleagues parking there will need to display appropriate permits.

Library and Information Service Research The Trust is involved in a wide variety of research, which is making a valuable impact on future services and developments. You can find out more about what has been happening in the last month through our online library [here](#) where research is published. Alternatively, you can email the Library Team [here](#) and they will send research.



Lancashire & South Cumbria Library
Supporting Health and Wellbeing

Reminder - Friends and Family Test (FFT) Survey Collections We have been collecting feedback from our service users with the Friends and Family Test since July and are now submitting this data to NHS England.

The Friends and Family Test

"We need your feedback"



Please encourage service users, carers and their families to fill in the Friends and Family Test (in line with IPC and the FFT risk assessment).

NHS England have said: "We know that there will be times when it is more difficult, or not appropriate, to collect feedback, and we do not want providers to feel under pressure to try to collect FFT responses where there is a risk to staff or patients, or where it is not practical for any reason."

Batches of the new FFT Postcard will be sent out to services. In line with safe collection of feedback, there is a new QR code available along with new web links that can be provided for people to use rather than paper format. The paper format will require the feedback card to be quarantined for 72 hours prior to handling/inputting the feedback.

Get Paid to Take Part in Public Health Research A new research programme is looking into the experience of NHS staff during the Covid-19 pandemic. A five minute survey has been created by NHS CHECK and anyone who completes it will be entered into a prize draw to win one of 10 Amazon vouchers worth £50. NHS CHECK is an independent research study led by a team at King's College London and King's Health Partners. It is supported by expert clinicians, frontline staff and researchers across different NHS Trusts and Universities, and the National Institute for Health Research (NIHR).



Researchers want as many staff from diverse backgrounds to fill it in. Research Manager Farah Lunat said: "With the deadline for NHS CHECK at the end of the year the last chance to take part is fast approaching and it's essential that all voices are heard, both clinical and non-clinical staff. The survey is open until Thursday, December 31 and you can take part by clicking [here](#).

Good news, good practice and transformation



A football friendly for Ormskirk Inpatients

Every Friday, the mental health team at the Scarisbrick Centre in Ormskirk have been wearing their colours for football shirt Friday to raise money for the Bobby Moore Fund and Cancer Research UK.

Jim and Claire brought a Liverpool derby day to the ward with Jim's Everton shirt and Claire's Liverpool FC shirt.

Luckily the Scarisbrick team are united!

#StopThePressure Momentum Continues

November 19 marked a year since our brilliant tissue visibility nurses hosted their #StopThePressure day in Preston. You might recall that comedian Dave Spikey joined our staff from the tissue visibility clinic at Preston's flag market to raise awareness of pressure ulcers.

It's not been possible to hold a similar event this year due to Covid-19, but the team are still working hard to improve knowledge of pressure ulcers and share resources on social media to direct people who need intervention and support. If you see any of their posts, please share them.



Fraud Champion Nomination The Trust has nominated its inaugural Fraud Champion – Principal Finance Manager, Mark Singleton.

Mark will work closely with Anti-Fraud Specialist, Dave Alford, to ensure the Trust remains fully committed to the maintenance of counter-fraud, bribery and corruption culture, preventing and deterring it wherever possible, and holding to account those who are found to have committed offences.

Mark said: "The role of a Fraud Champion is an important one within the Trust and is a core requirement promoted by the Government's Counter Fraud function. I am delighted to take on this role for Lancashire and South Cumbria and look forward to working with Dave, as our Anti-Fraud Specialist, promoting the awareness of fraud, bribery and corruption and a zero tolerance approach to fraud."

Staff are encouraging to report any concerns of fraud, bribery and corruption to either the Anti-Fraud Specialist or the national Fraud and Corruption Reporting Line on **0800 028 40 60** or online [here](#).

Cards for Kindness

Campaign Colleagues are being encouraged to send a card to their local care home to brighten up someone's day during the festive period.

Cards for Kindness is a campaign launched by Healthier Lancashire and South Cumbria to tackle loneliness and isolation amongst older people.



The campaign is now in its third year, but this time it's even more important that people get involved. There are more than 11,000 people living in the region's care homes with residents who may be feeling lonely.

More than 100 care homes have signed up to Cards for Kindness this year. Taking part is easy, simply write your card addressed to residents and pop it in the post. Addresses of all the care homes involved and instructions on how to take part are available [here](#). Those sending Christmas cards are encouraged to share their experience on social media using the hashtag **#CardsForKindness**.

