



Dear colleagues,

Our Covid-19 vaccination programme is gathering pace and despite the challenges this brings, I continue to be immensely proud of the way our Trust and the NHS across the country have been able to react, adapt and support plans and the community.

At the Trust, we very quickly mobilised a team who have set up processes and systems in the space of a week to enable a vaccination centre to open and we have now administered over 1,000 vaccines, which is just fantastic. We are delivering the vaccine to our staff and other healthcare professionals within the Integrated Care System (ICS).



We have turned our site at Ribble House, Bamber Bridge, into a fully functional vaccination centre and established a booking system for appointments.

Next week we will start mobile vaccination clinics, with teams visiting sites across the Trust to ensure we can vaccinate even more of our frontline staff as quickly as possible.

Plans for vaccinating patients are being developed and we will share more information as soon as anything is confirmed.

We are continuing to do all we can to keep our staff, service users and patients safe, sharing reminders about infection prevention control. We have recently updated our risk assessment and asked managers to review all staff risk assessments to ensure we are taking all steps possible to support our teams. It now includes welfare conversations as well as questions about health and workplace.

Please remember our Resilience Hub is available to support all healthcare workers who are impacted by Covid. This is a single point of access where each individual will be assessed to ensure they receive the appropriate support. It can be contacted by phone on 01772 520228 or by email: lschub@lscft.nhs.uk

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 share this with any colleagues who might find it useful.

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

Weekly headlines

New Appointments to the Executive Team To support the Trust's strategic direction, we are delighted that two new Executive Directors will join us in the next few months. A Chief Integration Officer and Chief Strategy Officer have been appointed following an extensive national recruitment process.

Steve Christian has been appointed Chief Integration Officer and will lead on delivering our ambitions for specialist commissioning and Lead Provider Collaborative (LPC), working with Integrated Care System colleagues across Lancashire and South Cumbria.

He is currently Deputy Chief Executive / Chief Operating Officer at Southport and Ormskirk Hospital NHS Trust. Whilst at the Trust he has helped the Trust secure significant and sustained improvements across its operational performance and has played a pivotal leadership role in moving the Trust out of challenged provider status.



Steve (shown right) has also worked for NHS England where he was Regional Director of Improvement, and he led on a number of national and regional large scale transformation programmes, including the national Emergency Care Intensive Support Team for the North region.

He was the responsible officer for the very successful North region "Action on A&E" programme that brought together 1,800 health and care leaders, covering 44 health and care systems. This led to system-wide improvements across urgent and emergency care.



Steve also developed a "moving to good" programme for the North region that supported eight NHS Trust providers as they moved from Requires Improvement to Good within a 12 month period. He previously worked in a number of senior leadership roles across hospital trusts.

Alex Heritage has been appointed as Chief Strategy Officer and will lead on our strategic plans working with our system partners.

He is Chief Executive Officer for the NHS Transformation Unit in Manchester, who have been responsible for overseeing major transformation programmes across the North West of England. More recently Alex has been on secondment as Managing

Director for the Provider Collaboration Board across Lancashire and South Cumbria which the Trust are part of.

Alex has over 15 years' experience of working in the public sector, with a proven track record of leading and delivering large scale change programmes, including being part of the leadership of the 'Healthier Together' programme, one of the largest public consultations in the NHS.

He was shortlisted for the Health Service Journal's Rising Star Award in 2014 and is one of the youngest chief executives in post in the NHS.

New Associate Director Of Nursing

Amanda Miskell has been appointed Associate Director of Nursing for infection prevention and physical health at the Trust.

Amanda has worked across the NHS independent sector and higher education in various roles, from healthcare assistant to associate director since 1986.

From 1992 this has included Infection, Prevention and Control (IPC), health protection and public health roles, starting as an IPC link practitioner in the acute setting in 1992.



She has worked across all health provisions including acute, community services, primary care, mental health, care homes, prisons and hard-to-reach groups.

She has been actively involved in local, regional and national work in physical and mental health since 2010, supporting MEWS, NEWS and PEWS (tools to alert clinical staff to possible clinical deterioration), competencies, training packages, assessment tools and academic curriculums for Mental Health and Learning Disabilities.

Her role focuses on driving forward governance, assurance and evidence-based care in reducing any avoidable harm, health inequalities and being the best the Trust can be for patients, carers, staff and the wider populations.

Trailblazer Status

The Trust is celebrating after being awarded Trailblazer status for peer support work funded by Health Education England. The status was awarded following the delivery of a peer support worker training programme, participation in independent evaluation and sharing best practice.

The Trust employs 26 peer support workers and five supervisors, who offer those with a mental health need support from someone who has been in a similar situation.

The status, which includes funding to accelerate the scheme, shows a commitment to develop the programme.

A key benefit of using peer support is the sharing of experience by someone who has lived through it to help others in accessing services. The Trailblazer scheme aims to encourage

greater uptake to ensure service users get the right support, which is tailored to their recovery.

Strategy Feedback Sessions

As part of our ongoing work to develop our strategy for the future direction of the Trust, we have continued our engagement sessions to gather feedback and views.

We have already been taking to staff and partners about our new five-year Trust Strategy, Clinical Services Strategy and Quality Strategy. The Executive Team have also been taking opportunities at external meetings of the Integrated Care System and Integrated Care Partnerships in Lancashire and South Cumbria to talk about the strategies with partners and stakeholders across the health and social care system throughout December and January. These views will be incorporated into the final strategies where appropriate when they are considered and approved by the Trust Board.

Now we are in the process of developing a series of enabling strategies that will underpin the delivery of our main strategies.

Last week we shared three of those enabling strategies with our staff – People, Culture and Improvement; Digital; and Communications.

Colleagues had the opportunity to ask questions and put views forward and the engagement session proved incredibly useful. Further sessions are planned for February before the strategies are presented to Board for approval.

International Staff Network

The Trust is developing a network to support colleagues who are from overseas.

It's part of ongoing work and activity that the Trust is undertaking to support international staff.

The network will provide an opportunity for international staff to connect, socialise, support one another and discuss issues of relevance to their communities.

International staff within our Trust play a vital role and contribution to our workforce by enhancing diversity and the bridging gaps in workforce challenges within the Trust.

Oliver McGowan Training

The Trust is providing mandatory training for all health and social care workers in Lancashire and South Cumbria in a bid to ensure better healthcare for people who have autism or a learning disability.

The programme of training is now underway and is being delivered by our clinical teams in collaboration with self-advocates, family members and Accrington-based charity Pathways Associates through both digital and face-to-face sessions at health care settings and care homes.

The training is known as Oliver McGowan training. Oliver lived with cerebral palsy, epilepsy, autism and learning disability and died aged in 2016 aged 18. His mother Paula has dedicated her life to campaigning for better health care for people who have autism and learning disability.

The programme ensures that staff working in health and social care receive Learning Disability and autism training, at the right level for their role, giving them a better understanding of people's needs, resulting in better services and improved health and wellbeing outcomes.



Good news, good practice and transformation

Myplace Create a New Space

Myplace now has a brand new outdoor classroom at Whitehall Park.

The new facility will provide a home for outdoor group sessions and is thanks to the hard work of Myplace participants, Lancashire Wildlife School Grounds Team and The Friends of Whitehall Park.

Funding for the project was provided by the Community Foundation for Lancashire.



MyPlace, the Trust's award-winning partnership project with Lancashire Wildlife Trust, is an ecotherapy project that supports people to improve their wellbeing through contact with nature

For more information about Myplace, [click here](#).

Class of 2021

A celebration event was held last week to recognise the fantastic work of our Nursing Associates (NAs) across the Trust.

It was hosted on Microsoft Teams by Carol Snape, Education, Governance & Assurance Lead.



Vance Conroy and Antoinette Oliver also gave speeches, thanking each Nursing Associate individually.

The Trust has 70 active Nursing Associates and this was a great way to celebrate their work.

Carol Snape tweeted: "Not the celebration we had planned, but it was great to hold a Nursing Associate Celebration Event for our soon to be qualified NAs.

"I'm proud of every one of you.

Virtual Induction

With the outbreak of Covid-19, the Trust has had to find new ways of continuing to deliver its training and development. One area that has had to be re-thought is how to deliver a corporate induction to new starters, who would traditionally have a face to face session to welcome them to the organisation.

The Training and Learning team, at the Quality Academy, have used new software called 'Articulate' to help deliver the "Welcome to the Organisation" session, which starts every induction. Using a combination of visuals, voice overs, signposting and links to additional information, they have now launched an interactive and meaningful digital experience.

This has ensured that all new starters continue to receive the same important information in a timely and comprehensive way.

Art Works at The Orchard

The Orchard inpatient unit in Lancaster is always looking for activities to support patients and has found art sessions are a great way of bringing people together.

Patients have once again been busy creating this wonderful piece of art with support from a member of the Occupational Therapy team.

Patients worked together on the scene that was created over just a couple of days.

The project brought together different materials including paint, craft resources and natural materials – and, brought people together on the ward.

Simon Blundell, Ward Manager at The Orchard said: “It’s good to see another beautiful piece of artwork from patients at The Orchard.

“Patients enjoy getting involved and it’s great to see how this kind of therapy brings patients together, with our team, to create something amazing.”



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