What is happening this month…

- Sleep tips and hygiene
- Wellbeing Champions NHS Tea
- Adult Obesity Summer 21 Campaign
- BTH Staff Benefits
- Staff Survey update
Welcome to the August edition of the Well Newsletter which includes a variety of topics relating to the health and wellbeing of our staff, their friends and families.

Last September we launched the National Staff Survey across the Trust which gave our staff a great opportunity to tell us how it feels to work at BTH. It gave you the chance to tell us what can be done to further support you and from the results how we can work on the health and wellbeing of our staff which was one of the key items.

In May we invited staff to take part in our ‘Health and Wellbeing Questionnaire’, focussing on your health and wellbeing and the support you would like to see offered. See page 3 for the results of the questionnaire and what has been achieved so far.

In this edition we are also looking at some of the great benefits of working at BTH such as staff discounts, Wellbeing Conversations including the ‘Toolkit for Managers’, plus our home electronics and fleet car schemes. For further information on some of these schemes and how to access all of the benefits available at BTH see pages 5, 6 and 7.

If you or your team feel you need some help with your wellbeing but aren’t sure where to start, our Well Team will be more than happy to pop along to help you.

I would like to take this opportunity to thank you all for your commitment, care, compassion and I am very proud to work at BTH and work alongside such amazing people.

Email: bfwh.wellteam@nhs.net
Following the feedback from the Staff Survey 2020 health and wellbeing is a key focus for the Trust. As part of this we wanted to hear from our staff how the Trust could support you.

In May 2021 we sent out the Health and Wellbeing Questionnaire from which over 850 staff responded.

We asked staff what workplace issues they would like to be addressed the main themes are:

- Work-Life balance
- Recognising Stress
- Back/Musculoskeletal issues
- Women’s health/ menopause
- Mental Health
- Healthy Eating
- Physical Activity

We also asked what programmes would you be interested in taking part, you said:

- Health check events (e.g. blood pressure checks)
- Recognising and reducing stress/anxiety sessions
- Menopause sessions
- Mindfulness sessions
- MSK issue sessions

Following the feedback

- We continue to roll out the monthly Well Newsletter which features up to date information and links to services and websites to help support staff to make improvements to their own health and wellbeing
- We have introduced Well Directory which is a resource that can be used to signpost for more information or to accesses a variety of Wellbeing Services
- We have launched the Health and Wellbeing toolkit for managers which include information and support to have Health and Wellbeing conversations with all members of their team
- We have signed up to become a Menopause friendly workplace through Henpicked and have identified Trust leads to move this work forward
- We offer mindfulness sessions to staff with information regularly featuring in the Trust Well Newsletter

We will continue to introduce more of the things you want to see and will share more details in the monthly Well Newsletter. If you would like any more information on the staff health and wellbeing please contact the bfwh.wellteam@nhs.net
Workforce Wellbeing & Trauma Support Training (WWTS)

WWTS is an essential element of the Trust’s recovery and restoration programme. It aims to ensure that together we can support all staff in coping with tricky or distressing workplace experiences.

Staff health and wellbeing is of paramount importance and the impact of COVID-19 has been difficult for many NHS workers. This training will help Managers identify what this looks like in a workplace and gain strategies to support the evolving needs of staff. By modelling compassionate leadership through our own self-care and promoting the message that it is ‘ok to not be ok’; we can all play our part in developing a wellness culture. Wellbeing & Engagement Champions provide local support both to individuals and teams by implementing an area Wellbeing Action Plan, it will also be valuable for leadership development.

Designed by Clinical Psychologists and delivered by accredited Trainers, it is an amalgamation of Psychological First Aid (PFA), Trauma Risk Management (TRiM) and Critical Incident Stress Management (CISM).

You can access the training by booking onto one of the sessions below or if you would like a bespoke session for a specific area this can be booked via contacting bfwh.wellteam@nhs.net

**SCHEDULED VIRTUAL DELIVERY DATE FOR LINE MANAGERS:**
Tuesday 17th August 9:30 – 11:30am

**SCHEDULED VIRTUAL DELIVERY DATE FOR CHAMPIONS:**
Wednesday 18th August 9:30 – 11:30am

“The training was fantastic. I think everyone would benefit from attending. It was aimed towards team leaders and service leads and I’m neither of these, but I am a supervisor and as the Wellbeing lead it was very useful information to have. The training talked about some of the following:

• embedding wellbeing support into services
• the effects of stress on a team
• how the ongoing Covid crisis has impacted teams and how we feel
• moral injury which can be around a specific event or situation- Lynda linked a very good 10 minute video to watch about this: [Understanding Moral Injury – YouTube](#)
• how to identify stress and low wellbeing in staff
• how to open a conversation with that member of staff (using the wellbeing conversations template)
• to be sure to ‘decompress’ members of staff after a traumatic event

I learnt so much but one of the main things that surprised me was the description of the word trauma. I felt that trauma was linked to a huge event for example a death but its more about the individuals experience and emotion and can be something small. I identified a trauma of my own and I realised I’ve been keeping this negative experience with me and to this day I feel quite anxious.

Also, Lynda is wonderful! Such an engaging talker and really facilitated active participation and interaction.”
BTH Staff Benefits

There are many great benefits of working at BTH including

• Flexible and agile working
• Staff discounts
• Coaching and mentoring
• Staff networks
• Wellbeing conversations and toolkit
• Gym discounts
• Career conversations

to name a few see below for our new staff benefits poster highlighting all the fantastic opportunities available to staff

Display the **BTH infographic** showing all the benefits available to staff contact the Well team to request a copy  [bfwh.wellteam@nhs.net](mailto:bfwh.wellteam@nhs.net)
Our new BTH Staff Portal offers support in a number of different areas, including Physical, Financial and Mental Health and Wellbeing. Select the support, initiatives or benefits on the BTH portal and see how you can stay fit and healthy, save money on the latest products, and learn about all the support available to you.

Home and Electronics

Our Home and Electronics staff benefit, provided by our Health and Wellbeing partner Vivup, is stacked with amazing deals on the latest home workout equipment to help you get fit for the new season.

From apparatus to accessories, you’ll find everything you need to step up your game without having to sweat the price, as Payroll Pay® lets you spread the cost of your items through affordable monthly salary reductions without having to pass a credit check. Our Home and Electronics staff benefit enables you to:

- Overcome high-street closures by ordering online
- Spread the cost of your items through manageable monthly salary reductions, with absolutely no credit checks
- Receive fast delivery of your items straight to your doorstep.

Watch the ‘How to Order’ video for a step-by-step guide to placing your order. Register or login on vivup.co.uk to access this staff benefit.

The salary sacrifice available to staff are there to support staff from a financial point of view, but as a trust we also have the responsibility to support staff. We carry-out two financial checks on all applications to ensure staff don’t fall below the national minimum wage. A limit of £2000 has been set for goods purchased through our staff portal.
Wellbeing Conversations are supportive, coaching-style one-to-one conversations focused on building individual and team resilience. They take place between an individual and someone they trust at work (typically their Line Manager but can be someone else if preferred), at a convenient time and place.

These conversations are designed to help support staff and nurture the recovery of all our staff, to help guide those who need additional support reduce the long-term impact of their distress. It is during these conversations that a staff member may wish to talk about the following:

- How they are feeling both physically and mentally
- How their work has been impacted by the COVID-19 pandemic
- Their current workload and/or their working environment
- Their family life and other caring responsibilities or major family events and how these impact on their work
- Any workplace adjustments or flexible working arrangements they may be interested in

WELLBEING CONVERSATION VIRTUAL TRAINING

FRIDAY 6th August 2021  10:00 – 10:30am
MONDAY 16th August 2021  2:00 – 2:30pm

For further information contact: bfwh.wellteam@nhs.net
August Spotlight on

Smoking Cessation

Stopping smoking is one of the biggest health changes you can make to your life.

The impact stopping smoking has on your health and wellbeing is diverse, from more money in your pocket, to a reduced likelihood of long term health conditions such as COPD and lung cancer. By stopping smoking you are more likely to have a better quality of life for a more sustained period of time.

Stopping smoking with support from a NHS stop smoking services makes you four times more likely to succeed with a quit attempt when coupling together pharmaceuticals and behavioural therapy.

All staff are encouraged to give quitting a go. Quitting is hard, but can be a bit easier if you have a plan.

Here are a few simple steps you can take to put your plan into action.

- **Create Your Quit Plan**: search Build My Quit Plan | Smokefree.
- **Refer to a local Stop Smoking Service**, you’re up to four times more likely to quit smoking with the help of your local stop smoking service:
  - Search Lancashire: Quit Squad - Providing stop smoking support to those who live in Lancashire, Fylde and Wyre or call today: 0800 328 6297 =
  - Search Blackpool Tobacco Addiction Service- Providing stop smoking support to those who live in Blackpool Call today: 0808 196 4324 (free helpline)
  - Search ‘Find your Local Stop Smoking Service’ if you live outside of these areas
- **Talk to your GP**

For more information or if you have any questions please contact the team on bfwh.wellteam@nhs.net

Physical Activity

**Adults should do some type of physical activity every day. Any type of activity is good for you. The more you do the better.**

Adults should aim to be physically active every day. Any activity is better than none, and more is better still. Do strengthening activities that work all the major muscles (legs, hips, back, abdomen, chest, shoulders and arms) on at least 2 days a week. Do at least 150 minutes of moderate intensity activity a week or 75 minutes of vigorous intensity activity a week. Reduce time spent sitting or lying down and break up long periods of not moving with some activity.

**Try these exercise routines:**
- strength workout videos in the NHS Fitness Studio
- Strength and Flex, a 5-week exercise plan for beginners, to improve your strength and flexibility

For more information: www.nhs.uk/live-well/exercise/
On Monday 26th July, Public Health England launched the latest Better Health campaign, to encourage adults across the nation to lose any excess weight, eat more healthily and get active this summer. The new campaign offers free evidence-based support and guidance to those working towards a healthier weight.

There are a variety of NHS endorsed apps which will help people to introduce changes that will help them eat better and get active this summer, including the newly updated NHS Weight Loss Plan app. New research, due to be published shortly by Public Health England, suggests that those who used and followed the NHS Weight Loss Plan app over 12 weeks, reported a loss on average of almost a stone (5.8kg). The move follows a nationwide survey of over 5,000 adults has revealed that over 4 in 10 (41%) adults in England say they have put on weight since the first lockdown in March 2020. A high proportion (89%) of adults who said they gained weight since March 2020 said it was important for them to introduce new healthy habits this summer, with nearly half (49%) saying they would like to have a healthier diet. Half of adults (53%) feel optimistic about making the changes they desire, and a majority (57%) would welcome more advice on eating more healthily, ideas for doing so on a budget, and ideas for exercise routines.

“We know how hard it can be to lose weight and keep it off – so, we are providing a range of support options to help motivate people and help them maintain a healthy weight. It’s never too late to make changes to help improve your health”.

Search ‘Better Health’ or visit nhs.uk/BetterHealth for free tools and support to start leading a healthier lifestyle today.
Role and function of sleep

Sleep is essential to humans, just like air, water and food. When necessary, people can cope without sleep for periods of time, but the longer we are awake the stronger the urge to sleep becomes. Sleep is important for general physical health, restoring energy, repairing injuries or illness, growth, psychological well-being and mood, concentration, memory, work performance, and getting along with others.

Effects of Lack of Sleep

People vary in terms of how much sleep they need - while the average sleep duration for adults is 6-8 hours per night, some people function well with a little less sleep and others with a little more. Whatever your individual needs, lack of sleep or poor sleep quality can have effects including:

- Poor attention, concentration and memory
- Irritability and other mood disturbances
- Impaired judgement and reaction time
- Poor physical coordination (dangerous for driving)

The seriousness of these effects depends on how bad the sleep deprivation is (e.g. less sleep vs. no sleep; one night’s poor sleep vs. chronic problems) and the tasks and responsibilities of the day. If you have ongoing problems with sleep, it is important to seek help. If you would like information on how to improve your sleep there are a number of resources and support available:

“Winding down is a critical stage in preparing for bed, there are lots of ways to relax”

Hints and tips for a good nights sleep

- Get regular sleep hours
- Create a restful sleeping environment
- Make sure your bed is comfortable
- Exercise regularly
- Cut down on caffeine
- Do not over-indulge
- Do not smoke
- Relax before going to bed
- Write your worries away
- If you cannot sleep, get up

For more information go to www.nhs.uk/live-well/sleep-and-tiredness/how-to-get-to-sleep/
Wellbeing and Engagement

Champions support Blue Skies as part of the NHS Big Tea

Last month some of our fantastic champions encouraged their teams to take a break and celebrate the NHS’ 73rd birthday by holding an NHS Big Tea event.

It was brilliant to see staff from across the Trust organise tea parties in their staff rooms and Well Spaces and go to so much effort to bring their teams together to raise a cuppa for the NHS.

Following a year like no other, it was a chance to reflect and say thank you for everything that NHS staff and volunteers have done and continue to do whilst raising money and spirits for Blue Skies.

There was an amazing response from the Trust’s Wellbeing and Engagement Champions, who jumped at the chance to decorate their departments and wards.

Tania Cockcroft, Community Sexual Health Education Lead at Talkwize in Preston, put together a “guess how many teabags in the jar” competition and the staff in the Whitegate Drive Children’s Services team held their own tea party event.

Fylde EPC and the Adult Speech and Language Team created a delicious spread of cakes, whilst Beth Purvor and Gabrielle Smith-Hart from the Physiotherapy team dreamt up their own challenge and completed a sponsored silence! The duo raised an incredible £170, and combined with the efforts of all the BTH staff, totals to almost £300 raised for Blue Skies.

It was a wonderful week of celebrations and a great way to unite staff from across the Trust. The national campaign takes place every year, so if you missed out this year, keep an eye out for it in 2022.

If you would like information on how you can become a Wellbeing and Engagement champion for your team, email: bfwh.wellteam@nhs.net

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Griddled vegetables with melting aubergines

**Ingredients**
1 large aubergine
½ a lemon, zested and juiced
3 cloves of garlic, 1 crushed, 2 chopped
2 tbsp chopped parsley, plus extra to serve
1 tsp extra virgin olive oil, plus a little for drizzling
4 tbsp omega seed mix
2 tsp thyme leaves
1 tbsp rapeseed oil
1 red pepper, deseeded and cut into quarters
1 large onion, thickly sliced
2 courgettes, sliced on the angle
2 large tomatoes, each cut into 3 thick slices
8 Kalamata olives, halved

 Prep: 10 mins • Cook: 25 mins • Serves 2

**Method**
1. Grill the aubergine, turning frequently, until soft all over and the skin is blistered, about 8-10 mins. Alternatively, if you have a gas hob, cook it directly over the flame. When it is cool enough to handle, remove the skin, finely chop the flesh and mix with the lemon juice, 1 chopped clove garlic, 1 tbsp parsley, 1 tsp extra virgin olive oil and the seeds. Mix the remaining parsley with the remaining chopped garlic and the lemon zest.
2. Meanwhile, mix the thyme, crushed garlic and rapeseed oil and toss with the vegetables, keeping the onions as slices rather than breaking up into rings. Heat a large griddle pan and char the vegetables until tender and marked with lines – the tomatoes will need the least time. Pile onto plates with the aubergine purée and olives, drizzle over a little extra olive oil and scatter with the parsley, lemon zest and garlic.

Two-minute breakfast smoothie

**Ingredients**
1 banana
1 tbsp porridge oats
80g soft fruit (whatever you have – strawberries, blueberries, and mango all work well)
150ml milk
1 tsp honey
1 tsp vanilla extract

**Method**
1. Put all the ingredients in a blender and whizz for 1 min until smooth.
2. Pour the banana oat smoothie into two glasses to serve.

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Pack all five of your 5-a-day into one healthy vegan dish. Flavoured with garlic, lemon and herbs, it’s delicious griddled on the hob or cooked on the barbecue.

Whizz up a low fat breakfast smoothie in no time. Use banana with other soft fruit, plus honey for a little sweetness and oats for slow-release fuel.
Introducing Qigong

Qigong (pronounced chee-gung) is practised through coordinated body posture and movement alongside breath practice. Qigong is often referred to as the “internal portion of tai chi” and is characterised by movements that are repeated a certain number of times.

We are delighted that Lyn Mansfield, who has worked for the NHS for 33 years, is going to share her passion for this ancient Chinese healing system. Lyn trains and teaches Shotokan Karate and Qigong. She says, “Practising both disciplines have kept me both fit and well and have enabled me to continue the work in which I love throughout this trying time with the pandemic. I would now love to share my Qigong practice with you all”

Thursday 5th August 12:00 - 12:30pm
Wednesday 11th August 12:00 - 12:30pm

Sessions are delivered on Microsoft Teams and spaces are limited. Please note that this is a standing activity and you will need to be aware of the space around you.

To book a place on our virtual session, please email: bfwh.wellteam@nhs.net
We hope you have enjoyed this month's edition and if you would like to get involved or share your stories please contact the Well Team at bfwh.wellteam@nhs.net or call 01253 957638