



With you, for you

MEMBERSHIP NEWSLETTER

SPRING 2023

Celebrating
successes at the
Trust's Awards
ceremony

PAGE
8-9



Funding for new garden at
Mental Health Hospital
PAGE 3



Penguin visits
spread joy
PAGE 5



High Sheriff visit to
Forest of Dean
PAGE 11



Let's Talk service getting
makeover and new name
PAGE 13



Welcome

It's Spring already and we're delighted to be through the winter and looking forward to the year ahead. If the last few months are anything to go by there will be plenty happening!

We've had a Royal visitor recently so we've got an update on her visit to an allotment project, as well as a heart-warming tale about the allotment team's efforts to save some battery hens.

We've also had the High Sheriff visit the site of the new community hospital in the Forest of Dean, and penguins Pringle and Widget delighting patients, visitors and staff at three hospital sites.

As a Trust we've been celebrating great practice at our annual Staff Awards and taking in a lot of positive feedback from our Staff Survey results, while looking for ways to improve as a place to work.

And the Final Word is from Chief Executive Paul Roberts who we bid a fond farewell to as he retires in April. Incoming CEO Douglas Blair will undoubtedly make an appearance next issue!

Get in touch

We welcome your ideas, thoughts and suggestions. If you would prefer to get your newsletter by email, please let us know. Please contact the communications team:

0300 421 7142

GHC.comms@ghc.nhs.uk

New Associate Non-Executive Director joins Trust

A new Associate Non-Executive Director has been appointed to the Trust's Board.



Vicci Livingstone-Thompson is the Chief Executive Officer of Inclusion Gloucestershire and is passionate about empowering people to play the leading role in managing their health and wellbeing and advocating for community-based preventative care and support.

In 2022, Vicci was named one of the 100 most influential disabled people in the UK on the Shaw Trust's Power 100 List, and she is also a Trustee of Active Impact, an organisation breaking down barriers to inclusion for disabled children and young people.

Trust Chair, Ingrid Barker, said: "Vicci is well known and respected. Our Trust will benefit from her leadership skills and energy to bring about positive change for the people we serve."

Vicci said: "As a lifelong Gloucestershire resident and disabled person, the mission and values of the Trust strongly resonate with me."

"I am thrilled to be joining the Board with a view to representing the voice of Gloucestershire communities, supporting more partnership working with the Voluntary and Community Sector and tackling health inequalities."

New Garden for women at Wotton Lawn Hospital



Staff are celebrating this week, having won funding from the Queen's Nursing Institute to support a nurse led project to create a new garden space specifically for women within Wotton Lawn Hospital.

The Trust has won one of five scholarships offered nationally to promote the health benefits of gardening and garden visiting.

The Elsie Wagg Scholarship for Innovation was awarded to Angela Willan and Claire Holloway for their Garden design 'The Sanctuary' which will provide a safe outdoor space from an existing garden for women receiving mental health treatment to enjoy socialisation, activity, privacy, learning and fulfilment.

Staff are looking forward to a visit from a garden designer from National Garden Scheme, who have sponsored the project, along with help from Thrive, who are a charity who have offered training in

Social and Therapeutic Horticulture. Claire Holloway (Ward Manager Dean Ward) said: "We are thrilled to have won this scholarship, the garden will make a huge difference to our ladies and we are looking forward to working with service users to co-produce this area, and already have got some great ideas!"

Angela Willan (Lead Nurse) said: "We will be asking for anyone with green fingers or just willing volunteers to help us get this project off the ground - do get in contact if you think you can help or if you have any unwanted gardening equipment/plants/pots etc!"

If you think you can offer help in anyway- please contact Mark Kemble mark.kemble@ghc.nhs.uk

A Celebration Event for Internationally Educated Nurses

We are holding our first celebration conference in May for internationally educated nurses that we have recruited over the past few years.

The programme has been developed in partnership with our Internationally educated nurses and will include feedback from a survey shared at the start of the year (January 2023) which asked about their experience of working at our Trust. Staff Nurse Tehmy is originally from India, and has been involved with the planning for

the event and will be sharing her experience of joining our Trust. The event will also include information about learning and development opportunities, Civility at Work, our Equality Diversity and Inclusion staff networks as well as our nurse's personal stories of their journey to our Trust.

There will be also a Marketplace of stalls to enable networking and information sharing to help our nurses Stay and Thrive whilst working with us.

Big Health Day 2023



This year's Big Health Day will be on Friday 16 June at Oxstalls Sports Centre in Gloucester – the 15th time this event has been run. As always, the day will feature a wide range of inclusive activities for people to get involved with – from

billiards and boccia to sailing for the disabled and walking rugby. There will also be static displays by emergency services, a London Bus, a Digibus and more than 120 stallholders at the event, which regularly attracts well over 1,000 visitors.

Penguins Pringle and Widget spread cheer across the Trust



Penguins Pringle and Widget delighted staff and patients across the Trust with visits to three different sites.

The Humboldt penguins from Heythrop Zoological Gardens in Oxfordshire visited North Cotswolds Community Hospital in Moreton on Marsh on the morning of Friday 16 December, before waddling over to Tewkesbury Community Hospital in the afternoon.

The star pair returned on Thursday 27 January to charm onlookers at Charlton Lane Hospital. Deputy Service Director of Community Hospitals, Juliette Richardson, said:

“Seeing the happiness on the faces of patients and colleagues was just incredible. It's been the best day of the year!”



Princess Royal Visits Allotment Site



Her Royal Highness the Princess Royal visited our newly developed therapeutic allotment in Gloucester which is helping people with mental health conditions on their road to recovery.

The allotment is managed by service users, occupational therapists and other colleagues from the Montpellier Unit.

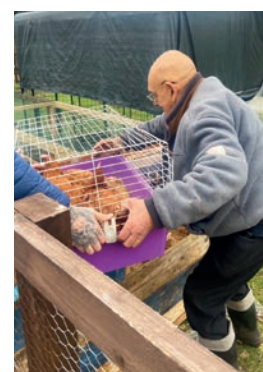
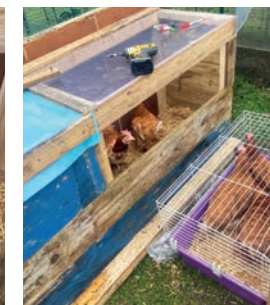
As patron of the Royal College of Occupational Therapists (RCOT) Her Royal Highness was given a tour of the site and an opportunity to learn more about the benefits it brings to a wide range of people.

Victoria Woodruff, Senior Occupational Therapist and Exercise and Activity Practitioner Team Leader, said:

“The allotment is an amazing place which brings a lot of enjoyment and occupation to a large number of people. It’s a complete oasis in the middle of the city, where we can spend time alongside our service users enabling them to establish roles and routines, maintain existing skills and develop new ones.

“We were delighted to welcome the Princess Royal, particularly with her interest in occupational therapy, so that we could demonstrate the huge benefits the allotment and this type of therapeutic intervention can bring to have a big impact in people’s lives.”

Team offers battery hens a new home – and lease of life!



Members of the Montpellier Allotment Project Working Party recently embarked on an ‘eggs-traordinary’ mission to rescue and rehome a brood of battery hens.

Victoria Woodruff, Senior Occupational Therapist and EAP Team Leader at Montpellier Low Secure Unit, along with some of her colleagues and service users, ‘egg-stradited’ eight chickens from a local battery farm to offer them a lovely new home at the therapeutic allotment on Horton Road in Gloucester. Victoria said:

“This felt like a great thing to do. Caring for and giving these chickens a little TLC can prove very therapeutic for some of our patients – as well as some of our members of staff.

“Initially the eight girls, who we have named Dolly, Wendy, Lilly, Karen, Sunny, Holly, Molly, Doris and Roberta, are being housed in a large pen that we have built ourselves.

“The eggs that the chickens produce will be sold to help raise funds for the ongoing allotment redevelopment project. They will also allow us to cook ourselves breakfast in the ward kitchen.”

The half-acre allotment site is regularly accessed by patients at the Montpellier Low Secure Unit and other Trust service users, as well as GHC colleagues, community groups, local organisations and education providers in Gloucestershire. It has been redeveloped in recent months to include new fishponds, a nature area, chicken paddock and aviary.

Service user Roger, who has been a big part of the site redevelopment, said:

“It felt really good going to collect the chickens, knowing we were able to offer them a good life. It’s important to take care of all creatures and I feel like I’m part of something really positive at the therapeutic allotment.”

Better Care Together Awards



Our Better Care Together awards took place on Thursday 23 March at Kingsholm Stadium, in Gloucester.

There were 184 nominations in total – individuals and teams – and our Chief Executive, Paul Roberts, paid tribute to each and every colleague who was put forward, saying:

“I know the judging panel had a really tough job in whittling the numbers down to three shortlisted in each category.”

Our Chair, Ingrid Barker, added:

“It would have been lovely to have welcomed every nominee here today but I would like to publicly congratulate them all on being nominated – that is an achievement in itself.”

The awards were also an opportunity to celebrate the 75th anniversary of the NHS, and Ingrid said:

“The very first line of the NHS Constitution reads ‘The NHS belongs to the People.’ The constitution goes on to read:

“The NHS is founded on a common set of principles and values that bind together the

communities and people it serves – patients and public – and the staff who work for it. We are all part of the NHS and as we celebrate its 75th anniversary, this gathering today is a fitting tribute to some of the best the NHS has to offer in Gloucestershire.”

Making a Difference

- Ambassadors for vulnerable children and young people
- *Children's Respiratory Community Physiotherapy* – Winners
- Veterans Strategy Group

Special Recognition

- Rich King, Mechanical Manager
- Julie Ellery, Matron
- Temporary Staffing Team

Always Improving

- Lydney Drugs Rounds QI Project
- *Moving and Handling Trainers* – Winners
- Richard Ashton, Performance and Compliance Manager – Estates and Facilities

Special Recognition

- Berkeley House



Respectful and Kind

- Denise Edmunds, Sister – Forest Hospitals
- *Dr Dimitra Kleftogianni, Consultant Psychiatrist* – Winner
- Steve Doxsey, Facilities Team at Tewkesbury Hospital

Special Recognition

- North Community Learning Disability Team

Working together

- Integrated Sexual Health Service – Mpox response
- Montpellier Allotment Team
- *Social Communication Autism Assessment Service (SCAAS)* – Winners

Special Recognition

- MacMillan Next Steps

Tackling Inequalities

- Health visitors – supporting refugees and asylum seekers
- Language that Cares workstream
- *Reaching Out, Complex Care at Home* – Winners



Rising Star

- Hannah Borne, Speech and Language Therapist
- *Rachelle Reid, Business Development Lead for Community Hospitals* – Winner
- Shaun Dreczewicz, Electrical Manager – Estates and Facilities

Outstanding Achievement

- Katie Clive, Therapies Assistant Practitioner
- Tim Woods, Head of Operational Business Intelligence
- *Vicky Mullholland, Community Mental Health Nurse* – Winner

Sustainability

- Clinical Specialists in Neurology (Physiotherapists)
- *Cirencester Hospital Gardening Volunteers* – Winners
- Joby Scaria, Catering Manager and Jennifer James, Highly Specialist Dietitian.

King Street move for Stroud therapy teams



Stroud's Podiatry and Adult Physiotherapy services moved into the new £6.5m medical centre which recently opened in the town centre.

They have taken over the top floor of the Five Valleys Medical Practice, in King Street, which opened on Thursday 1 December 2022 in a joint venture between Locking Hill Surgery and the Stroud Valleys Family Practice.

The Musculoskeletal Physiotherapy and Hand Therapy team moved from Stroud General Hospital over Monday 23 and Tuesday 24 January. The Podiatry team joined them from their base at Beeches Green Health Centre on Wednesday 25 January.

Sarah Nicholson, the Trust's Lead Physiotherapist, said:

"The premises are lovely with new clinic rooms, a large gym area and well-designed reception.

"Along with the gym, reception and waiting area, the new premises has 14 consulting or treatment rooms, bathrooms with showers, a staff room and storage and equipment rooms.

"I'm sure it's going to offer our Stroud patients an improved experience. The building is new and modern. Having different therapists based together allows everyone to work jointly with patients and share their skills with colleagues."

The premises are part of a wider redevelopment of the former Woolworths building in Stroud town centre, which also includes a shopping centre and indoor market.



The High Sheriff of Gloucestershire and Vice Lord Lieutenant of Gloucestershire were the latest high profile visitors to the site of the new community hospital for the Forest of Dean in February.

Air Marshall Sir Graham Anthony Miller and Roger Deeks visited the site in Steam Mills Road, Cinderford, where building work on the new 24-bed hospital is well underway.

Also in the visiting party were Julia Gooch, Chair of Forest of Dean District Council, and Viv Hargreaves, Deputy Lord Lieutenant and Chair of Trustees at Gloucestershire Symphony Orchestra.

Nurses Sarah Jones and Julie Blackwell were there to meet them, as well as Ingrid Barker, Chair of Gloucestershire Health and Care NHS Foundation Trust.

Sir Graham said:

"So often we expect professionals to perform but we put them in buildings which don't support them.

High Sheriff pays new hospital site a flying visit

"So this is a great opportunity to rebalance that and allow the NHS to deliver a really professional service in great surroundings. It's terrific – and as a potential future patient I'm all for it!"

The steel frame of the hospital has been finished and work is underway on the external walls. A specialised fire-resistant paint is being added to columns and beams which helps maintain the safety and structure of the building in the event of fire.

Internally, fittings are being installed including underfloor heating and pipework and the ducting for the high voltage and communication cables.

Outside the car park has also taken shape, with the first coat of tarmac laid, as well as the majority of kerbs and parking bay formations.

Building work on the new hospital should be complete by the end of the year. The Trust will then clean and equip the building, ready for opening in 2024. It is being built as a replacement for Dilke Memorial Hospital and Lydney and District Hospital.

Community Mental Health Transformation

A Community Mental Health Transformation programme is underway in Gloucestershire.

This is part of a national programme aimed at providing easier access and better support for adults with serious mental illnesses (SMI). There's a focus on shorter waiting times and more work between the NHS and other organisations, to provide more holistic support. Other elements of the programme include:

- Physical health checks to prevent people with SMI from developing serious physical health conditions
- There is a particular focus on conditions like eating disorders and personality disorders
- Housing and employment are key elements of the programme

- A new assessment tool called DIALOG+ is being introduced which will help people with serious mental illness tell professionals what they want to achieve
- Locality Community Partnerships are being formed, to bring NHS organisations and community and voluntary sector partners together to provide more joined up support to meet people's needs.

The programme is being led by Gloucestershire Health and Care NHS Foundation Trust on behalf of NHS Gloucestershire, however it is a collaborative effort with partners and Voluntary and Community Sector organisations including the VCS Alliance, Inclusion Gloucestershire and the Independence Trust. Read more about the programme at www.ghc.nhs.uk/cmht

National Apprenticeship Week 2023

The theme for this year's National Apprenticeship Week was Skills for Life; reflecting on how apprenticeships can help individuals develop the skills and knowledge they need for a rewarding career, and how employers can develop a talented workforce equipped with future-ready skills.

The Apprenticeship and Widening Access team hosted a packed programme of events throughout the week, celebrating the achievements of the Trust's apprentices, past and present; highlighting the amazing opportunities available within the Trust;

as well as showing how apprentices of all ages and backgrounds are helping to evolve the organisation. And we rounded off the week with our highly-anticipated virtual GHC Apprenticeship Awards ceremony.

This year's winners were...

Team Player Award: Maisie Cuthbert – Apprentice Recruitment Assistant

Kindness Award: Sabina Yakub – Wellbeing Line

Motivational Mentor Award: Bethany Taylor – Clinical Psychologist, Wotton Lawn Hospital

Making a Difference Award: Tom Lindsey – Finance Apprentice

Rising Star Award: Patrycja Kozak – HCA at Cirencester Hospital

Let's Talk rebrand

Our Let's Talk service is being renamed. It will soon become NHS Gloucestershire Talking Therapies as part of a national rebranding exercise that will see all Improving Access to Psychological Therapies (IAPT) services using the same name across the country by the end of 2023.

Following an extensive national consultation process which received more than 3,600 responses, NHS Talking Therapies has been voted the most accessible name, and the easiest one to understand, by a wide range of staff, charities, patients and the general public.

It will be accompanied with a tagline 'for anxiety and depression', to provide clarity on what conditions the service is for and to support appropriate referrals.

You will soon begin seeing the new name and branding but please be assured – the name may be changing but the service and contact/referral information will remain the same.



Our Trust's Carers Charter

Our staff care about you and want to respond to your needs by listening and understanding what is important to you. We welcome your involvement in care planning and decision making to get things right and wish to learn from your experience.

A carer is a person who provides unpaid help and support on a regular basis to a partner, child, relative, friend or neighbour, who is frail or has a physical or mental illness, disability or substance misuse issues. The carer is not employed to provide this help but does so to improve the quality of that person's life.

- We will seek to understand what being a carer means to you
- We will offer you an assessment of your needs
- We will provide you with information about other organisations that can help you and support you in accessing these
- We will involve you in the care of and decisions about the person that you care for
- We will ensure you feel welcome
- We will provide you with relevant information about care, diagnosis and medication
- We will recognise your expertise and knowledge of the person you care for and provide the ability to share that information
- We will seek your views to help us make joint decisions about the care we provide
- We will provide staff training to further develop our knowledge and expertise of working with carers
- We will work in partnership with, receive and act on regular feedback from carers
- We will ask for your involvement in work to improve the experiences of carers
- We will, as consent allows, include you by providing clear and accurate information about the needs of the person you care for and support you to the best of our abilities when consent is not given
- We will let you know what will happen in an emergency
- We will include you in meetings about the person that you care for
- We will, if consent allows, ensure you are involved in care planning

Our Carers Charter has been produced in a truly collaborative manner with direct input from carers. It is a pledge to carers and those they care for that we will listen to and understand their needs and what is important to them.

A carer is a person who provides unpaid help and support on a regular basis to a partner, child, relative, friend or neighbour, who is frail or has a physical or mental illness, disability or substance misuse issues. The carer is not employed to provide this help, but does so to improve the quality of that person's life.

The Charter is based on our Trust's core values, and has been developed with and for carers as a joint statement of how we will work together to help make life better. To find out more visit our website at www.ghc.nhs.uk/other-areas/carers-information

Trust celebrates Staff Survey results

Our Trust is delighted with its positive and encouraging results from the NHS Staff Survey.

Results are grouped into nine themes – seven of them aligned to the NHS People Promise as well as Morale and Engagement. Compared with similar Trusts we came out better than average in eight of the nine themes and level in one.

Trust Chief Executive Paul Roberts said:

“Achieving our aims of high quality of care, improved health and reduced inequality in our community depends on our people, our Trust team, feeling valued, supported, and heard.

“That’s why the Staff Survey is so important to us. I am encouraged and proud of the results for Gloucestershire Health and Care, which are a tribute to the work of all of my 5,600 colleagues in what has been another challenging year.

“I also want to thank those in our Trust who manage and supervise colleagues – their stewardship of our teams is greatly appreciated.”

Staff felt generally higher levels of engagement, morale, recognition and learning compared with similar Trusts. They also scored higher than average for being compassionate and inclusive.

For the first time this year there was an option to include Bank Staff in the survey process and our Trust chose to do so.

Four of the Seven People Promise themes were higher than the bank comparator score. The Trust’s Human Resources team are analysing the results in detail to develop actions for further improvement at the Trust.

Dementia Action Week – May 15-21

Our Managing Memory Team will be out and about across the county in May as part of Dementia Action Week, a yearly event organised by the Alzheimer’s Society to raise the profile of the condition.

As usual we have joined forces with colleagues from across the NHS and third sector to run events throughout the week, from Cinderford to Bourton-on-the-Water, Stroud to Tewkesbury.

Our theme this year is ‘How to be dementia inclusive’ so we will be out and about with advice on ways to communicate with people with dementia and how to make your home or business more dementia friendly. There will, of course, be the usual signposting to services and support.



Competition

**Win
a voucher for
The Beefy
Boys!**



Cult burger brand, The Beefy Boys, officially opened their brand-new Cheltenham restaurant in March.

The independent burger chain, was originally started by four childhood friends with a love for all things burger related. Its new restaurant in Regent Street has seating for 160, and features a new downstairs bar, along with a large-scale burger mural and event space upstairs.

To celebrate the opening of their latest restaurant they are kindly offering our members the chance to win a voucher for a burger and fries for two people. To enter, send your name and contact number to ghccomms@ghc.nhs.uk by **19 May 2023**.

For more information about The Beefy Boys visit www.thebeefyboys.com

Recipe



Mediterranean medleys recipe

Serves: 4 people
Prep time: 15 minutes
Cook: 25 minutes

Ingredients

- 1 pepper, any colour, deseeded and chopped
- 1 courgette, sliced
- 1 small red onion, chopped
- 8 cherry tomatoes, halved
- 2 teaspoons olive oil
- 2 teaspoons fresh rosemary, chopped (dried is also fine)
- 8 slices wholemeal bread
- 3 tablespoons reduced-fat hummus
- 100g skinless and boneless roast chicken breasts, sliced
- 2 handfuls mixed salad leaves
- 1 pinch ground black pepper

Information

Preheat the oven to 200C (180C fan, gas mark 6).

1. Put the vegetables on to a baking sheet and sprinkle with the oil. Add the rosemary and season with black pepper. Roast for 20 to 25 minutes, until the vegetables are tender.
2. Roast the vegetables in advance, then cool them. Keep them in a covered dish in the fridge for up to 3 days, ready to use for the sandwiches.
3. To make the sandwiches, spread each slice of bread with hummus, then top 4 slices with the chicken. Share the cooled vegetables between them and add some salad leaves. Top with the remaining slices of bread, cut in half and serve.

Swap tip

For a vegetarian version, add a little reduced-fat grated cheese instead of chicken, or simply use some extra hummus.

For more healthy recipes visit:
www.nhs.uk/healthier-families/recipes

Final word

Paul Roberts has been Chief Executive since April 2018 – initially as a joint post between our two pre-merger Trusts. He has been a Chief Executive for over 20 years and retires in April 2023 having spent his career in the NHS.

What comes to mind when you think of your first day in the NHS?

On my first day at the age of 22 as a graduate trainee, having never worked in a healthcare environment, my new line manager told me I would begin by working in “a cute hospital”. I was, of course, delighted, I wouldn’t want to work in an ugly one, but I thought it was an odd thing to say. It therefore came as a bit of a surprise that the hospital was, in fact, a bit of a concrete monstrosity until I realised that I was actually working in an “acute hospital” which was not by any reasonable definition of the word: “cute”.

I grew to love Torbay Hospital, which is fortunate, as it is now my local hospital on which I may, in the future, have to rely!

What’s your happiest memory of working in Gloucestershire?

In the summer of 2020, despite the difficult and sometimes traumatic challenges of the pandemic I had the great privilege of undertaking housekeeping shifts on Jubilee Ward at Stroud Hospital. I was therefore able to witness at first hand the compassionate and professional care of patients exemplified on Jubilee which I know was also taking place right across the Trust. My colleagues on Jubilee Ward were an amazing, inspirational team. During my second shift



a patient who had been in the hospital for many weeks, who, when admitted had not been expected to survive his Covid diagnosis, was discharged to go home. We all lined the route through the ward and gave him a round of applause. Tears were shed. I cannot be more proud to have, in a small way, been part of that team.

What are you most looking forward to about retirement?

My wife is looking forward to me completing the list of improvement tasks that she has identified over many years but remains unfulfilled. Her enthusiasm for this is not matched by mine!

A fellow CEO who retired a few years ago described the experience of retiring as like having a well-designed but very heavy rucksack lifted from his back. He hadn’t been aware it had been there but felt a huge difference when it was removed. As a CEO you are responsible 24/7 for the care of thousands of patients and the wellbeing of thousands of colleagues. Whilst this is a genuine privilege, and one which is well rewarded, it is also a heavy burden. I intend to continue my passion for tackling inequality and service to my community in other ways, but I am looking forward to treading through life with a lighter step!

