



With you, for you

WINTER 2022

MEMBERSHIP NEWSLETTER

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Welcome

Welcome to the Winter 2022 newsletter and thank you for your continued support of the NHS and our Trust.

We're happy to have picked up awards recently including winning the Public Sector Excellence category at the SoGlos Business Awards and Employer of the Year at Gloucestershire Live Apprenticeship Awards.

The ability to recruit and retain skilled and dedicated colleagues is of paramount importance to our organisation so we're proud to be recognised as a great place to work. The importance of our staff was reiterated when we held a celebration event for colleagues who have completed 20, 30 or 40 years NHS service – you may see a face or two you recognise in the photos on pages six and seven.

There's also an update on the major refurbishment at Stroud Hospital, and a lovely sustainability project at our Montpellier Unit.

Look after yourselves over winter, and please take up the offer of a flu jab, covid vaccine or both!

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



ghccomms@ghc.nhs.uk

CQC congratulates Trust on very good report

The Care Quality Commission published its report for the Trust in August, announcing an overall 'Good' rating and highlighting a number of outstanding features.

Karen Bennett-Wilson, CQC head of inspection, said:

"It was clear during our inspection that the leadership of Gloucestershire Health and Care NHS Foundation Trust have worked to ensure the Trust is continuing to uphold a good standard of care and treatment. Staff are working hard to provide support and care with dignity and compassion, despite the challenges of a Trust merger and coming through a national pandemic."

Trust Chair Ingrid Barker responded saying:

"The purpose of our organisation is to provide the very best services we can for the people we serve who often turn to us at very difficult



times in their lives. So knowing that our independent inspection has rated what we do as 'good' matters a great deal for the people of Gloucestershire as well as being excellent news for us as a Trust.

"Above all, the inspection report is testimony to the skills, experience and dedication of each and every colleague across our Trust – we are incredibly proud of our services and teams."

Official Opening at Stroud Hospital follows £2.5m refurbishment



A celebration took place to mark the official reopening of Stroud Hospital's Jubilee Ward and Minor Injuries and Illness Unit following a £2.5 million refurbishment, which was significantly supported by the Stroud Hospitals League of Friends'.

The event, on Wednesday 12 October, marked the completion of a significant modernisation to some of the oldest parts of the hospital, which originally opened in 1875.

Trust Chair Ingrid Barker and League of Friends Chair Roma Walker hosted a ceremony outside the hospital entrance before guests, including Stroud MP Siobhan Baillie, toured the upgraded facilities.

The MIU has been completely remodelled with a new reception area, children's waiting and treatment area, separated assessment bays including one for isolation, larger consulting and treatment rooms, air handling and temperature controls and piped medical gases.

Jubilee Ward has been similarly refitted and remodelled with the inclusion of additional toilet and shower facilities, two larger single rooms with ensuite facilities, and ward office. The reminiscence room has been moved onto the ward, and again air handling, temperature control and piped medical gases have been built in. Work began in August 2021 and was scheduled to be complete by early 2022 but was held up by supply chain and workforce issues in the construction industry.

Throughout the rebuild patients were cared for on a temporary ward at Cirencester Hospital, while the MIU operated from rooms in the Community Clinic on the nearby Stroud Maternity Hospital site. Matron Liz Lovett said:

"From a clinical perspective the layouts are much better, look very professional, and are welcoming and user friendly, and the reaction from patients has been very positive. Our focus now is on making sure the experience of patients, families and visitors is as good as it can be."

A new Chief Executive Officer has been appointed to our Trust



Douglas Blair will take up the role in 2023, following the planned retirement in March of our current Chief Executive, Paul Roberts.

Trust Chair, Ingrid Barker, said: “ We began our recruitment process some months ago when Paul let us know of his decision to retire. We were fortunate to have five strong candidates to interview. These candidates spent a day in discussion groups with colleagues, governors, experts by experience/service users, and system partners prior to interview. Our panel, which comprised of colleagues from within the Trust and the South West region, including NHS England, were highly impressed by Douglas, his strong commitment and what he can bring to our Trust.

“ We are really pleased to have secured this appointment. Paul is a very hard act to follow, but I am confident that Douglas will be a huge asset to our organisation, our wider health system and most importantly to the communities we serve. I believe he will continue to foster the culture we have worked hard to create over many years and that he shares the values at the heart of GHC.”

Douglas said: “ I am delighted to have been appointed to lead Gloucestershire Health and Care NHS Foundation Trust.

I have been impressed by the strong foundations in place within the Trust and excited by the opportunity to build on these to make further developments and improvements over coming years. I look forward to joining the team, meeting new colleagues within the Trust and across the Integrated Care System and playing my part in serving the communities of Gloucestershire.”

SoGlos Award win



We’ve been crowned winners of the Public Sector Excellence category at the SoGlos Gloucestershire Business Awards 2022.

More than 300 guests gathered for the evening at the University of Gloucestershire’s Business School at its Oxstalls campus, in Gloucester, for the awards ceremony and networking, made possible by co-headline sponsors Hazlewoods and Willans LLP solicitors.

Director of Nursing, Therapies and Quality John Trevains collected our award on the night, saying:

“ It is really great to be recognised. This is for the 5,500 staff who worked so tirelessly and continue to do so, to deliver so much care for our community and those we love.”



Veteran Del takes the plunge in aid of RAF Association

Derek (Del) Bayliss, who works in our HR-Recruitment team, took the plunge this September to raise money for a cause very close to his heart.

Veteran Del, who served in the Royal Air Force for 28 years, took off from the British Army Parachute Association at Netheravon, in Wiltshire, to embark on a 13,500ft tandem skydive in aid of the RAF Association (RAFA).

Prior to take-off Del, who has never jumped out of a plane before, said:

“ I’m going to be pushed out of an aircraft. I’m not throwing myself out of one, because it’s foolish to jump out of a perfectly serviceable aircraft, isn’t it? But I hope to raise lots of money for the Royal Air Force Association.”

Two miles above Salisbury Plain, strapped to experienced instructor Henry, Del exited the aircraft, freefalling at terminal velocity for several thousand feet before the parachute was deployed, bringing the pair safely back down to earth.

Back on solid ground an exhilarated Del said:

“ That was great. The best part was when I first left the aircraft. It was a bit hairy, but after that moment of no return, it was fantastic.”

 **ROYAL
AIR FORCES
Association**

The charity that supports the RAF family

Long Service awards



The long service of colleagues who have worked in the NHS for 20, 30 and 40 years was celebrated at Churchdown Community Centre.

The event was our first in person long service awards ceremony since we formed as GHC in 2019. Colleagues who attended have collectively given more than 1,400 years to treating, caring for and supporting people throughout Gloucestershire and beyond.

Trust Chair, Ingrid Barker and Chief Executive, Paul Roberts, paid tribute to their remarkable dedication and enormous contribution.







Trust named Employer of the Year again at Apprenticeship Awards

We were named Employer of the Year for the second year running, at the Gloucestershire Live Apprenticeship Awards 2022.

The Trust's Jo Huntley also had an evening to remember, picking up awards for both Outstanding Apprentice of the Year (Health, Wellbeing and Care) and Gloucestershire Live Apprentice of the Year. Her nomination said:

“ Jo began her trainee nursing associate apprenticeship in 2020 – and before long her passion and talent for the role became clear.

“ Going above and beyond to make sure that patients feel supported and looked after, Jo is able to build trusting relationships and provide impeccable care. Jo's enthusiasm and compassion also provide a much needed boost to her own team, keeping spirits up even during a difficult time like the pandemic. Coupled with her talent and passion for the work, Jo is sure to be an outstanding nurse.”

Four other GHC apprentices made it to the finals: Faith Cox, Rebekah Sutton, Tom Lindsey and James Hanna.

We recognise the vital role apprentices can play in securing an organisation's future and we are dedicated to providing apprenticeship opportunities that help both learners and the Trust flourish.

Offering 27 different apprenticeships, we currently employ 200 apprentices – with another 46 completing their course in the last year. We work to provide a range of ways for apprentices to develop their skills and provide a supportive and engaging learning environment to ensure learners get the most out of their apprenticeship.

We offer apprenticeships in a wide range of careers, from nursing, medical and dental to administration, finance and management.

The future of a popular painting and model kits group in Tewkesbury, aimed at helping service users with mental health conditions, has been secured.



Our Cheltenham and Tewkesbury Recovery Team's Senior Community Support Worker Andrew Wood came up with the idea to set up the group when he was working in the community.

He approached Gloucestershire charity Grippers to help fund a project to purchase model kits. The charity, which supports adults recovering from psychosis, donated £600 to get the project off the ground.

Andrew approached service users, aged between 30 – 65, receiving support from Gloucestershire Health and Care NHS Foundation Trust from mental health conditions, to join the project as he explains:

“ Some service users can become disconnected with the community, can spend spare time worrying and can lose the power of concentration and dexterity; all issues that model-making and being part of a project can really help with. We were given an NHS discount from the Cheltenham Model Shop, and I took the kits and distributed them to the patients for them to work on from home.”



The NHS is a clinical organisation, so long-term support for community groups is not viable, but it is well-placed to identify a need, to set up a group and it can then be handed to an organisation to take forward. This approach has enabled Andrew to ensure there is a future for the club, as Andrew explains:

“ Gripper's funding ended in May and the Cheltenham branch of the CCP charity, an organisation that exists to transform the lives of children, young people, families and vulnerable adults, is now looking at funding the project for the longer-term and they've agreed to take the project forward as a group and provide staffing, a location and refreshments.

“ I have now handed over the reins to CCP and they have provided two workers to run the group once a month and it is working really well. It's now being offered to the local community as well as mental health service users they now also take part in painting as well as wooden model kits.

“ Whilst I have pulled away from the running of the group itself, I did request that there remained a supply of model kits for my Tewkesbury service users to complete at home.”

Slow down, look, look again and see!

We live in a time of uncertainty. People are finding it increasingly hard to stay mentally well and emotionally resilient. Stress, fatigue, anxiety, depression and burnout are common experiences.

The Severn and Wye Recovery College commissioned 'Look Again' to offer a 6-week evidence-based online mindful photography course designed to help participants find new, accessible and creative ways to improve mental health, wellbeing and to build resilience.

It involved six sessions over as many weeks, each lasting two hours.

All participants needed was a smart phone and access to zoom and required no prior knowledge of mindfulness or photography.



Recovery College
Peer Support Worker
Rebecca Hutton
explains:

“ Each session we had a short mindful exercise to ground us and move us into the zone of relaxation and calm.

We then were given tasks and themes to go off and photograph.”

Four students took part, and feedback from the participants was really positive. Following the course, service user and Recovery College Student Marcus said:

“ All my work included some linear format with nature whether it be the path or the long and strong tree. This course has made me appreciate nature and its positive effect on mental health as well as making me realise what type of photos appeal to me.”

To find out more about Recovery College please call **01452 894204** or email: **recoverycollege@ghc.nhs.uk**

Find out more about the Look Again courses at **www.look-again.org**

Are you stressed, anxious or depressed?

Our talking therapies and treatments can help with a wide range of emotional and psychological problems. Our services are free and provided by the NHS.

Refer yourself by ringing **0800 073 2200** or visiting **www.letstalkglos.nhs.uk**.

Don't delay, get in touch today!



Natural History trip fulfils lifetime ambition



Service users and colleagues from Montpellier Unit in Gloucester visited London's Natural History Museum in October, realising a lifelong dream of service user David Matthews.

David, who has wanted to visit the attraction since he was a child, has been working with his team at Montpellier Unit to develop the confidence to achieve his longstanding goal.



He and his fellow service users were supported in touring the museum's fabulous displays and exhibits – particularly enjoying the prehistoric animals and natural world displays.

Feedback from the group included:

“ I really liked visiting the dinosaurs – looking at the bones was amazing” and “ The Tsunami display was really good – the whole room shook and it helped me understand how scary it must be for the people who live with the risk of natural disasters.”

David and his peers all agreed they had enjoyed a wonderful day, which he credits to the support he has received from his care team on Montpellier Unit.

“ This day will live long in my memory,” he said.

Menopause Awareness Month and World Menopause Day

October saw us celebrating Menopause Awareness Month and World Menopause Day - a campaign held every year on 18 October which is led by the International Menopause Society.

The purpose of both events was to raise awareness and highlight the support options available for improving the health and wellbeing of women affected by menopause, with the theme of this year's Menopause Day campaign being 'Cognition and Mood: Menopause in the Workplace'.

Over the past 12 months our Working Well occupational health service has implemented a number of initiatives designed to support colleagues affected by menopause and perimenopause.

These include the formation of a Menopause Support Group, a new Menopause Policy, and the establishment of a section on the staff intranet where colleagues seeking support can access information and resources.

In October 2021, Wellbeing of Women launched its Menopause Workplace Pledge campaign, in partnership with HELLO! Magazine and Bupa, calling on all employers to support colleagues going through menopause in the workplace.

On World Menopause Day our CEO Paul Roberts and Chair Ingrid Barker signed the pledge, demonstrating our Trust's commitment to:

- recognising that the menopause can be an issue in the workplace and many of our colleagues need support
- talking openly, positively and respectfully about the menopause
- actively supporting and informing colleagues affected by the menopause.

Win a £50 voucher for Ben Creese Butchers!

Ben Creese Country Butchers are offering our readers the chance to win a £50 e-voucher to spend online. All you need to do is send your details – name and address – to us at ghccommms@ghc.nhs.uk

or via post at Communications Team, Edward Jenner Court, 1010 Pioneer Avenue, Gloucester Business Park, Brockworth, Gloucester, GL3 4AW. Closing date – 16 December 2022.



Montpellier Allotment Project



For years the half-acre allotment and green space at Horton Road, Gloucester, has been used for rehabilitation and activity by patients at Montpellier Low Secure Unit, and other Trust service users. It is a resource which is also used by colleagues, community groups, local organisations and education providers in Gloucestershire. Victoria Woodruff, Senior Occupational Therapist and Team Leader at the unit, recently secured funding for a redevelopment project which she is leading with Expert by Experience Kevin Mackenzie and a wider working group.

The aim is to improve the site's accessibility and facilities, while creating a sustainable and environmentally-friendly green space and therapeutic resource. Works so far include:

- an improved wheelchair-accessible entrance

- refurbishment of the greenhouses
- additional raised vegetable and flower beds
- a new wildlife pond with levelled viewing platform
- a new Koi Carp pond
- a new bird aviary housing quails and finches
- a new nature reserve combining existing woodland and new native trees and vegetation
- removal of the chicken coop and relocation of the hens to a free-range paddock

Ongoing plans include the construction of a bespoke cabin/workshop with 'living roof' and toilet facilities, from eco-friendly and recycled materials (where possible) to replace the current workshop.

Set the Agenda: What Matters to You?

We're planning some membership events in 2023 and would love to hear from you about topics you'd like discussed, questions you'd like answered, services you'd like to be able to talk to, or experiences you'd like to share.

These would be face-to-face events providing an opportunity to highlight the

things which matter to you the most and to discuss issues around health and care services in some detail.

If you'd be interested in attending or have topics you'd like covered please email us at members@ghc.nhs.uk or drop a note to Trust Membership Office, Gloucestershire Health and Care NHS Trust, Edward Jenner Court, 1010 Pioneer Avenue, Brockworth, Gloucester, GL3 4AW. Please include your name, a preferred method of contact and your locality within the county.

Have you spotted our rainbow badges and lanyards?

You may have spotted some of our staff wearing NHS rainbow badges and lanyards. This is just one way to show that our services are open, non-judgmental and inclusive places for people who identify as LGBTQI+ – all identities, regardless of how people define themselves.

About the rainbow badges initiative

The rainbow badge initiative began at Evelina London Children's Hospital to send a message of inclusion for people that identified as LGBTQI+.

Lesbian, gay, bi and transgender people in the UK can still face significant barriers to accessing healthcare, which can have a direct impact on their physical and mental wellbeing. Research shows that:

- one in five LGBTQI+ people are not 'out' to any healthcare professional about their sexual orientation when seeking general medical care
- one in seven have avoided treatment for fear of discrimination
- one in eight have experienced some form of unequal treatment from healthcare staff because they identify as LGBTQI+ (Stonewall, Nov 2018).



Over 100 NHS Trusts in the UK now provide rainbow badges to staff to help reduce these barriers. At GHC we are fully committed to providing a safe and inclusive environment for all our patients, colleagues and visitors.

Simple visible symbols, like the rainbow badges and lanyards, are designed to remind everyone that GHC is a safe space to talk, be open and get support if needed.

Have you spotted someone wearing a rainbow badge?

If you see a member of staff wearing a rainbow badge, ask them about it! It is a reminder that you can be open with all GHC staff about your identity and who you are – especially to those wearing the badges and lanyards who have had additional training.

They will listen and respond without judgement and do their best to get you support if you need it.

Forest steel frame signing



Trust colleagues from Dilke and Lydney hospitals were on the site of the new Community Hospital for the Forest of Dean to add their own personal touch to the new building.

Groups visited the site at Steam Mills Road in Cinderford on October 19 and October 26 and were talked through the current phase of the build before everyone had the chance to add messages and signatures to the steel frame.

Many thanks to our contractor Speller Metcalfe Ltd for the welcome and hosting.

Winter recipe



Tasty veggie chilli recipe

Serves: 4 people

Prep time: 10 minutes

Cook: 30 minutes

Ingredients

- 2 teaspoons vegetable oil
- 2 garlic cloves, crushed
- 1 red chilli, deseeded and finely chopped
- 300g vegetarian mince
- 1 tin red kidney beans, in water (420g)
- 1 tin chopped tomatoes (400g)
- 200g rice (easy-cook long grain brown rice, if possible)

Swappable or optional

- 1 medium onion, chopped
- 1 carrot, finely chopped
- 2 peppers, any colour, deseeded and chopped
- 2 teaspoons tomato purée (optional)
- 100ml reduced-salt vegetable or chicken stock
- 1 pinch ground black pepper (optional)

1. Heat the vegetable oil in a large saucepan and add the onion. Fry gently for 2 to 3 minutes, then add the carrot, garlic, red chilli and peppers and fry for 2 to 3 more minutes, stirring often.
2. Add the frozen mince, beans, tomatoes, tomato purée and stock. Bring to the boil, then reduce the heat and simmer, partially covered, for 25 to 30 minutes. At the same time, put the rice on to cook in plenty of gently boiling water – it will take 25 to 30 minutes.
3. Season the chilli with pepper, then serve in warm bowls with the cooked, drained rice.

Swap tip

If you don't have all the ingredients, you can still just use the basics for a great family meal.

For more healthy recipes visit:

www.nhs.uk/healthier-families/recipes

Nominations are now open for our annual **Better Care Together Awards!**



We will be holding an awards ceremony on 23 March 2023 to celebrate the outstanding commitment, dedication, care, compassion and expertise of our colleagues.

Now is our opportunity to shine a light on the teams, services and individuals across our organisation who make a difference to people's lives across Gloucestershire every day. We would also like to receive nominations for volunteers, experts by experience, and bank staff – all of whom contribute to the support we give our communities.

There are eight award categories. A judging panel, chaired by our Trust Chair Ingrid Barker, will meet to consider the submissions and create a short list in February.

You can make a nomination online at www.ghc.nhs.uk/bctawards

Closing date for nominations is 5pm on 27 January 2023.

The categories are:

Working Together
Always Improving
Respectful and Kind
Making a Difference
Outstanding Achievement
Rising Star
Tackling Inequalities
Sustainability

If you have any questions or issues with making a nomination, please email us at GHC.Comms@ghc.nhs.uk.

