

**Yorkshire and the Humber Clinical Network  
Senior Psychological Wellbeing Practitioners Network  
2 February 2021, 10am – 12:30pm**

**Minutes**

No.	AGENDA ITEMS	Action By
1.	<p><b>Welcome and Checking In - Andy Wright, IAPT Advisor, Yorkshire and the Humber Clinical Networks</b></p> <p>Andy Wright welcomed everyone, especially those joining for the first time, to the meeting and thanked the attendees for taking the time to connect virtually and come together to share best practice. Sarah Boul conducted housekeeping.</p>	
2.	<p><b>Wellbeing Check In – The GIF of Giving - and Introductions – All</b></p> <p>Andy Wright asked each attendee to “check in” by introducing themselves and sharing a GIF, or emoji, in the MS Teams chat box to reflect how they were landing at today’s meeting.</p> <p>Andy Wright thanked everyone for their contribution and continued that check ins are important to share, listen and to offer encouragement to all. Andy Wright reiterated that looking after your own wellbeing should be a priority.</p>	
3.	<p><b>Senior PWP Leadership Programme Application Process - Andy Wright, IAPT Advisor, Yorkshire and the Humber Clinical Networks</b></p> <p>Andy Wright presented to the attendees on the new IAPT Leadership Programme.</p> <p>The aims of developing a leadership programme for IAPT services are to:</p> <ul style="list-style-type: none"> <li>• Encourage new ways of working in Yorkshire &amp; the Humber that holds learning at the heart of the success of IAPT services</li> <li>• Develop greater understanding of what good learning looks like</li> <li>• Develop learning potential at all levels</li> <li>• Develop a programme that supports IAPT services to understand what better suits for their services</li> </ul> <p>The IAPT Leadership Programme course has been developed in conjunction with Leeds Beckett University and will be delivered online using Microsoft Teams. The course will consist of an ILM Level 5 Award in Leadership and Management and the qualification will cover two units:</p> <ul style="list-style-type: none"> <li>• Becoming an effective leader</li> <li>• Leading innovation and change</li> </ul> <p>NHS England and NHS Improvement will fund the programme with 36 places available to Senior PWPs across Yorkshire and the Humber. The places will be split equally across the Integrated Care Systems (ICS) of Humber, Coast and Vale ICS, South Yorkshire and Bassetlaw ICS and West Yorkshire and Harrogate ICS.</p> <p>Please see the presentation slides for more information.</p> <p><b>Question:</b> Will the IAPT Leadership Programme be a one time only or will it be an ongoing course?  <b>Answer:</b> The first course will have an evaluation built into by the university and the Clinical Network hope to continue the course on a rolling cycle to develop Senior PWPs for the future</p> <p><b>Question:</b> Will the course dates be on the application paperwork?  <b>Answer:</b> There are no set dates agreed at the moment but it is hoped the course will start in late Spring.</p>	

<p>4.</p>	<p><b>Sharing Best Practice in Supporting Trainees: Discussion - Heather Stonebank, Lead PWP Advisor, Yorkshire and the Humber Clinical Networks/All</b></p> <p>Heather Stonebank led a discussion on sharing best practice in ways to support trainees.</p> <p>Feedback from the attendees included:</p> <ul style="list-style-type: none"> <li>• Buddy system</li> <li>• Identify PWPs or newly qualified PWPs to act as mentors rather than a Senior PWP or other senior roles</li> <li>• Trainees sometimes need a break from being assessed</li> <li>• It is difficult to maintain a positive relationship with home working so prioritise office time, in a PPE controlled environment, for trainees and colleagues who may need time away from the home office</li> <li>• Ensure there are timely and regular communications with the university</li> <li>• Mentors to listen live during an assessment</li> <li>• It is important to understand the dynamics and power of the post you hold as a Senior PWP</li> <li>• Trainees to have a different person as their case manager and supervisor</li> <li>• A weekly trainees meeting, delivered by a Senior PWP, as a forum to bring issues to on a regular basis</li> <li>• Keep morale going by staying in touch with each other on a regular basis i.e.. have a coffee break meeting for PWPs and trainees, to show trainees they are part of a team</li> <li>• Just ring your trainees out of the blue rather than at a planned time</li> <li>• Have a live MS Teams chat box session every day</li> </ul> <p><b>Question:</b> Are attendees aware of the changes to the OCD curriculum at the University of Sheffield?</p> <p><b>Action:</b> Sarah Boul, Heather Stonebank and Andy Wright agreed to contact University of Sheffield and University of Bradford to feedback on attendees concerns and to check on any changes to the curriculum</p>	<p>Sarah Boul, Andy Wright &amp; Heather Stonebank</p>
<p>5.</p>	<p><b>IAPT Preceptorships – What should this include? Working Group Session - Sarah Boul, Quality Improvement Manager, Yorkshire and the Humber Clinical Networks</b></p> <p>A preceptorship is defined as: <i>“A period to guide and support all newly qualified practitioners to make the transition from student to develop their practice further”</i></p> <p>Sarah Boul explained that the preceptorship should be adopted as a framework for the first year of qualified practice. There are four areas that could structure a preceptorship period:-</p> <ol style="list-style-type: none"> <li>1. Induction and preceptorship plan</li> <li>2. Regular supervision with an experienced practitioner</li> <li>3. Appraisal</li> <li>4. Potential Continuing Professional Development Activities for PWPs</li> </ol> <p>Sarah Boul asked the attendees to consider what they would need to be included in a preceptorship guide.</p> <p>Feedback from the attendees included:</p> <p><b>Induction and preceptorship plan/Regular supervision with an experienced practitioner –</b></p> <ul style="list-style-type: none"> <li>• Benchmark against something on a regular basis and still be shadowed or marked but on a less formal basis</li> <li>• Include discussions on how services achieve Key Performance Indicators (KPIs) and their role in transitioning from student to full time employee</li> <li>• Create regular time to reflect on different cases</li> <li>• Do we need to set goals?</li> </ul>	

	<ul style="list-style-type: none"> <li>• Practical application to manage their weekly diary and manage their time to include breaks</li> <li>• Reflect on good practice and what they have done well</li> </ul> <p><b>Appraisal/Potential CPD Activities for PWPs –</b></p> <ul style="list-style-type: none"> <li>• Start formal appraisals as soon as PWPs are qualified so they have a better understanding of the process and have set goals.</li> <li>• Follow the initial appraisal up several months later to look at management of caseloads, wellbeing and to look forward to CPD plans etc.</li> <li>• Alternatively trainees to have an appraisal before they have qualified to enhance their sense of belonging.</li> </ul> <p>Sarah Boul confirmed that she would be contacting people with details for the first Preceptorship Task and Finish group in the near future.</p> <p>Please see the presentation slides for more information.</p>	
6.	<p><b>Appreciating Step 2: Round Table Discussion - All</b></p> <p>Andy Wright asked the attendees to consider the following appreciation questions:</p> <ol style="list-style-type: none"> <li>1. What do you appreciate about your service?</li> <li>2. What do you appreciate about your colleagues?</li> <li>3. Share something you have appreciated from your colleagues at the network meeting today</li> <li>4. Share something you have appreciated about your personal or professional life recently</li> </ol> <p>Attendees showed their appreciation with the following comments:</p> <ul style="list-style-type: none"> <li>• Appreciation for colleagues and enjoying working together</li> <li>• Thank you to PWPs who have come up with initiative ways to work with people</li> <li>• Contribution from people and the enthusiasm to make things work for patients.</li> <li>• Appreciated the Senior PWP Network forum and all colleagues</li> <li>• Thank you to managers for supporting team members and allowing them to work flexibly</li> <li>• Appreciation of technology when working from home</li> <li>• Being able to join wellbeing meetings</li> <li>• Appreciation of how IAPT has adapted during the pandemic and very proud of the work teams have achieved.</li> </ul>	
7.	<p><b>Any Other Business and Checking Out - All</b></p> <p>Andy Wright checked out for everyone and thanked all for attending, their enthusiasm and for the high quality conversations despite the current pandemic.</p> <p>Andy Wright further thanked the attendees on behalf of Yorkshire and the Humber Clinical Network for making the network so successful and for all the hard work they continue to do in difficult circumstances.</p>	
<b>ITEMS FOR INFORMATION:</b>		
	<p><b>Future Meetings:</b></p> <p>The next Senior PWP Network meetings will be:</p> <ul style="list-style-type: none"> <li>➤ 11 May 2021 - 10:00-12:30 on MS Teams</li> <li>➤ 7 September 2021 - 10:00-12:30 on MS Teams</li> <li>➤ 30 November 2021 - 10:00-12:30 on MS Teams</li> </ul>	