

# Yorkshire and the Humber Mental Health Clinical Network

## **Senior Psychological Wellbeing Practitioners Network**

Andy Wright, IAPT Advisor, Heather Stonebank, Lead PWP  
Advisor and Sarah Boul, Quality Improvement Manager

3 November 2020

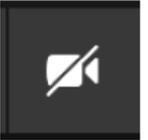
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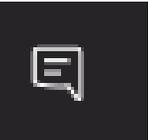
# Housekeeping



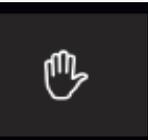
*Please remain on mute* throughout the session, unless invited to speak – thank you.



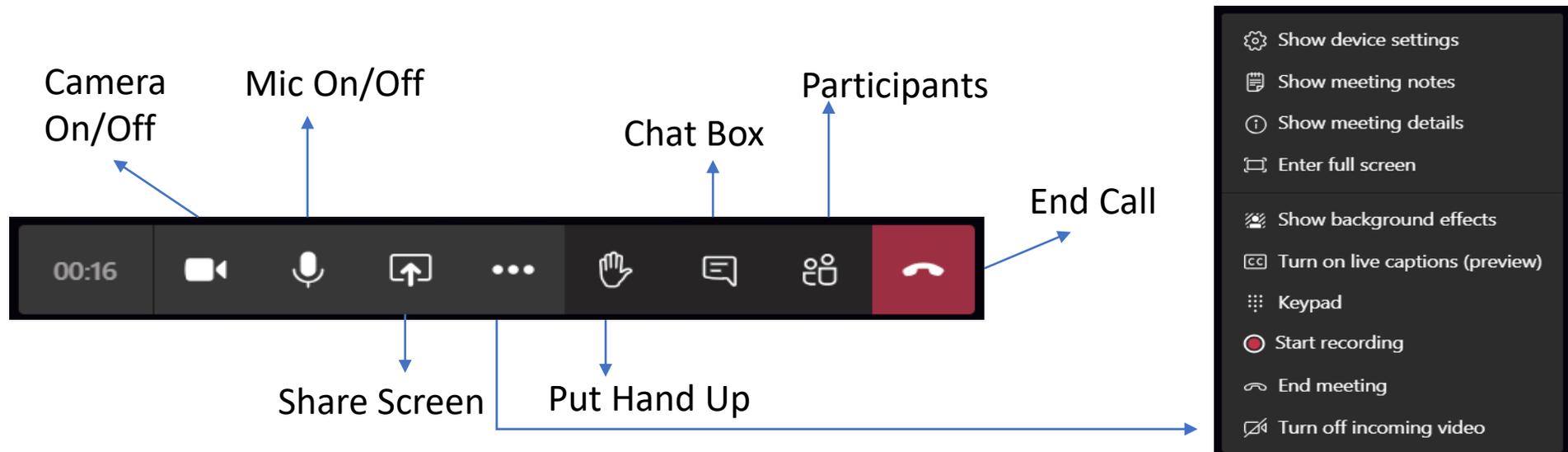
You are welcome to use the video function, however this occasionally causes bandwidth problems so you may wish to turn it off.



Whilst we will have an open conversation, please *feel free to use the chat box function* to ask questions or make comments.



If you would like to speak please use the “Put Hand Up” function and the moderator will come to you in due course.



# Today's Agenda



Time	Item	Title	Lead
10.00	1	Welcome, Apologies and Introductions and Checking In	Andy Wright, Clinical Networks
10.20	2	Wellbeing Exercise – Desk Exercises	Sarah Boul, Clinical Networks
10:30	3	Adaptations and Opportunities: Part 1 – Group Supervision and Remote Working	Poppy Danahay, North Yorkshire IAPT / All
11:00		Tea and Coffee Break (5 minutes)	
11:05	4	Adaptations and Opportunities: Part 2 – MS Teams Live and Supporting Trainees	Heather Stonebank, Sheffield IAPT / All
11:35	5	IAPT Wellbeing Workshops Feedback and Discussion: what next with your learning?	Andy Wright, Clinical Networks / All
11:55	6	IAPT Preceptorships	All
12:05	7	IAPT Leadership Training Offer Next Steps	Andy Wright, Clinical Networks / All
12:15	8	Any Other Business and Checking Out - Digital IAPT: <a href="https://www.nice.org.uk/about/what-we-do/our-programmes/nice-advice/improving-access-to-psychological-therapies--iapt-submitting-a-product-to-iapt">https://www.nice.org.uk/about/what-we-do/our-programmes/nice-advice/improving-access-to-psychological-therapies--iapt-submitting-a-product-to-iapt</a>	All
12:30		Close	

# Wellbeing Exercise Desk Exercises

Sarah Boul, Quality Improvement Manager, Yorkshire and the Humber Clinical Network

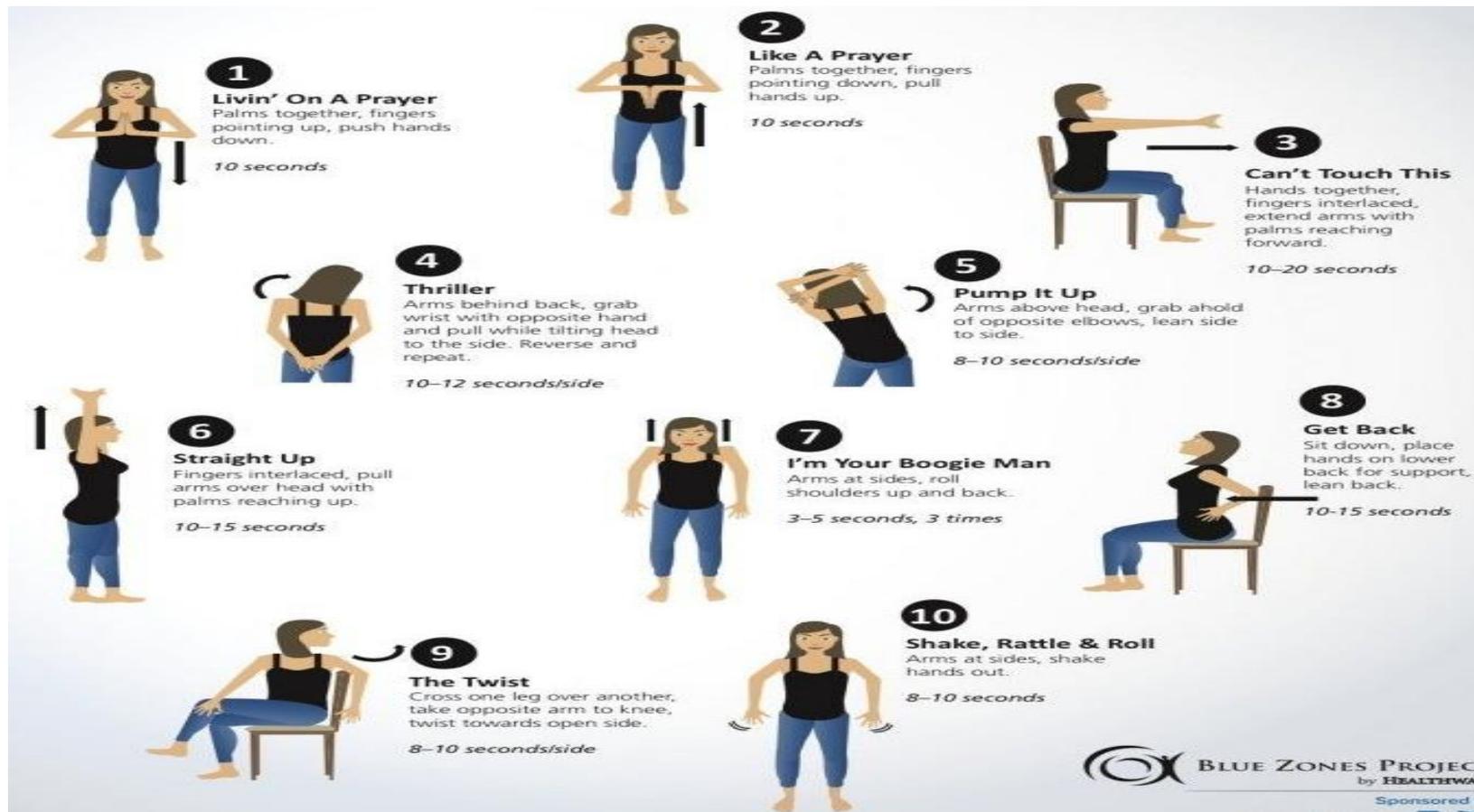
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# Wellbeing Exercise - Desk Exercises

Looking after our physical wellbeing is as important as looking after our mental wellbeing. Below are a few simple exercises you can do throughout the day to relieve some of the discomfort you may experience whilst being sedentary at home. Or follow this video:

<https://www.youtube.com/watch?v=EwKswl4Wyqs&feature=youtu.be>



# **Adaptations and Opportunities: Part 1 – Group Supervision and Remote Working**

Poppy Danahay, North Yorkshire IAPT / All

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# Adaptions and Opportunities

North Yorkshire IAPT

Senior PWPs

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## What did it look like

### ● North Yorkshire IAPT

- 3 locality offices
- 4 SPWPs
- Different numbers of PWPs
- Fortnightly delivery



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# Challenges of Group Supervision

- Staffing: long term staff vs high turnover
- Relationships / Group dynamics
- CMS and Clinical : same SPWP
- Variance from group to group



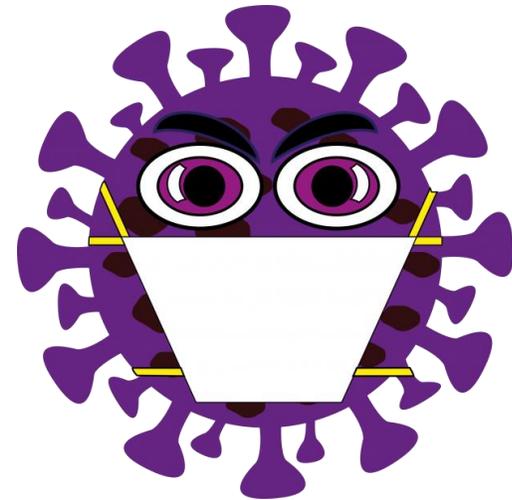
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## The Paradox of COVID 19 for the SPWP

- Increased SPWP meeting to fortnightly with CL
- Attendance to Managers meeting weekly
  - Improved communication of information
  - Reporting within management team
- Attendance to Service Managers Meeting
- Acknowledgment of SPWP value
- Acknowledgment of Step 2 'neglect'
- Communication



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# Opportunities

- Increased presence in the Management team
- MS Teams
- New Group Supervision proposal:
  - New group members
  - Rotation
  - Standardised yet intimate
  - Alignment to IAPT, Service, one another
- Zoom
- PWP consultation



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**Any questions, reflections or  
ideas?**

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# Time for a break?



# **Adaptations and Opportunities: Part 2 – MS Teams Live and Supporting Trainees**

Heather Stonebank, Sheffield IAPT / All

NHS England and NHS Improvement



# IAPT Wellbeing Workshops Feedback and What next with your learning?

Andy Wright, Clinical Networks / All

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# IAPT Wellbeing Workshops

The recent wellbeing workshops “Using supervision to increase staff engagement and reduce stress and burnout” for step 2 and step 3 IAPT staff with responsibility for supervision **aimed to:**

- Help senior staff understand organisational and personal factors that might decrease staff engagement and increase the risk of burnout and to take action to prevent this.
- Give staff practical skills and a solid theoretical grounding in this area and includes current thinking about the challenges that remote working has brought to services and additional thinking about supporting ethnic minority staff.
- This was a 2 part course delivered in September 2020 by Dr Andrew Beck.

Attendees of the Wellbeing Workshops		
Supervisor Level	Part 1	Part 2
Step 2	56	44
Step 3	58	56

# Evaluation Feedback

- An overwhelming majority of delegates indicated the workshops:
  - Improved their understanding of burnout and engagement
  - Helped them to develop practical skills
  - Was facilitated effectively
  - Provided the opportunity to reflect on their own practice and levels of burnout or engagement

## Particularly valuable aspects of the workshops



- Sensitivity, attitude, professionalism, knowledge and genuineness of course leader and brilliant delivery
- Safe environment
- Important to normalise burnout
- Plenty of opportunity for self-reflection
- Open forum worked well
- Role play was key to take away new skills and learning
- Useful to break into pairs

# Next Steps

Following the wellbeing workshops the next steps for the Clinical Network will be to:

- Include a similar session for managers in the potential Leadership Programme offer
- In the Spring undertake a follow-up session to review and share experience of implementing learning and discuss specific challenges (maybe role play, breakout room discussion and face to face when circumstances allow).
- Ensure that for future workshops we consider:
  - Specific Q&A time to be built into the session
  - More group interaction (e.g. roleplay, break out rooms)
  - Difference between supervisor and manager roles
  - Group supervision
  - Working with complexity

# Discussion Points

1. What did you find most useful from the workshop and what could we have done to make it even more valuable?
2. How will the learning be implemented and integrated into your service?
3. How will learning from the implementation be shared?
4. What future workshops would benefit your practice?

# IAPT Preceptorships Discussion

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# Examples of Existing Preceptorships

1. Alliance Psychological Services in Teeside have developed a PWP Preceptorship Guide
2. North Staffs IAPT have recently launched a Preceptorship Programme
3. Devon Partnership Trust have recently launched a Preceptorship Programme

# The Devon Partnerships Trust (DPT) Preceptorships Programme



- Commencing November 2020 for newly qualified PWPs (who qualify Autumn/Winter 2020 from the traditional route or MSci).
- Preceptorship is “a formal period of support and guidance from an experienced professional colleague for newly qualified professionals to assist the transitional process from student to accountable professional.”
- It is designed to help PWPs adjust from training to working, and comprises a year of:
  - reflective group supervision – different from other types of IAPT supervision
  - workshops on a variety of topics not covered in training
  - a preceptor (who is a working PWP/senior) to guide you throughout the year
  - Brief portfolio to encourage reflection and aid you in becoming a more developed mental health professional.
- DPT already runs preceptorship schemes for other roles including nurses and occupational therapists, and we are pleased to now be able to adapt it and offer it for PWPs. We are one of the first Trusts to offer this and hope it will be a long-running and helpful programme.
- As this is a pilot programme, we will be gathering data from current and new PWPs to see the specific benefits brought by preceptorship. We would hope to see benefits in staff confidence, wellbeing and recovery rates, as well as lower staff absence and higher staff retention.

# Discussion Points

1. Are there services in Yorkshire and the Humber that already offer preceptorship programmes?
2. Would a Yorkshire and the Humber preceptorship guide/programme be useful to services?

# IAPT Leadership Training Offer Next Steps

Andy Wright, Clinical Networks / All

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# IAPT Leadership Programme Aims

The aims of developing a leadership programme for IAPT services are to:

- Encourage new ways of working in Y&H that holds learning at the heart of the success of IAPT services
- Develop greater understanding of what good learning looks
- Develop learning potential at all levels
- Develop a programme that supports IAPT services to understand what better suits for their services

# IAPT Leadership Programme Principals



The principles of a leadership programme for IAPT services will include:

- Understanding the key principles around effective leadership
- Encouraging IAPT leaders to increase understanding of how they lead and how their potential can be developed, through focussing on emotional intelligence and utilising tools e.g. 360 degree feedback
- Create space for services to work together and focus on service improvement objectives of their own
- Create a regional resource of people who can offer a regional support and expertise to meet the LTP
- See the leadership potential developed at all levels
- Develop new ways of working together

# IAPT Leadership Programme Proposal



NHS England and NHS Improvement will meet the costs of the programme which will include:

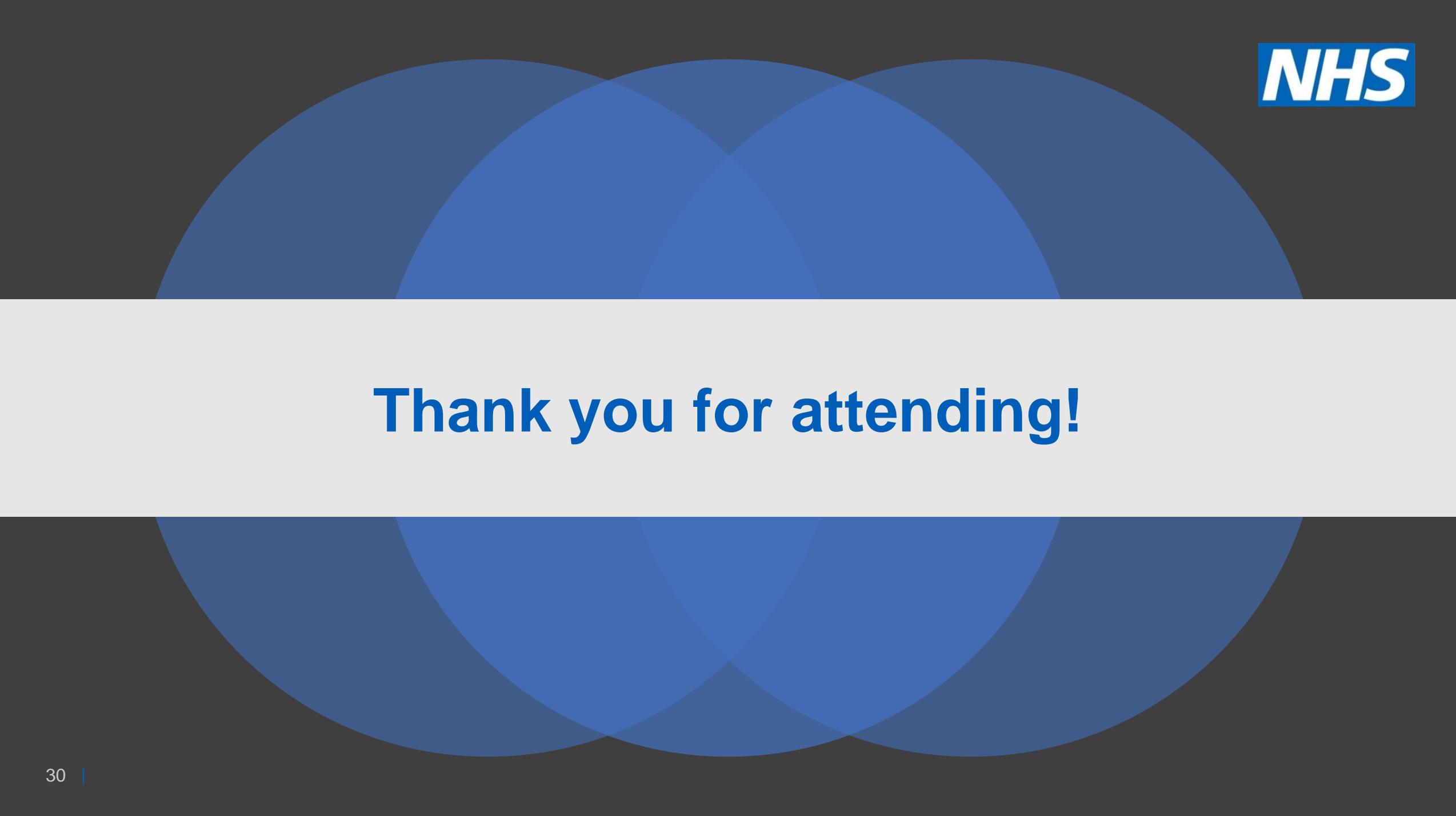
- Working with local IAPT services to identify who would like to participate in the programme (which will begin Spring 2021 at the very earliest)
- A 6 month leadership programme
- Coaching working style with combination of theoretic input from a Higher Education Institute
- Sharing of experiential learning
- A project or piece of service improvement work incorporated as part of the programme from attendees service (self identified)
- An element of work between meetings
- Participation in evaluation of the learning programme on completion
- Learning credits/accreditation of the course

# Any Other Business and Checking Out

All

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**Thank you for attending!**