



TrustTalk

Jan/Feb/March 2023



Welcome to Trust Talk

We would like to welcome you to this brand new quarterly newspaper, 'Trust Talk'. This replaces the monthly staff update, which was called Connected. We hope you enjoy the new format and that colleagues, service users and carers – and their families – can all access it. To assist with this, we have produced a printed version to have at all our sites for anyone to read and enjoy.

In line with our 'People' Strategic Priority, we have designed Trust Talk to help everyone understand our organisation better, to celebrate the fantastic work of our colleagues and to help make BSMHFT an even better place to work. The year of 2022 was a very busy



one for our Trust with a great deal achieved. We have tried to showcase some of that great work and achievements from the last quarter of 2022 in this edition, whilst looking at some of the campaigns and activities that we will be promoting in 2023, including our suicide prevention campaign.

Some of the highlights of this edition are: welcoming our new international mental health nurses to Team BSMHFT; an update on our staff networks and their contribution to creating a more inclusive culture; congratulating Royal College of Psychiatrists' Team of the Year – our Solihull Early Intervention Team; an insight into Caring Mind's fundraising and Trevor Urch's work with the Wellbeing Navigators at HMP Birmingham. Expert by Experience, Max Carlsh also talks about his recovery through 'Mood on Track'.

We also explain how to make a nomination for the recently created Team of the Month award, as well as advice on how to raise any concerns that any of us may have.

We will be producing Trust Talk quarterly and we hope you enjoy the news items and stories in this and in subsequent editions. We also look forward to your submissions for the next issue which you can submit to bsmhft.commteam@nhs.net. We would really welcome any stories you'd like to see in the next edition. Thank you to everyone for your continued hard work and commitment and we hope that as we embark on the year ahead everyone can take time to be compassionate to themselves as well as others. In keeping with the mantra that 'there is no health without mental health', we have included an item on Top Tips for Mental Health and a puzzle section to help us all keep our brains active and agile!

Best wishes

Roisin Fallon-Williams

Roisin Fallon-Williams
Chief Executive Officer

Phil Gayle

Phil Gayle
Interim Chair



Contact us

To contact our Trust with any general enquiries:

☎ 0121 301 0000 (our switchboard)

Trust headquarters address:

✉ Birmingham and Solihull Mental Health NHS Foundation Trust
Uffculme Centre
52 Queensbridge Rd
Birmingham
B13 8QY

Birmingham and Solihull Urgent Mental Health Helpline, in partnership with Birmingham Mind

If urgent mental health help is needed you can ring the numbers below for advice and support

☎ 0121 262 3555

☎ 0800 915 9292

This line is available 24 hours, 7 days a week



Keep up with us online

➔ bsmhft.nhs.uk
f facebook.com/NHSbsmhft
t twitter.com/bsmhft

Meet our Board of Directors



Roisin Fallon-Williams
Chief Executive



Philip Gayle
Interim Chair



Vanessa Devlin
Executive Director of Operations



Dr Fabida Aria
Executive Medical Director



Sarah Bloomfield
Executive Director of Quality and Safety (Chief Nurse)



Steve Forsyth
Interim Executive Director of Quality and Safety (Chief Nurse)



Dave Tomlinson
Executive Director of Finance



Patrick Nyarumbu
Executive Director of Strategy, People and Partnerships



Monica Shafaq
Non-Executive Director



Winston Weir
Non-Executive Director



Anne Baines
Non-Executive Director



Bal Claire
Non-Executive Director



Professor Russell Beale
Non-Executive Director



Linda Cullen
Non-Executive Director

Senior leader Coumar named in HSJ's top 50

Our Deputy Chief Operating Officer, Marimouttou Coumarassamy, has been recognised by the Health Service Journal (HSJ) as one of the top 50 Black, Asian and minority ethnic figures who will exercise the most power and/or influence in the English NHS and health policy over the next 12 months.

Known as 'Coumar' to staff and service users, he has led mental health services through cultural change, working in several organisations across the Midlands. Coumar has spoken many times of the issues facing NHS staff from Asian backgrounds who have dependent relatives in their home countries and the challenges that nurses experience moving to a new environment.

Speaking about being named as one of the HSJ's Top 50 influential Black, Asian and minority ethnic figures, Coumar said:

"I am absolutely delighted to have been recognised for the work that I am incredibly passionate about and dedicated to. I started my career as an international nurse after leaving my home in Pondicherry, India. My experience when joining BSMHFT was an extremely welcoming one where my opinions were respected, and my voice was heard.



"Throughout the NHS, diversity is fundamental to ensuring that we provide patient-focused care. I have found this to be especially true at BSMHFT as we have one of the most diverse cities in the UK.

I am absolutely delighted to have been recognised for the work that I am incredibly passionate about"

Marimouttou Coumarassamy

Deputy Chief Operating Officer

"My role as Chair and founder of the British Indian Nurses Association (BINA) also focuses on helping to pave the way for many more enthusiastic Indian nurses to join the incredible institution that is the NHS."

As well as being a highly regarded registered mental health nurse, Coumar also has a Masters degrees in Forensic Mental Health Care and Business Administration (MBA) for healthcare management. More recently, he also completed the Nye Bevan Executive Leadership Programme at the NHS Leadership Academy.



Nominations welcome for Team of the Month

With more than 4,000 staff working across over 40 sites, we are very proud of the 160+ teams that are always working their hardest to support thousands of local people who need our mental health expertise.

Whether that's getting some of our most vulnerable service users on the road to recovery, bringing fresh new ideas to enhance care or ensuring everything is in place for people to get the best possible care in the community.

Whatever the role each team plays, we want to recognise those who bring alive our values of **Compassionate**, **Inclusive** and **Committed** every day while they're at work.

As part of our People Strategy, our Team of the Month award aims to do just that. Whether you're a member of staff, service user, carer, family member or one of our health partners, we'd like to invite you to nominate the team that you feel has had a positive impact on you.

All you need to do to is to complete the short nomination form explaining why your chosen team should be worthy winners of the Team of the Month crown. This is available on the staff intranet Connect or via our website www.bsmhft.nhs.uk

Nominations for Team of the Month close on the 15th day of each month. Any nominations received in the second half of the month will be included in the following month's awards.

All of the nominations received each month will be whittled down to three, with the winner announced at one of our internal Listen up Live sessions, hosted by Chief Executive Roisin Fallon-Williams.

For more information or any questions, please email
bsmhft.staffawards@nhs.net

Welcoming our new governors

We are delighted to have recruited an additional three governors recently. Umar Ali covers the Central and West Birmingham area, Christopher Barber represents East and North Birmingham and Black Country and Ntensia Kokedima acts for Solihull, Coventry and Warwickshire.

Congratulations also to our brand new and reappointed Staff Governors, Leona Tasab and John Travers. Leona (Nurse Consultant for Physical Health) represents our clinical colleagues and John (Staff Experience and Engagement Lead) is the voice for our non-clinical colleagues.

All of our governors have an important role in making our Trust accountable for the services we provide. They hold Non-Executive Directors to account for the performance of the Board and represent the interests of our members and the public. The Council of Governors also has a crucial role in the governance of the Trust. Each individual governor brings a valuable perspective on the work that we do and contributes to Trust activities.

Ntensia Kokedima shares her thoughts on becoming a governor:

"To me, being a governor for BSMHFT means to contribute actively, communicate openly and engage wholeheartedly with the Trust and the community.



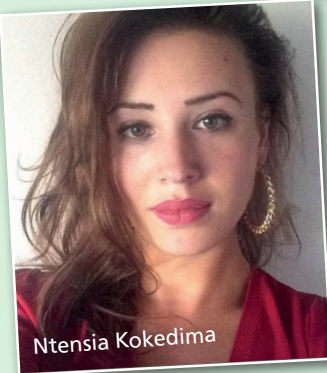
Christopher Barber



John Travers



Leona Tasab



Ntensia Kokedima



Umar Ali

"I decided to stand for election so that I can help to align the interests of the community, the service users and the Trust to create an increased focus on mental wellbeing."

Chris Christopher had very personal reasons for standing for election:

"I became a Trust governor in loving memory of my late wife, Jean, who died nearly two years ago. Despite or because of her multiple disabilities and health issues, she cared passionately about people. Being a Trust governor means that I can continue her legacy through service to others".

Leona Tasab who joined the Trust in 2018 shared her promise to colleagues on becoming a governor. She said:

"As your newly appointed clinical governor, I promise to abide by the seven Nolan Principles of public life - selflessness, integrity, objectivity, accountability, openness, honesty, and leadership - whilst keeping the users of public services at the heart of everything we do. I will also endeavour to live our Trust values of commitment, inclusion and compassion."

John Travers, who has been with BSMHFT since 2015 and now in his second term as a Staff Governor, said:

"I see my role as a governor as two-fold, making sure our most senior leaders hear what is being said by frontline colleagues and helping the Board by holding them to account for the difficult choices they face in leading our Trust.

"I learned a lot as a governor in my first term and want to put that learning to good use in my second and final spell as a Staff Governor."

It's okay...

...to feel worried about the future

Don't wait. Ask for help today.

You can talk to us 24/7 on 0121 262 3555

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Ten terrific years of Tamarind

Just over 10 years ago in 2012, a medium secure unit in Yardley called 'The Tamarind Centre' opened its doors for the first time.

From healthcare assistants (HCA) to clinical psychiatrists, over 300 jobs were created to staff this 89-bedded unit. Named after the African herb Tamarind – known for healing and recovery – hundreds of service users across Birmingham have since benefitted from vital mental health support, at a time when they need it most.

Over the last decade, our Tamarind Centre has provided assessment, treatment and rehabilitation for men who have been assessed as needing care in a medium secure environment. It aims to serve the population in central and north Birmingham, as well as offering specialist services for complex, challenging and long-term care.

There are seven wards that make up the centre: Sycamore (ICU), Hibiscus and Myrtle (acute), Laurel (Specialist Personality Disorder), Cedar (long term rehabilitation) and Acacia and Lobelia (rehabilitation).

As part of its 10th birthday celebrations in December, dozens of Tamarind's staff and service users came together in the sports hall to pay tribute to the last decade. Current staff including Consultant Forensic Psychiatrist, Dr Anis Ahmed and Clinical Nurse Manager, Hazel Ndoro shared their sentiments along with former staff Jeremy Kenny-Herbert (Clinical Director of Reach Out),

previous Associate Director, Mary Elliffe, and Tamarind's former consultant, James Reed. Messages from the Board, Clinical Director Tom Clarke and former Clinical Nurse Manager, Sarah Beasley were also shared.

Throughout the afternoon, everyone had chance to treat themselves to milkshakes from the 'Shake Bar', take part in a Tamarind History Quiz, view the poster presentations, tuck into some tasty Indian food and enjoy other entertainment including music and compering from former HCA and local stand-up comedian 'Lovdev'.

Hazel Ndoro, who joined BSMHFT in 2008 and has worked at the Tamarind centre for the last nine years, said:

"I was honoured and privileged to be a part of the Tamarind's 10th Anniversary which took us on a journey of how it all began, the challenges and success stories along the way and the learning for us all over the last decade.

"There was a lot of planning for months with colleagues and service users to make this day memorable – a big thank you to the Tamarind Team, who always come together to make things happen! I am very proud to be a part of the Tamarind community and I wish Tamarind many more years of thriving and making a positive impact on people's lives."

A graffiti mural, painted by local artist Adam



The team at Tamarind

Illes was also unveiled on one wall of the sports hall. Adam worked with members of the Narcotics Anonymous group that meets every two weeks at Tamarind. With the theme of hope and inspiration, staff and service users came together – led by David Ryan, Debbie Gall and Richard Humphrey – to help create the work of

art featuring a tree of hope, a piano, recognition of Black Lives Matter and the NHS heroes graphic.

The event was also an opportunity to thank and give out certificates to the Tamarind staff who are this year celebrating 10 years with BSMHFT.

Welcoming our overseas nurses

This month BSMHFT welcomes the arrival of the first cohort of mental health nurses via our international recruitment programme. For the first time in our history, we will welcome over 30 nurses from Sri Lanka, Saudi Arabia, United Arab Emirates, Egypt, the Caribbean and Zimbabwe – enhancing the diversity of our workforce and reflecting the Birmingham and Solihull population.

This recruitment is part of a local NHS system-wide approach to strengthen staffing. Alongside our existing compassionate, committed and inclusive teams, the nurses will be working in Acute and Urgent Care, Secure care, Specialties and Integrated Community Care and Recovery (ICCR), ensuring our service users receive the mental health support they need.

Each nurse recruited has a good standard of English. As part of the programme, they undergo an English language test and some will receive enhanced English language support through an NHS England pilot scheme.

Upon arrival to the UK between now and April, nurses will meet weekly with members of the local Integrated Care Board's International Recruitment Bureau (IRB) and carry out five weeks of training which is required for their Nursing and Midwifery Council (NMC) registration. From there they will have a week of 'on boarding' – supported by the IRB – and complete the BSMHFT Trust induction before they begin work.

Each nurse is experienced with a minimum of two years working in the field of mental health.



The experience of collecting my MBE from HRH Princess Anne was humbling, overwhelming and unforgettable”
Patrick Nyarumbu
Executive Director of Strategy

Exec Director Patrick awarded MBE for serving the community

Our Executive Director of Strategy, People and Partnerships, Patrick Nyarumbu has received his MBE from HRH Princess Anne.

Patrick received his medal at Buckingham Palace at the end of last year, in recognition of his commitment to serving and helping the community over the last two decades.

A registered mental health nurse, Patrick has worked in a variety of health care settings over the last 21 years including acute, forensic, community and home treatment, supporting the most vulnerable residents across Birmingham and Solihull.

In 2011, he completed the NHS Leadership Academy's Top Talent career development

programme for promising black and minority ethnic managers and nurses before securing the role of Assistant Director of Nursing at Liverpool Heart and Chest Hospital. Prior to joining BSMHFT in 2020, Patrick was the Director of Nursing, Leadership and Quality for NHS England and NHS Improvement in the East of England.

Accompanying Patrick to Buckingham Palace was his wife Tariro Nyarumbu (our Associate Director of Operations, Acute and Urgent Care) and his mother, Francisca who is a retired nurse.

Patrick who values kindness and compassion highly, said:

"My mother was a nurse for more than four decades. Even though she has retired now, she

still thinks and behaves like a nurse. She is always helping people and looking out for others, including myself. It was really inspiring seeing that growing up, so I decided to go into nursing too – specifically mental health nursing.

"The experience of collecting my MBE from HRH Princess Anne was humbling, overwhelming and unforgettable. I am very grateful to my family and colleagues who have supported me over the years, this means so much to me," Patrick added.

Our Chief Executive, Roisin Fallon-Williams, said: "We are all so proud of Patrick. He richly deserves this wonderful recognition of his service to the NHS and we are very lucky to have his skills and experience as part of Team BSMHFT."

Preventing suicides in Bham and Solihull

Just one in four people who die by suicide in the UK are known to mental health services. In 2021, the Office for National Statistics (ONS) confirmed that 102 people across Birmingham and Solihull took their own lives. And with these numbers expected to have increased for 2022, amidst the cost-of-living crisis, a powerful suicide prevention campaign is about to be mobilised across the region.

BSMHFT is leading this, on behalf of our integrated care system, collaborating with Birmingham Mind, local health Trusts, Birmingham City Council, Solihull Metropolitan Borough Council, Samaritans and a number of community organisations who have all come together to support the campaign.

Funded by NHS Birmingham and Solihull Integrated Care Board and delivered by local marketing agency, EAST VILLAGE., the campaign seeks to encourage those who are feeling suicidal to seek help through existing channels. It also aims to empower others to start crucial conversations around mental health and suicidal thoughts, and signpost to existing training – all of which may result in lives being saved.

The power of this campaign is being delivered through real, diverse people from across Birmingham and Solihull, whose lives have all been affected by suicide. Whether it is a survivor, a person who has lost a loved one to suicide, or someone who helped prevent suicide through the power of conversation and signposting, we want to showcase how people can get help and give help.

The campaign will feature across social media, digital adverts, and shopping centre displays and we hope that as many people as possible will engage and feel empowered to take positive action, from reaching out for professional help, to completing suicide prevention training.



Clinical Director and BSMHFT's Suicide Prevention Lead, Kerry Webb, said:

"One suicide is one too many. The impact of someone ending their life is felt by many people and for many years. As a Trust we work hard to help and support those who are having suicidal thoughts or who have attempted suicide. But there are many more people that are not known to mental health services who are really struggling. They are not alone, and they shouldn't wait before seeking support from some of the fantastic services available here in Birmingham and Solihull – starting with Birmingham Mind's 24/7 helpline.

"This campaign is also about signposting people to free training materials that give us all the tools to lead positive conversations with those we suspect are not in a good place

mentally."

Deputy Chief Executive and Chief Nursing Officer for NHS Birmingham and Solihull Integrated Care Board, Lisa Stalley-Green, added:

"It's hard to quantify the cost-of-living crisis as an added factor in distress for people, but across Birmingham and Solihull we are seeing tragic deaths and need to do all we can to get the message out to individuals and their families that there is help and support available."

It's never too early – or too late – to seek help. If you're struggling, or know someone that is, then help is at hand via Birmingham Mind. The 24/7 helpline has a dedicated staff team, answering calls (0121 262 3555), web chats (www.birminghammind.org) and emails (help@birminghammind.org), alongside the on-duty clinician and a growing number of volunteers.

Trainee Nursing Associate Adedayo becomes Staff Nurse



Adedayo Olawale is our first Trainee Nursing Associate to qualify as a Staff Nurse. Adedayo began her nursing journey in November 2015 as a Trust Bank Healthcare Assistant (HCA).

In 2017 she took on a permanent role as a HCA and it was her compassion and commitment towards others that led her to embark on the Trainee Nursing Associate course. After completing this course, she then studied for another 18 months in pursuit of her dream of becoming a registered nurse.

Despite the pandemic, Adedayo stayed focused on that dream and she is now a fully-fledged staff nurse working at Endeavour House, a ward for male service users. Her approach to nursing is all about caring for our service users in the way she would like herself or her family to be cared for.

Many congratulations to the inspirational Adedayo – we wish you well in this next chapter of your career!



Creating a more inclusive space



As part of our People Strategy, we believe that every single employee of BSMHFT should feel supported, safe and happy to do their job so that this positively impacts on the care we provide to 73,000 people across Birmingham and Solihull.

One of the ways we are supporting our colleagues is via our staff networks. Usually, staff networks will have a focus on traditionally disadvantaged or marginalised areas of society such as the LGBTQ+ community, ethnic minorities, women, and those with disabilities and/or mental health issues. This is because society reminds us that bias has and still does exist.

As well as playing a role in meeting the ambitions set out in the NHS People Plan and the People Promise, each staff network at BSMHFT provides a safe space for colleagues to contribute ideas, get the support they need and use their voice to bring about meaningful change. Often co-hosted with multiple guest speakers, the groups also give the opportunity to network, promote equality, diversity and inclusion and educate people on a number of topics.

We have four staff networks:

- LGBTQ+ Staff Network**
bsmhft.lgbtstaffnetwork@nhs.net
- Women's Network**
bsmhft.womensnetwork@nhs.net
- Disability and Neurodivergence Network**
bsmhft.edi.queries@nhs.net
- Race Equity Network**
bsmhft.bmeinclusion@nhs.net

Staff also have access to a Muslim network. If you are an employee and would like to learn more about the staff network forums, please visit the staff network pages on our intranet, Connect.



"A positive mindset brings positive things"

Philipp Reiter

Giving us all the chance to speak up

Your voice matters to us and it is extremely important that every person in our care feels safe and supported. If you have any questions or concerns surrounding your care or the care of a loved one, we encourage you to get in touch with our Customer Relations team.

The team can be contacted on **0800 953 0045 between 9am and 4pm Monday – Thursday and between 9am and 2pm every Friday.** Alternatively, you can email: bsmhft.customerrelations@nhs.net.

Giving staff the chance to speak up

If you are a member of staff, we have our Freedom to Speak Up Guardians who are here to listen to any concerns you have at work that interferes with you doing a great job and providing quality care. You can also speak up about something which doesn't feel right. For example, a way of working or a process which isn't being followed, or behaviours of others which you feel is having an impact on the wellbeing of you, the people you work with, or service users.

Our Freedom to Speak Up Guardians, Emma Randle and Lucy Thomas are happy to meet with you face to face. They can meet you where you work, arrange a Teams/phone call or could even meet you in person away from work, if you prefer.

Ultimately, they are here to listen to any concerns you might be having.

You can get in touch by emailing bsmhft.speakup@nhs.net or by leaving a message on their 24-hour voicemail service 0121 301 3940.

Showing support for British Indian nurses

Over 200 nurses from over the UK attended the British Indian Nurses Association (BINA) annual conference, held recently in Birmingham.

Marimouttou 'Coumar' Coumarassamy, our Deputy Chief Operating Officer and the Founder and Chair of BINA, opened the conference calling for action to engage and inspire our nursing communities.

The British Indian Nurses Association (BINA) was formed in August 2020 to provide a much-needed voice for nurses of Indian origin within the UK healthcare system. Just over two years on, BINA is proud to have a membership of over 3,000 Indian nurses across England, Wales and Scotland.

Keynote speaker at December's event was Dame Ruth May, Chief Nursing Officer for NHS England, who thanked BINA for helping Indian nurses to settle and flourish in their careers. Speaking also at the event was our Chief Executive Roisin Fallon-Williams and Executive Director of Strategy, People and Partnerships, Patrick Nyarumbu, who led a session on nurturing talents.

Additional topics of the day included recruitment and retention, leadership, inclusivity and the health and wellbeing of the workforce.

Reflecting on the event, BSMHFT's Chief Executive, Roisin, said:

"I was delighted to be one of the speakers at BINA's annual conference which was an opportunity to talk about allyship and the positive influence this has on inclusion and equality in the workforce."

Also in attendance were Andrea Sutcliffe (Chief Executive of the Nursing and Midwifery Council)



Dame Ruth May (centre) with some of the BINA annual conference attendees

Prof Mark Radford (Chief Nursing Officer for Health Education England), Danny Mortimer (Chief Executive of NHS Employers and Duncan Burton

(Deputy Chief Nursing Officer for NHS England). BSMHFT was the proud sponsor of the event alongside the Florence Nightingale Foundation.

Recognising and celebrating African Caribbean colleagues from across the Trust

Here at BSMHFT we are proud to have a diverse workforce, with 918 colleagues (22%) of African Caribbean heritage. As a Trust, one of our three core values is Inclusive. Treating people fairly, with dignity and respect and challenging all forms of discrimination is paramount. We are also committed to building a diverse workforce that feels valued and reflects the communities we serve.

In October, we celebrated Black History Month, an event that has been celebrated nationwide for more than 30 years. This time around, the national theme was Time for Change: Action Not Words and we too believe that when it comes to tackling racism, actions speak louder than words.

Our own anti-racism campaign launched in May 2022. Since then, over 1,300 members of staff have signed up to the 'No Hate Pledge' which ensures we will:

- Take other people's feelings into account when we talk to them (including texts and emails);



- Report serious cases of racist behaviour to our boss or the Anti-Racism Team;
- Be aware of how our own language, behaviour and assumptions might affect other people.

If you are a service user, you might have seen some of our colleagues wearing their No Hate

Pledge badges with pride. This is something they are gifted with shortly after making their pledge.

As well as reflecting on the practices we have put in place to improve equality, we also used Black History Month as another opportunity to recognise and celebrate our colleagues of Black heritage who demonstrate all of our Trust Values and are Compassionate, Inclusive and

Committed in everything they do. As part of this we reached out to the organisation to ask colleagues help shine a light on our unsung heroes who continually go the extra mile to improve the experiences of our service users or colleagues within our organisation.

Max makes positive changes

Max Carlish is one of our Experts by Experience. He is also Chair of the Lived Experience Research Group (LEAR) and a National Institute for Health and Care Research Pre-doctoral Fellow, hosted by BSMHFT. Here he shares his personal story of recovery and how Mood on Track – our programme for people living with bipolar disorder – was a lifeline for him.

“Following a referral, I went to my first Mood on Track meeting in October 2018, 14 years after receiving a diagnosis for bipolar disorder. For twenty years before that I’d had hard-to-treat depression. I had many different courses of therapy and reluctantly, I’d started taking medication a few years earlier.

I rarely felt any better, or more in control of my symptoms, and indeed my manic and depressive episodes continued with their same catastrophically self-defeating intensity through all of this time.

Mood on Track changed all of that, and for the first time ever in over 30 years, I began to feel that a therapy was actually getting through, even when, during the course, I had to confront the worst experience of my life – the illness and eventual death of my mother.

There was enormous comfort in the fact that there was a bespoke evidence-based treatment out there for someone like me, who had been diagnosed with bipolar. And not only did the Trust have a course, it also had a mood disorders clinic and a whole unit dedicated just to bipolar disorder - a group of people who had devoted their whole careers to understanding and treating bipolar.

Mood on Track has a strong peer support element. After years of the depressive side of my illness conspiring to keep me alone and isolated,



Max Carlish

here was an opportunity to meet others with bipolar to compare notes and coping strategies, as well as to share a joke (the atmosphere was friendly and informal). Members of the group showed compassion for each other in a mutually beneficial way that was a source of inspiration and hope in its own right.

I cannot overestimate the importance of the peer support component of Mood on Track. It’s amazing to be surrounded by people who know what this excruciating condition is like and to know whatever you say or disclose isn’t going to shock or be judged by them.

And that also applied to the members of staff facilitating the course, especially Dr Lizzie Newton. On one occasion when I turned up manic, they did their best to normalise it without stigmatising me, but by gently helping me recognise the way that I was behaving.

There was something empowering about the treatment – it was run like a college course. Each week was devoted to different aspects of bipolar, such as understanding and coping with depression, mania, and hypomania, the part of the illness that had always fooled me into thinking that I was super high performing, until

the inevitable crash came. With the help of Lizzie and her colleagues, and the various exercises that we undertook, these patterns in my illness, which had so long been invisible to me while I was in the grip of it, finally started to reveal themselves. One thing that helped me in particular to audit my changing moods was the course’s emphasis on cognitive behavioural therapy (CBT).

Prior to Mood on Track, I’d always been really sceptical of CBT, and had dismissed it as superficial and mechanistic. Lizzie and her team helped me to see that moods could influence thoughts and vice versa, and that physical activity and changes in your environment have the potential to improve your mood. Instead of feeling powerless. I began to realise that if I could control one of them that might have a beneficial influence on another.

This coincided with my discovery of mindfulness which really worked for me therapeutically, along with CBT. It encourages you to calmly observe the endless stream of thoughts and moods which enter your mind without becoming lost in anger, elation, despair, or ego.

The whole experience of Mood on Track gradually moved me towards a different definition of recovery, which isn’t just about the cessation or disappearance of symptoms. Nowadays, life in recovery is about using all the skills and understanding I’ve learnt to find a new purpose and the best, most fulfilling life possible while managing my condition. I would like to say a heartfelt thanks to Lizzie and her team, and I would strongly encourage anyone with bipolar to try Mood on Track - for me it proved to be a long sought-after lifeline.”

A huge thank you to Max for sharing his story with us which we hope will inspire others.

Mental Health Natters podcast team recognised in prestigious National Service User Awards

Our Recovery For All Team’s Mental Health Natters podcast has been named as joint runner-up in the category of Excellence in Co-production at finals of the National Service User Awards.

Congratulations to the team who produce the podcasts: Experts by Experience Rhea Dunscombe, Elizabeth Cherrington and Shay Bacon, Recovery Improvement Lead Anne Glover, Recovery Peer Support Workers Justine Lovell and Garry Edgington, Eugene Egan, Transitions Peer Support Worker, Jennifer McCalla, Recovery for All Business Manager and Steve Shaw, Recovery Development Worker.

A big thank you for their hard work and dedication.

Mental Health Natters first launched just over a year ago and is dedicated to all things recovery and mental health and shares personal experiences in a relaxed, conversational environment.

Anne Glover, one of the team who attended the prestigious awards in Nottingham, said:

“It is a huge accolade to reach the finals of this award. It was a very inspiring event,



we heard about lots of innovative and creative projects and there was a great atmosphere. We are very proud to say that we are National Service User Award finalists!”

You can listen to all episodes on Spotify. If you have any suggestions about future podcasts please email

✉ bsmhft.recoveryforall@nhs.net



Pictured from left to right are Rhea Dunscombe, Anne Glover, Justine Lovell, Elizabeth Cherrington and Shay Bacon who represented the team at the awards ceremony

5 minutes with...

Five Minutes With is a regular feature where we get the chance to sit down with a member of staff to get to know a bit more about their role and what inspired them to join the NHS. During each interview, you get to learn too about the person behind the role, what their hobbies are and how they look after their own wellbeing.

This feature is a great way of learning about the amazing people who make up Team BSMHFT and we hope that by lifting the lid on just some of the many talents we have here, you will get to see how compassionate, inclusive and committed we are!

Since our first feature back in August 2022, we have heard from a variety of colleagues, from consultants to service leads and many more. You can access our latest Five Minutes With interviews by visiting our website or keeping an eye on our social media channels where they are also regularly featured.



"We often rush to our goals without stopping to think about our own wellbeing. Sadly when you realise that – you're too late, you're exhausted."
Patrick Nyarumbu MBE, Executive Director of Strategy, People and Partnerships



"To be by someone's side when they're at their lowest ebb and walking with them to a place where things start to feel better is a real privilege. Mental illnesses can often be very cruel. For new mothers this seems to be doubly true."
Dr Giles Berrisford, Deputy Medical Director and Clinical Lead for Perinatal Mental Health



"I wanted to specialise in dementia and frailty for many reasons...wanting to be that support line for the most vulnerable people in our society. I wanted to be a voice for them."
Dr Farooq Khan, Consultant Psychiatrist



"I have an empathy for people with mental illness and strongly feel the injustice of the stigma surrounding mental illness."
Dr Erin Turner, Consultant Psychiatrist for the Solihull Early Intervention Service

Lived Experience Action Group's impact on research

The Lived Experience Action Research group (LEAR) is a collection of service users and carers who work very closely with our Research & Development (R&D) team.

The R&D team recognises that in order to understand the true impact of mental illness they need to involve those who have been affected by it. From gauging thoughts on initial research ideas through to collaboration, recruitment advice, analysis and dissemination of findings, LEAR is a crucial part of the research journey.

LEAR helps to make academic mental health research projects, studies and papers more relevant and beneficial to service users by becoming part of the wider research community and advising, challenging and inspiring the R&D team.

The LEAR group was founded in 2019, following a discussion between Katherine Allen (Lead for Recovery, Service User, Carer and Family Experience) and Linda Everard (Research, Implementation and Performance Manager). Both were keen to ensure those with valuable lived experience could get directly involved in research.

Speaking about the programme, Linda said: "It is extremely important for those with lived experience to be involved in the research of treatments, medicines and policies as they are the people who will be affected by new developments. LEAR are our 'critical friends' who ensure we have the valuable perspective of service users, carers and families.

"For LEAR members, being part of the group is a big part of their recovery journey,

giving them a purpose and the knowledge that the decisions made by the group could benefit others."

The group has already made substantial contributions, including supporting the R&D development team to gain funding for two major studies, backed by National Institute for Health Research (NIHR). LEAR has also provided feedback on the use of e-health technologies like apps and online tools, the methodology, implementation and dissemination of research projects, and have gathered patient reactions to the Trust's response to the COVID-19 pandemic. Having supported a major project on hard-to-treat depression to obtain funding, LEAR also influenced changes to some key research terms and recruiting techniques.

Max Carlish is Chair of LEAR and has worked as a patient researcher on the hard-to-treat depression project, including conducting interviews and at data analysis stage. As a result of this collaboration with the Principal Investigator Dr Danielle Hett, LEAR will soon be involved in testing the effectiveness of a new peer-led intervention for hard-to-treat depression. The group are currently working with service users on developing a patient resource for those who are suffer from this agonising condition.

LEAR meets monthly and service users, carers and staff who are interested in learning more should email linda.everard2@nhs.net or k.allen@nhs.net.

Friends and Family Test



The NHS Friends and Family Test (FFT) was launched in 2013 and since then we have used it to understand whether those we care for are happy with the service we provide and where improvements are needed. It's a quick and anonymous way of giving your views after receiving NHS care or treatment.

The feedback we have received through the NHS FFT over the last year has been very encouraging, with 1,220 positive comments - making up 86% of the feedback. Almost half of the positive feedback paid tribute to our staff with the remaining comments recognising good service and valuable support.

Here are some examples of feedback we have received this year:

"I felt very lost and down when I first contacted the service and after having the sessions with Jo Brandon I feel so much better mentally and stronger. I felt so secure and safe speaking to Jo, she went through everything weekly to let me know what was happening. I never felt judged and always felt supported."

Birmingham Healthy Minds South

"Every one of the team at the Early Intervention Service that we have had contact with during the months that my son has been so helpful and also given us as parents a lot of support couldn't have got through this difficult time without their help."
Solihull Early Intervention Service

"The staff here are wonderful – they go above and beyond. Nothing is too much trouble and they have really looked after me here. I love that we have a tea trolley with biscuits on and the tea is really nice. The food is lovely and plentiful unlike some places where the portions are too small. I want to thank all the staff for everything they do especially Shirley the housekeeper who is a beautiful person. They always listen to me, and nothing is too much trouble for them – I have never felt like a burden here."

Bergamot, Juniper

"I am transitioning out of hospital and the staff have really supported me whilst I have been here. I can talk to them about anything without being judged. I'm happy with my care. I was very unwell when I came here and the staff have really helped me."

Ardenleigh, Coral

These comments are great to read but we recognise there is always room for improvement. If you have been cared for by any of our teams and would like to share your feedback, you can by visiting:

📧 <https://fftsurvey.bsmhft.nhs.uk/>

Support available for people suffering with an eating disorder

At BSMHFT we continue to treat many men, women, children and young people with eating disorders and are currently supporting over 700 service users across the Trust in in community teams, day services, outpatients and in our specialist inpatient unit. Unhealthy eating behaviours such as food restriction, binge eating and/or purging can take a huge toll on a person's physical, psychological and social wellbeing. If left untreated, this mental illness can be life-threatening.

Eating Disorders Awareness Week 2023 is Monday 27 February – Sunday 5 March 2023. Our approach is to work closely with each person referred to our service. We offer support from our experienced team of specialist psychiatrists, nurses, health care assistants, clinical psychologists, advanced nurse practitioners, occupational therapists, psychological therapists, support workers and dietitians. They support our 'recovery for all' vision for our service users, their carers and families so that they can live fulfilling lives, with hope, meaning, purpose and opportunity.

Our service operates alongside the Specialist Eating Disorders Service at Forward Thinking Birmingham. If you or a loved one is struggling, help is out there. There are a number of ways to access eating disorders services across Birmingham and Solihull.

If you live in Birmingham:

- If you are aged 0-25 and living in Birmingham, you can ask your GP to refer you to Forward Thinking Birmingham. Further details can be found via their website (forwardthinkingbirmingham.nhs.uk/eating-disorder-service) or by calling 0300 300 0099.
- If you are 25 or over and living in Birmingham, you can ask your GP to refer you to the Eating Disorders Service at BSMHFT's Barberry Centre.

If you live in Solihull:

- If you are 18 or under and living in Solihull you can ask your GP to refer you to our Solar services, you can also self-refer, more details on this can be found on our website (www.bsmhft.nhs.uk/our-services/solar-youth-services/) or by calling 0121 301 2750
- If you are over 18 living in Solihull, you can ask your GP to refer you to the Eating Disorders Service at BSMHFT's Barberry Centre.



It is always better for the individual if they seek help at the early stages of an eating disorder rather than when the eating disorder behaviours are well established.

Once a referral has been made, you should expect to hear from a member of the clinical team within six weeks.

Making our mark in the MIDAS

Congratulations to Hayley Brown (Senior People Partner in our Strategy, Resourcing, Analytics and Transformation Team) and the Workforce Team who were highly commended in the new Midlands Inclusivity and Diversity Award Scheme (MIDAS) for its Changemaker of the Year award.

MIDAS recognises innovative and excellent ways of working by NHS staff, managers, and leaders across the region which are making the Midlands a more inclusive place to work.

Hayley was nominated by Byron Currie, our Deputy Director of People and Organisational Development, for her role in working with the Recruitment and Community Development teams and nursing colleagues to arrange a local job fair. The event was planned to highlight the career opportunities available at BSMHFT to the communities we serve.

It was designed to support local people to apply for a wide range of jobs in the Trust with a particular focus on the entry-level clinical roles, such as Healthcare Assistants. The event was a great success and colleagues welcomed dozens of people from our local area who were interested in joining our Trust.

If you, or someone you know is interested in a career in the NHS in a clinical or non-clinical role, all of our current vacancies are available on our website:

📍 bsmhft.nhs.uk/about-us/join-us/

The MIDAS Awards

Midlands Inclusivity and Diversity Award Scheme 2022

Elders Project firmly on the global map

A huge congratulations and well done to Beresford Dawkins, Dawn Sutherland, Dr Kimberly Sham Ku, Patrick Bennett and Dr Abdullah Mia who are now published writers in the world of Forensic Mental Health Care.

Focusing on the successful BSMHFT Elders Project, each of the five has contributed to a chapter entitled: The Elders Project: Bringing Black African-Caribbean Collectivism in From the Outside.

Published by Routledge, the book is called Diversity and Marginalisation in Forensic Mental Health Care and explores the ways in which diversity and experiences of marginalisation are present in forensic mental health care settings around the globe.

BSMHFT's 300 Voices Project in 2017 indicated that long-term stays for Black African-Caribbean service users in secure and complex care hospitals lead to feelings of disempowerment, vulnerability, perceived lack of support in the community, low self-esteem and discharge related anxiety. It was this work that helped to inform the Elders Project - a proactive approach to supporting service users

during their recovery journey with a specific focus on the difficult period of transition and discharge.

The Elders Project is supported by the Secure Care and Offender Health REACH OUT Equalities Task and Finish Group, chaired by Dr Kenney-Herbert and was first introduced in 2018. Originally it was as a pilot intended for selected service users in Secure Services at the Tamarind Centre. Volunteer Elders were recruited from faith, sports and music backgrounds who have strong family ties and individual skills to support certain service users during their admission in Secure Care.

Now four years on, The Elder's project has demonstrated that community interventions including 1:1 support and group vocational activities can help to develop service users' confidence. This in turn can support them at the point of transition and discharge from mental health care.

Beresford Dawkins, our Community Development Lead and co-writer of The Elders Project chapter, said:

"It's fantastic to be able to showcase the great work of the Elders Project team and put our forensic mental health care expertise on the



Pictured from left to right are: Abdullah Mia (Consultant Clinical Psychologist), Dr Kimberly Sham Ku (Senior Forensic Psychologist), Beresford Dawkins (Community Engagement Lead), Dawn Sutherland (Advance Nurse Practitioner) and Patrick Bennet (Nurse Practitioner).

global map. Both the writing of this chapter and the Elders Project has been a true collaboration and I'd like to thank everyone who has played their part. We're excited to see where the next stage of the initiative takes us and most of all, the

benefits it brings to our service users."

Written by Jack Tomlin and Birgit Völlm, Diversity and Marginalisation in Forensic Mental Health Care is now available in all good bookshops!

Emily Dalloway receives Queen's Nurse title



Substance Misuse Community Nurse, Emily Dalloway, has earned a Queen's Nurse title, in recognition of the outstanding care she has provided to vulnerable people across the Midlands for over 24 years.

The Queen's Nursing Institute (QNI) is the oldest professional nursing organisation in the UK and is believed to be the oldest nursing charity in the world, dating back to 1887. The title of Queen's Nurse is given to those who serve as leaders and role models in community nursing, delivering high quality health care across the country.

Emily began her nursing career in 1998 at New Cross Hospital where she was first exposed to the damaging effects of drug and alcohol addiction. She has since dedicated her life to supporting those with substance misuse by working for our partners, Recovery Near You, a drug and alcohol service for the people of Wolverhampton.

In 2021 she decided to go back to university to develop her skills in health assessments and examinations within the clinical practice, which is where she first came across the Queen's Nurse title.

"While I was at University, I noticed that one of my lecturers had 'Queen's Nurse' at the bottom of their emails. After reading up on this incredible title, I decided to put myself forward for one too," she said.

The title of Queen's Nurse is open to registered nurses with more than five years' experience working in the community. Managers and patients provide feedback about applicants, which is assessed along with their application.

Speaking about her new title, Emily added:

"I am absolutely elated that after all my years as a nurse and my dedication to the profession, I finally have this title."

There has been a total of 1,967 nurses to date who have received this prestigious title, 54 of which are from the West Midlands.

National award for Early Intervention

Congratulations to members of our Early Intervention service in Solihull who have been crowned this year's Team of the Year (work-age adults) by the Royal College of Psychiatrists (RCPsych).

In an online award ceremony held recently - hosted by RCPsych's President Dr Adrian James - our Solihull Early Intervention Service was described as 'a dedicated team with compassion, innovation and ambition at its core'.

The service currently works closely with 120 individuals aged 14-65 from Solihull who have experienced a first episode in psychosis. The team assists recovery, reduces any distress and helps people to understand what is happening to them so that they can manage their illness.

Twenty-six dedicated people make up the multidisciplinary team including Community Psychiatric Nurses, Psychologists, Psychology Assistants, Occupational Therapists, Medical Secretaries, a Health Instructor, Family Intervention Lead and Art Therapist who work with service users at Maple Leaf Centre and in their homes. It's a seven day per week service, running between 9am and 5pm.

The judges said that they were impressed with the team's innovation in providing service users who have psychosis with a wide span of therapeutic opportunities. These include the availability of cognitive behavioural therapy (CBT) and family therapy, an emphasis on physical health and for social recovery in the form of employment and education, which includes service users having access to their own allotment or a physical health instructor. They also noted improvements to staff experience, low sickness rates, low staff turnover and high retention.

Pictured with their certificate are members of Solihull Early Intervention Service



The award was accepted by BSMHFT's Consultant Psychiatrist Erin Tuner, on behalf of the Solihull Early Intervention team.

She said: "I've worked with so many teams throughout my career who are really good but I have to say that this team has got something really special. If I had to use three words to describe the team it would be compassion, dedication and ambition."

"Compassion not only to patients and their families but to each other, dedication exemplified through the COVID-19 pandemic and their commitment to going the extra mile and ambition because as a team we never sit on our laurels. We are always looking for ways to improve our service to give the very best to our patients."

In this year's RCPsych awards there were 17 categories, with Solihull Early Intervention Service up against Isle of Wight's Mental health Intensive Support Team and Cheshire And Wirral Partnership NHS Foundation Trust in their Team of the Year (work-age adults) category.

BSMHFT's Clinical Director, Dr Selvaraj Vincent, said: "This award is well deserved and recognition for strong and enthusiastic leadership of Steve Harrison, Hub Manager and Erin Turner - for their progressive approach in embracing patient-centred care for their vulnerable service users."

The team was presented with a certificate which is now pride of place in the Maple Leaf Centre.

Trevor leads rollout of wellbeing service at HMP Birmingham

We're very proud of Service User Engagement Lead, Trevor Urch, who has led the successful development of the Wellbeing Navigators service at HMP Birmingham.

Wellbeing Navigators are a team of prisoners who are mental health trained and have a duty of care to help those who are struggling with life in prison. We know that giving prisoners the opportunity to talk to someone - other than clinical staff - who understands prison life and the toll it can take, is something they appreciate. This has been extremely useful for those who are experiencing low level mental health issues such as depression and anxiety.

HMP Birmingham was the first prison in the country to introduce a Wellbeing Navigators service. Thanks to Trevor's hard work it has been a huge success and following recognition from the Ministry of Justice, the service is now being rolled out across 17 prisons nationally.

BSMHFT provides mental health care to prisoners at HMP Birmingham with Birmingham Community Healthcare and



Pictured from left to right are Biagio Fraulo (Undersheriff, Greater London), Heather Phillips (High Sheriff, Greater London), Trevor Urch (Service User Engagement Lead at HMP Birmingham) and Jonathan Floyd (Beating Time)

Cranstoun and the team works closely with inmates to enable us to provide the support that is needed.

Trevor was presented with an award to recognise his work on developing this unique

support for prisoners by the High Sheriff of Greater London, Heather Phillips, at a World Mental Health Platform event on World Mental Health Day last October.

Caring Minds

Fabulous fundraising for Caring Minds

We're really lucky to have some dedicated and passionate fundraisers who have supported Caring Minds over the last year. Here's a snapshot of the most recent fundraising activities!



Sporting superstars Douglas and Ruth

Douglas Connell and Ruth Tennant pushed themselves to the limit completing amazing sporting challenges.

Douglas rode the Pan Celtic Ultra race, a 1,618 mile ultra-endurance cycling race following the famous Wild Atlantic Way of Ireland raising £750 for Caring Minds. He cycled around 200 miles a day, so that he could make it back to the finish party on time!

Douglas received 'life changing' support from our Birmingham Healthy Minds service during COVID-19 and wanted to say thank you by raising funds for Caring Minds.



He said: "This service was honestly lifesaving and I now have the mechanisms and confidence in place to move forward with insight and control over my mental state."



"I will likely be a lifelong fundraiser for Caring Minds, since without BSMHFT and the dedicated professionals, I would not be here today."

Ruth Tennant is the Director of Public Health at Solihull Metropolitan Borough Council. She took on the challenge of the New York Marathon in November last year to raise £1,200 for Caring Minds. The money raised will go to Solihull Integrated Addiction Service (SIAS) which provides end-to-end support to tackle alcohol, drug or gambling addictions. This includes everything from expert medical support to the crucial process of getting people's lives back on track. BSMHFT is one of the organisations that works together to deliver SIAS.

Ruth ran the race in gruelling conditions of 80% humidity and says the support across the whole route which covered Staten Island, Brooklyn, the Bronx, Queens, Harlem and finished in Central Park was brilliant.

Tamarind Centre wellbeing day raises over £200

The Tamarind Centre held a wellbeing day which was attended by over 100 staff and service users. The day raised over £200 for our Caring Minds charity and was in support of the Trust's health and wellbeing programme.



During the day, six football teams and two netball teams – made up of staff and health colleagues – battled it out

on the pitches at Fives Yardley for the winning trophies.

The Integrated Community Care and Recovery Athletic football team took the winners shield in the football, while players from our Warstock Lane site were crowned netball champions. Players, family and friends all enjoyed the sport, fun, food and entertainment at Sedgmore Sports and Social Club.

The event was organised by Occupational Therapist Richard James, supported by Hazel Ndoro (Clinical Nurse Manager) and on-the-day score keeper Nicola Bradley (Occupational Health Consultant).

Housebuilders make £1,500 donation to Caring Minds

Barratt and David Wilson Homes Mercia has donated £1,500 to Caring Minds as part of its Community Fund scheme.

This donation was made as part of the Barratt Developments Plc Charitable Foundation, which is designed to support national and local charities, large and small, across the UK to leave a legacy in the communities in which the housebuilder operates.

Dominic Harman, Managing Director at Barratt and David Wilson Homes Mercia, said:

"As a leading developer, donating to organisations and charities in the areas in which we build is vital, and Caring Minds is certainly deserving of support."

"The work that the charity carries out is of



extreme importance and we are more than happy to make a contribution to help those in need receive the charity's services and have access to the highest level of support."

A huge thank you to all of those individuals, teams and businesses who have supported us over the last few months.

Caring Minds (registered charity number 1098659) is the official and only charity of Birmingham and Solihull Mental Health Foundation Trust (BSMHFT).

BSMHFT provides a variety of mental health services across 40 sites in the Birmingham and Solihull area. to provide a wide range of inpatient, community, and specialist mental health services for service users of all ages. From young people aged over 16, right through to providing mental health care and treatment for older adults.

Enhancing a person's visit to BSMHFT

can make all the difference to their wellbeing, improving recovery and overall experience of our services. Caring Minds is here to support the Trust's vision of improving mental health wellbeing by providing added extras that are over and above what the NHS can provide. This may include equipment, specialised furniture, service user events, activities, carer wellbeing initiatives, staff appreciation events and much more.

The charity relies on the generosity of individuals and businesses to help raise funds and enhance the profile of the charity so that it can provide the added extras that make a big

difference to real lives.

Over the years, money from Caring Minds has been spent on improving the outdoor spaces and environment of our sites for our service users to enjoy. Special sensory rooms have also been funded that provide a comfortable and gently stimulating environment for service users with Autistic Spectrum Disorders. Other projects that Caring Minds has funded include new equipment, drama therapy, service users events, therapy kitchens, video projects, our Mental Health Natters Podcast, enhanced animal Therapy and a Garden of Reflection.

Scan here to donate



If you would like to raise money for Caring Minds or find out more about the work of the charity, please email: bsmhft.fundraising@nhs.net.

Alternatively you can make a small donation today, by visiting Caring Minds' JustGiving page:

www.justgiving.com/caring-minds

Top tips for mental health

There is no health without good mental health. We all go through rough patches in life and many of us have different coping mechanisms to get us through those difficult times – and that's okay!

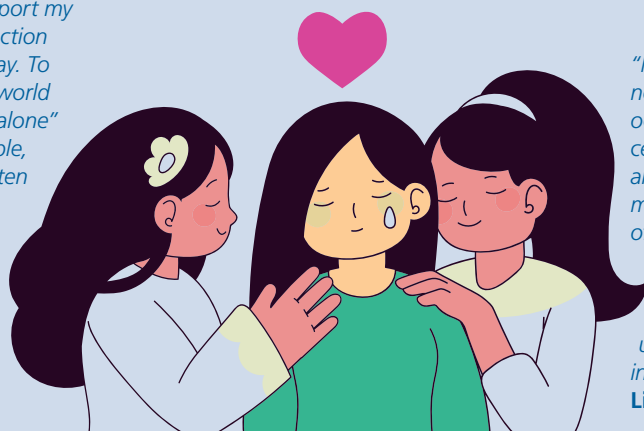
We asked a few of our Experts by Experience and a carer with lived experience to provide us with their top tips that have helped them during the toughest moments of their lives.

"I believe that staying connected with people is so important. I like to think I can support my loved ones, it gives me so much satisfaction to know I am helping them in some way. To sum up the old saying 'laugh and the world laughs with you, weep and you weep alone' is so true. So, stay in contact with people, have healthy discussions with them, listen to them and share your experiences. I also find having the company of a furry friend helps me to relieve any tension, caring for them and the unconditional love that they give is so rewarding."

BSMHFT staff member and carer with lived experience

"My top tip is, be kind to yourself. By this I mean give yourself the grace to make mistakes and the time to learn from them, as well as celebrating the big and small positive moments and achievements in your life. We have dark and light moments in life. Embracing the duality inside oneself allows us to be more accepting and kinder to ourselves. This train of thought has helped me along my journey to heal from trauma and start developing new coping skills."

Eliza, Expert by Experience



"I practise the five ways to wellbeing every day – six if you include my addition."

- 1. Connect**
- 2. Be active**
- 3. Take notice**
- 4. Keep learning**
- 5. Give**
- 6. This is my own addition, I call it 'burn time'. What I mean by that is keep busy. There is nothing worse when you have a mental health problem to have spare time on your hands. I listen to music, visit the people in the area and help people at my local community centre."**

Ian, Expert by Experience

"My top tip would be to try and keep your normal routine as much as possible on big occasions like birthdays, anniversaries, or celebrations. It can be hard enough to wake up and stick to your routine during colder, darker mornings and shorter days. Big occasions can often change routines further with extra days off or more opportunities to socialise. I try my best to stick to a regular routine, especially sleep (keeping the same going to bed and getting up times), exercise, healthy eating and not over-indulging in alcohol."

Lisa, Expert by Experience

If you're struggling with your mental health, or know someone that is, help is at hand via Birmingham Mind.

The 24/7 helpline has a dedicated staff team, answering calls (0121 262 3555), web chats (birminghammind.org) and emails (help@birminghammind.org).

Quiz Challenge

- According to the proverb, what is as good as a feast?
- The Montague and Capulet families clash in which Shakespeare play?
- The palate in humans is composed of two parts. What are they called?
- What German word means the general intellectual, moral and cultural climate of an era?
- Which Canadian actor stars in the John Wick series of action thriller films?
- The 2022 Wimbledon women's finalist Ons Jabeur represents which country?
- What was the profession of the 19th century Frenchman Auguste Escoffier?
- Which lake forms part of the borders between Germany, Austria and Switzerland?
- What word beginning with M is mentioned three times in the title of an ABBA song?
- In which sport are shells, skiffs and sweeps used?

FIVE ALIVE

RC	HA	PI	IV	DE
AO		GR		ER
MF	OA	UL	AN	RA
TE		DO		NI
ST	LR	OE	EP	KE

Here are two miniature five-square crosswords using the same grid – but the letters have been mixed up. You have to work out which letters belong to which crossword.

EQUALISER

4 10
2 ○ 2 ○ 5
3 8
20 ○ 2 ○ 2
3 2

Place the four signs (add, subtract, multiply, divide) one in each circle so that the total of each across and down line is the same. Perform the first calculation in each line first and ignore the mathematical law which says you should always perform division and multiplication before addition and subtraction.

CROSS CODE

16	9	17	21	15	24	16		16		22		14
23		20		16		18	16	15	19	16	18	1
23	11	16	17	21	1	15		13		15		17
11		5		24	1	3	22	24	19	24	21	
24	5	23	15	8	6	1				8		
25			8		16	12	12		11	9	5	23
9		12	1	16	15		16	26	16	15		15
1	6	1	17		4	1	17		13			8
		23				13	22	8	10	24	7	18
2	8	8	11	24	17	22		13		5		15
16		17		12		8	23	1	15	16	21	1
13	22	24	7	1	17	1		16		18		17
21		21		16		12	24	7	7	1	15	17

ABCDEFGHIJKLMNOPQRSTUVWXYZ

1	2	3	4	5	6	7	N	8	9	10	11	12	13
14		15	R	16	17	18	19	20	21	22	23	24	I

Each number in our Cross Code grid represents a different letter of the alphabet. You have three letters in the control grid to start you off. Enter them in the appropriate squares in the main grid, then use your knowledge of words to work out which letters should go in the missing squares.

As you get the letters, fill in other squares with the same number in the main grid and control grid. Check off the alphabetical list of letters as you identify them.

CRYPTIC CROSSWORD

1		2		3		4		5		6		
7												
							8					
9	10		11									
12							13					
14					15		16					
			17							18		19
20												
22												

ACROSS

- As far as I am concerned it is a big book (4)
- An old ruler disguised as a cricketer? (3-7)
- A pound therefore as well (4)
- With this there's no clear way to preserve trade (7,3)
- Notes avocet was f lustered (6)
- Even more hard up at the Stock Exchange? (6)
- Mowed a ploughed field (6)
- Sarah puts peg in this column (6)
- It is fair when it isn't sloping (2,3,5)
- Discover heartless devil (4)
- Place worker after ten with officer (10)
- The man next door has taken her in (4)

DOWN

- Hold out to the final (4)
- Smallest circus performer? (4)
- Have a drink in the east lying on one's back (6)
- Unusual task for casual worker (3,3)
- It is used by acrobats including river in public transport route (10)
- Ordered square Edam in disguise (10)
- Grounds for making a second time (10)
- It's nonsense to fool around with paddle (10)
- Her ingenuity first will fade (6)
- Lust he discovered in detective (6)
- Violet takes Alan a small bottle (4)
- Strip of wood from a mill at Huddersfield (4)

TrustTalk listening to you

Contact the editor: Anna Sykes, Birmingham and Solihull Mental Health NHS Foundation Trust, Uffculme Centre, 52 Queensbridge Rd Birmingham, B13 8QY Email: anna.sykes6@nhs.net Designed by graphics@uhb.nhs.uk

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