



# TrustTalk

Autumn/Winter 2024

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# Welcome to Trust Talk

Welcome to our autumn/winter edition of Trust Talk 2024. It's a packed edition filled with a huge variety of stories – we hope you enjoy reading it.

We'll begin by sharing the exciting news that Team BSMHFT has been named as one of six providers nationally to lead the development of a 24/7 mental health service pilot. We will begin a phased opening of a neighbourhood centre in the East of Birmingham, working towards the provision of around the clock support to local people aged 18 and over with serious mental illness, by spring 2025. This new and innovative service will ensure those who need our care are looked after by the same familiar faces, whenever they need it.

This summer we held our Values Awards, where we recognised the fantastic contributions of 30 outstanding colleagues/teams who embody our Trust Values of Compassionate, Committed and Inclusive. We're delighted to bring you a special feature on our annual awards which was an

evening of celebration and a time to reflect on the incredible work that has been achieved over the last 12 months. Read all about our worthy winners on page 9.

As BSMHFT colleagues and regular readers of Trust Talk will be aware, we are committed to becoming an anti-discriminatory organisation. We recently launched a new campaign, Disability Works For Us, to counter discrimination based on visible/invisible disabilities or health conditions. We want to focus on what people can do, not what they can't and provide them with the right support so that they can work effectively and successfully. Our aim is to create an equal environment where our new and existing colleagues can thrive and feel valued, respected, represented and understood. There's more on this campaign on page 8.

Birmingham Healthy Minds, our talking therapies service supports people who are finding it difficult to manage their depression, anxiety, obsessive compulsive disorder, trauma or low mood. We know that some people might feel a bit apprehensive before their first

therapy session and in this edition, we meet Sapphire McCalla, Psychological Wellbeing Practitioner who tells us what to expect and shares some great tips on getting the most from your session.

As we move into winter, we've shared some useful information on how to maintain our physical health over the colder months including the importance of getting your flu vaccination.

You can also read about the work of our Deaf Services, the role of our Experts by Experience and Grace Hancock, Community Psychiatric Nurse give us an insight into how our Forensic Intensive Recovery Support Team (FIRST) support those in their care.

Finally, a big thank you to everyone who contributes to our Trust. Take care of yourselves over the winter period and look out for more news from BSMHFT on our website and social media channels.

**Best wishes,**  
**Lisa Stalley-Green, Chief Nurse**  
**Bal Claire, Deputy Chair**



**Lisa Stalley-Green**  
Chief Nurse



**Bal Claire**  
Deputy Chair

## Contact us

To contact our Trust with any general enquiries:  
☎ 0121 301 0000 (our switchboard)

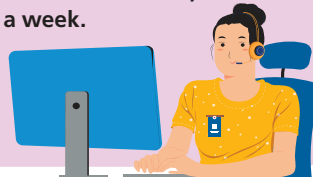
**Trust headquarters address:**  
✉ Birmingham and Solihull Mental Health NHS Foundation Trust  
Uffculme Centre  
52 Queensbridge Rd  
Birmingham  
B13 8QY

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

If mental health help is needed you can ring the numbers below for advice and support  
☎ 0121 262 3555  
☎ 0800 915 9292

For urgent mental health support, call NHS 111, option 2.

This line is available 24 hours, seven days a week.



## Keep up with us online

🌐 [bsmhft.nhs.uk](https://bsmhft.nhs.uk)  
📘 [facebook.com/NHSbsmhft](https://facebook.com/NHSbsmhft)  
📺 @bsmhft\_nhs



## Secure Care and Offender Health finalists for Nursing Times Award

Congratulations to colleagues within our Secure Care and Offender Health team who were nominated as finalists in the Nursing Times 2024 Dame Elizabeth Anionwu Award for *Inclusivity in Nursing and Midwifery* category.

The team's nomination was for their work in addressing inequalities through effective co-production. Spanning over a year, the team started the Reach Out Inequalities Service Evaluation (ROSIE) which was designed to identify and develop a better understanding of inequalities and generate insights to address them.

Led by some of our Experts by Experience (EbE) and supported by clinical inequalities

leads, the team engaged with 300 patients across the forensic division and collected data which has informed a strategic plan for the Trust to transform Secure Care services.

As part of that, the team has developed sustainable community initiatives which aim to improve patient and service user access, experiences and outcomes. The work has also promoted cultural celebrations, reduced restrictive practice and supported the timely implementation of the Use of Force Act.

**Although the team did not win, we are so proud that they received formal recognition at the glittering ceremony in London on Wednesday 23 October.**



## Catch up on the 2024 Annual General Meeting

A huge thank you to those who attended our Annual General Meeting and Annual Members Meeting 2024. If you didn't make it but would like to catch up with what happened on the day, scan the QR code to watch back the recording.



**NHS talking therapies can help.**



# BSMHFT brings 24/7 mental health care pilot to Birmingham

BSMHFT has been named as one of six providers nationally, to lead the development of a 24/7 mental health service pilot.

Over the coming months we will see a phased opening of a neighbourhood centre in the East of Birmingham, working towards the provision of day and night support to local people aged 18 and over with serious mental illness.

Funded by NHS England over two years, the pilot will adopt a successful model of mental health care used in other countries. Recognised by the World Health Organization (WHO), it is regarded by many of our mental health clinicians as one of the best models of mental health care in the world.

Promoting a person-centred approach, the 24/7 centre will bring together all of the community mental health specialist care in the area that we currently offer. This will include crisis care, home treatment, early intervention, community, rehabilitation and inpatient care integrated into a one team approach – serving a population of 40,000 people.

Birmingham's Community Mental Health Centre (CMHC) is the only Midlands site chosen as part of the national programme, following the submission of a detailed bid earlier this year. We will run the CMHC in partnership with a range of local colleagues across health and social care including GPs, Voluntary Community Faith and Social Enterprise organisations and those with lived experience.



This new approach will ensure people are looked after by the same familiar faces, whether they are at home, in crisis or need to stay in a bed.”

**Dr Fabida Aria**  
Medical Director at BSMHFT

Once the CMHC is fully established, anyone with serious mental health problems will be able to drop into the hub, at a location in the East of Birmingham, still to be confirmed. This will mean that those without an appointment will receive the support they need from a team of mental health professionals and peer support workers.

Dr Fabida Aria, Medical Director at BSMHFT and the driving force behind the bid, said:

“This is really exciting news for Birmingham. Bringing a world-leading model of healthcare to the East of our city will transform mental health care and ensure thousands of people

take control of their own care and get the help and support they need, closer to home. This is another great opportunity for us to work with our local communities and Experts by Experience to shape the services of the future and build on the successful community transformation work that we have already achieved.

“We are committed to putting people at the very heart of their care and recovery and want those who need our help to feel safe and cared for. This new approach will ensure people are looked after by the same familiar faces, whether they are at home, in crisis or need to stay in a bed.”

## Dr Humaira Aziz appointed Clinical Director for Acute Care

Congratulations to Dr Humaira Aziz, who has been appointed as Clinical Director for Acute Care. Humaira is currently working as a Consultant Psychiatrist at Mary Seacole House and has been part of Team BSMHFT for nine years.



During that time, she has been a clinical lead within acute care and has been integral in a number of service improvement and development projects such as the redevelopment of High Croft Hospital. She was also involved in the development of the acute inpatient and psychiatric intensive care model.

“I am pleased to introduce myself as the new Clinical Director for Acute Care. I work as an inpatient consultant and it's a privilege to be on the front-line as well as lead our efforts in delivering high quality and compassionate care to individuals in need of acute mental health support.

With a decade of experience in mental health from direct patient care to leadership roles, I have always been deeply committed to improving access and reducing health inequalities. In my new role I would support the ongoing work of strengthening the localities to improve experience and reduce fragmentation of care for our patients. I believe that collaborative care and prioritising both patients' outcomes and staff wellbeing is key to improve the standards of care we provide.”

## Minister for Veterans and People visits Op COURAGE

In September, Minister for Veterans and People, Al Carns, visited the Birmingham base of the Midlands Op COURAGE Partnership at our Barberry Centre.

Op COURAGE is an NHS service developed with people who have served in the Armed Forces and experienced mental ill-health. Working together with NHS services and charities, Op COURAGE makes sure people who have served and are struggling with their mental health and wellbeing get the specialist care, support and treatment for their specific needs.

Midlands Op COURAGE is one of six regional providers of the service in England and since April 2023, it has supported more than 1,700 veterans, service leavers, reservists and their families across both the East and West Midlands.

During the visit Mr Carns, a former Royal Marine, met members of the partnership team and spoke to veterans, Steve and Will, about their life-changing experiences of receiving treatment through the service. Speaking of the visit, Mr Carns said:

“I was really fortunate to chat with veteran service users who shared their stories. One individual alone told me that Op COURAGE had given his son a father back. Veterans are at the centre of everything that Op COURAGE does which is why I'm delighted to see they've been integral in shaping this service.”

Dr Helen Brown, Consultant Clinical and



Forensic Psychologist and Clinical Lead for Op COURAGE Midlands' Treatment Pathway, said:

“It was a real privilege to be able to showcase our work at the Barberry Centre and explain more about Op COURAGE and the work we are doing to support veterans across the Midlands. I am incredibly grateful to Will and Steve who took the time to share their Op COURAGE success stories.

“If you or someone you love has served in the Armed Forces and is in need of specialist mental health support, reach out to Op COURAGE. No matter how recent or long ago, we are here to support you every step of the way.”

Midlands Op COURAGE is a partnership between ourselves, Lincolnshire Partnership NHS Foundation Trust (Lead Provider), Coventry and Warwickshire Partnership NHS Trust, St Andrew's Healthcare, Walking With The Wounded, The Ripple Pond, Tom Harrison House and Mental Health Matters.

**Veterans, their families or other health professionals can refer, or self-refer to Op COURAGE**

📞 0300 323 0137 or

✉ Email: mevs.mhm@nhs.net



Many of us will be familiar with the popular social media channel, Instagram, but for those who aren't, Instagram is a free social media app that is used by roughly 30.6 million people across the UK – that's 46% of the population.

With that amount of reach, we thought it was time to put BSMHFT on the virtual Instagram map and share out helpful tips, advice and support for all things mental health and wellbeing. **If you are on Instagram, why not give us a follow @bsmhft\_nhs.**

Here are a few facts about Instagram that might interest you...

- 25-35-year-olds use Instagram the most in the UK accounting for a 30.1% share
- Two billion people have an Instagram account worldwide
- Instagram is enjoyed by men (43.5%) and women (56.5%) alike
- People spend an average of 32 minutes a day browsing Instagram.



# Team BSMHFT Medical Celebration 2024

Over 100 colleagues attended our first ever Medical Celebration event, to honour excellence and innovation and showcase the work of our medical workforce.

Attended by medics from across the Trust, the event was a fantastic way of highlighting the exceptional work carried out by colleagues over the past year.

Dean of the Royal College of Psychiatrists, Professor Subodh Dave was the event's special guest, sharing details of his upbringing, his expertise in mental health and thoughts around health inequalities.

The event included two award ceremonies: the Post Graduate Medical Education Awards (PGME) for trainee doctors (presented by Dr Ruth Scally and supported by Caring Minds) and the Medical Awards (presented by Deputy Medical Director Imran Waheed).

The PGME awards recognised the great work of our doctors in training and those who train them. There were some amazing nominations and the judges found it very challenging choosing the winners for each award.

The comments from those who nominated our PGME award winners illustrated their hard work, compassion and commitment. Dr Amaka Asiodu, winner of the *Higher Trainee of the Year Award* was described as a 'superb doctor'. *Speciality and specialist (SAS) Doctor of the Year Award winner*, Dr Claire Coleman's nomination said that she is 'conscientious and compassionate', receiving positive feedback from patients.

The Medical Awards recognised doctors in six categories, *Valuing Everybody*, *Leading and Inspiring*, *Partnership with Patients and Carers*, *Working Together*, *Unsung Hero* and *Patient Safety*. There were some outstanding

It was such an inspirational day. Events like this are a dream come true. Good doctors want to work for us and our trainee medics want to stay"

**Dr Fabida Aria**  
Executive Medical Director  
and Consultant Psychiatrist

nominations highlighting the care and compassion our Doctors give to our patients and service users.

The winner of the *Patients and Carers Award*, Dr Hassan, based at Ardenleigh was nominated for providing a level of care 'above and beyond' standard practice. He often visits the unit on his days off to celebrate events with the patients and will travel around the country to meet with their families, to answer their questions and alleviate their concerns.

The winner of the *Valuing Everybody Award* went to Dr Hannah Leech. Dr Leech who was nominated for her unwavering commitment to inclusivity, empathy and respect for all individuals. She takes into consideration patients' and service users' cultural backgrounds and experiences and is known for her compassion and as an ally against discrimination.

Concluding the event, Dr Fabida Aria, Medical Director and Consultant Psychiatrist said:



"It was such an inspirational day. Events like this are a dream come true. Good doctors want to work for us and our trainee medics want to stay."

To see details of all of our winners and to read more about the event visit [bsmhft.nhs.uk](https://bsmhft.nhs.uk) or scan the QR code



Dr Hassan (pictured left)



Dr Hannah Leech (pictured left) with Executive Medical Director, Dr Fabida Aria



## Assistant Psychologist introduces muraqabah to Muslim patients

Junaid Shabir, Assistant Psychologist discovered a form of meditation within the Islamic faith (muraqabah) which he introduced to our Muslim patients on George Ward and Eden Unit.

Junaid's work around Islamic Meditation has been recognised and published by the British Psychological Society.

Junaid discovered mindfulness when he was on placement and became increasingly interested in what it could offer. Junaid found muraqabah and began to wonder if it would work for some of the patients on the ward he worked in. The term muraqabah is derived from the root letters of مراقب, meaning "to watch, observe, regarding attentively" and the purpose of muraqabah is to cultivate the remembrance of Allah.

On the acute inpatient wards Junaid and another assistant psychologist conduct weekly emotional coping skill group, where the patients are taught stress, anger, anxiety management skills and mindfulness breathing.

Initially when mindfulness or meditation was introduced on the ward, Muslim patients were a bit more hesitant towards it. They sometimes felt unmotivated to engage, often stating "I have Islam, why would I need that?"

Junaid was asked how muraqabah has impacted the patients on his ward. He said: "When I started to practice it with Muslim patients, I began to notice that their engagement with psychological interventions on the ward had increased and they would be more open with discussing their mental health with myself."

I began to notice that their engagement with psychological interventions on the ward had increased and they would be more open with discussing their mental health with myself."

**Junaid Shabir**  
Assistant Psychologist

Junaid's work has been recognised and published by the British Psychological Society.



Junaid Shabir,  
Assistant Psychologist

We can read more about it on our website [www.bsmhft.nhs.uk/about-us/news/junaid-shabir-adapted-mindfulness-to-support-our-muslim-patients/](https://www.bsmhft.nhs.uk/about-us/news/junaid-shabir-adapted-mindfulness-to-support-our-muslim-patients/)





# - Five minutes with...

## , A Community Psychiatric Nurse



Grace Hancock is a Community Psychiatric Nurse who works within our Forensic Intensive Recovery Support Team (FIRST) at Reaside. In this Five Minutes With feature, Grace shares what it is like working for such a specialist service and explains more about the care she and her team provide to keep our patients safe.

BSMHFT's forensic community mental health service provides intensive support for patients transitioning into the community from a secure setting. Individuals who are supported by our teams may enter the service when there are concerns about mental health needs in relation to a higher risk to themselves and the public. These individuals are commonly subject to legal frameworks under the Mental Health Act such as Community Treatment Orders and restriction orders. Our professionals have statutory obligations, including clinical and social supervision to ensure effective care and risk management. As a service we acknowledge the restrictions these legal frameworks can place on individuals and we strive to empower patients by involving the individual, their family and carers in all stages of treatment planning.

**What would you say to someone thinking about joining the field of forensic mental health?**

Go for it! During my time working in forensic mental health care, I have been encouraged to pursue training related to my own interests and participate in professional networking to diversify my connections and experience. The diverse experience gained through working in forensic settings equips you with skills and knowledge needed to excel in your role and make a meaningful impact on the lives of patients and their loved ones.

We have recently designed a Band 5 Preceptorship scheme, marking a significant development in our commitment to professional growth. For the first time we have hired two newly qualified Band 5 nurses and will be providing them with structured support to progress to Band 6 roles through the Preceptorship scheme. The programme will offer comprehensive training, mentorship and hands-on experience, ensuring that new nurses are well-equipped to handle the complexities of forensic mental health care. The scheme is designed to foster confidence and competence, paving the way for a smooth transition to more advanced roles within our team.

For more information about our services and career opportunities, please email our Clinical Service Manager Dianna Dass-Farrell  
✉ [d.dass-farrell@nhs.net](mailto:d.dass-farrell@nhs.net)



**Tell us something that people might not know about you**

When I'm not at work I'm a singer in a band! We're called Together With Grace and we play acoustic covers of classic pop-punk music. It's an exhilarating way to de-stress and express myself creatively. Performing with the band brings joy and a sense of community. It's a fun contrast to my professional life!

You can follow our band on Instagram  
📷 [@togetherwithgrace](https://www.instagram.com/togetherwithgrace)

**Hi Grace, could you please share your career journey for us?**

I began my career in mental health as a Healthcare Assistant (HCA) and then staff nurse on an acute female ward in Coventry. However, it wasn't long after I qualified until I found myself working within my first secure setting in a locked rehabilitation unit. It was a challenging environment that offered me valuable experience in providing care for individuals with complex and enduring needs that required intensive support. Following this, I transitioned to working on the mental health ward at HMP Birmingham.

**What were your experiences working in a secure care environment at that time?**

Both experiences were demanding and rewarding, as they required balancing security measures with the provision of compassionate care. Working with individuals within these settings allowed me to develop a deeper understanding of the unique challenges faced by this population. This reinforced my commitment to supporting the mental health and wellbeing of those who find themselves within forensic services.

**Can you please explain the role of the FIRST team and who your team supports?**

I am proud to be part of FIRST as a Community Psychiatric Nurse (CPN) and I have been part of the team since November 2021. Our service is designed to offer comprehensive support to individuals transitioning from secure settings back into the community and in doing so we work closely with the secure hospitals within the Trust. We are also partnered with St Andrews Hospital, a medium and low secure service for men and women with mental illness and autistic spectrum disorders.

We provide tailored interventions, risk management and continuous support working with patients from their time as inpatients, to facilitate successful integration and recovery.



**What would you say is the biggest impact of your service to the patients and the wider community?**

The team offers a wide range of services including social supervision, care coordination, psychological and occupational therapies, substance use work, employment support and support for daily living. We are a team of 80+ professionals, but we are ever expanding as our service continues to improve and progress. Our multidisciplinary approach ensures that each service user receives personalised care tailored to their specific needs.

By focusing on holistic recovery, we aim to reduce the risk of reoffending and promote long-term stability and wellbeing.

Our impact is evident from the feedback we have received. One service user said they can find it difficult to talk to professionals but always feel welcome at FIRST. They also highlighted that the staff helped them to feel relaxed and that this had contributed to their recovery. By fostering a welcoming and supportive environment for service users, we contribute their successful reintegration into society. As individuals experience improved mental health and stability, they are better able to engage positively in their communities, reducing the risk of reoffending and enhancing public safety.



**Want to read more?**

You can scan the QR code to read Grace's full interview.







# New Offer for staff launched from Our Open Conversations

In winter 2023 and spring 2024, a huge staff engagement initiative was undertaken across NHS Birmingham and Solihull.

Entitled 'Our Open Conversations' staff and volunteers across the Integrated Care System (ICS) were invited to be part of a ground-breaking, bold and inclusive engagement initiative, designed to get to the very heart of staff opinions and improve working lives.

Delivered independently via the people participation and strategy agency, Clever Together, over 3,000 staff and volunteers across the ICS anonymously and enthusiastically shared their feelings and frustrations online with more than 18,000 ideas, comments and votes given.

The response informed the creation of four clear pledges that now sit at the heart of what is called the 'New Offer' for our ICS workforce. The pledges are designed to address directly the thoughts voiced by our staff and volunteers through Our Open Conversations and deliver fundamental improvements to our workforce's daily working lives.

One of the first exciting staff initiatives that has emerged from the New Offer is the Possibilities Beyond Limits (PBL) development programme. A transformational programme created by Birmingham Community Healthcare, the aim of PBL is to improve the identification, engagement and retention of colleagues from diverse backgrounds. This CPD-certified programme provides participants with the skills, confidence and networks needed to advance their careers. Applications are open now until 28 October 2024.

To find out more about the New Offer for Birmingham and Solihull health and care staff, please scan the QR code.



# Empowering our young people

Our Forensic Child and Adolescent Mental Health Services (FCAMHS) patients at Ardenleigh got a visit from the incredible team at Real Direction, who produce educational films that address key therapeutic issues for young people.

Founder of Real Direction, Luke Cato, from Handsworth in Birmingham has a passion for uplifting young individuals. After overcoming personal challenges in his youth, Luke has made it his life's mission to profoundly impact young lives.

During their visit to Ardenleigh's FCAMHS, Luke and his team shared a series of films that explore the challenges faced by today's youth – covering topics such as sexual exploitation or gang grooming. The films cover a wide variety of challenges young people across the UK experience and offer comprehensive solutions to drive positive change.

The patients found the films extremely informative and educational, thanking Real Direction for visiting and giving them the



Luke Cato, Founder of Real Direction outside Ardenleigh

chance to offer their feedback.

This event was part of a series of Black History Month events organised by Dr Lizzie Fitzmaurice, Principal Forensic Psychologist and her team, celebrating influential Black figures in Birmingham and beyond.

# Our Team of the Month winners



Our *Team of the Month* award is one of the ways in which we recognise our fantastic teams. With more than 4,000 staff working across over 40 sites, we are immensely proud of the 160+ teams that support thousands of local people who need our mental health expertise.

Whatever the role each team plays, *Team of the Month* recognises those who bring alive our values of **Compassionate**,

**Inclusive and Committed** every day while they are at work. We are delighted to share the latest winners of our *Team of the Month*.

Congratulations to the winning teams and all of the teams that have been nominated over the last few months. To see a list of those, scan the QR code.



## May's Team of the Month winners

Maternal Mental Health Service



Working in a service that provides support to bereaved parents can be challenging and the Maternal Mental Health team work tirelessly to meet the needs of those they support. They are described as kind and respectful help parents to feel safe to move forward.

## July's Team of the Month winners

West Hub Community Mental Health team



West Hub is a hardworking, supportive team who go above and beyond for their service users. Recently one of their service users overdosed and they all worked together amazingly as a team to follow up on their care. They always put their all into caring for service users.

## June's Team of the Month winners

Ardenleigh Women's Occupational Therapy team



The Occupational Therapy team has developed initiatives to support the rehabilitation, confidence and build the life skills of patients including creating sensory spaces to help them feel safe. They have a real rapport with their patients who certainly appreciate their efforts.

## August's Team of the Month winners

Memory Assessment Service (MAS)



A colleague saw the MAS team holding an activity at a local centre with patients/service users and it was evident they were enjoying the session which brought them joy and laughter. MAS goes above and beyond to provide therapeutic activities to support recovery.

# Nominate your Team of the Month

If you're a member of staff, patient, service user, carer, family member or one of our health partners, we'd love you to nominate the team that you feel has had a positive impact on you.

Just 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](http://www.bsmhft.nhs.uk) (see QR code).

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.







# BSMHFT, Work and Me – join us

**One in four people struggle with their mental health and we are on the lookout for Compassionate, Inclusive and Committed professionals to join us – could it be you?**

We are one of the largest and most complex mental health trusts in the country with 49 sites, 4,000 staff and serving a diverse population of 1.3 million people.

At BSMHFT we want to create an equal environment where you can thrive and feel valued, respected, represented and understood.

We aim to ensure all our staff feel valued regardless of age, disability, gender, gender identity/expression, marital or civil partnership status, maternity or pregnancy status, race (including nationality or culture), religion or belief, sexual orientation, or caring responsibilities.

As an employee, you will enjoy a range of benefits as well as ample opportunity to gain skills and knowledge of mental health care, including specialist services, which will enable you to professionally develop within your chosen fields.

We are committed to building a workforce where its diversity reflects the communities we serve, enabling us to deliver the best possible mental health care for our patients and service users...but don't just take our word for it.

Sharing their Team BSMHFT stories, colleagues Bethany, Rohit and Rachel reflect on their experiences working at the Trust and how with the right support and encouragement, they have been able to thrive in their roles.

**Learn more about their experiences by scanning the QR codes opposite.**



### Bethany's story

After becoming visually impaired almost five years ago Bethany shares how Team BSMHFT supported her not only in her work life, but her personal life too.



Scan to watch  
Bethany's story



### Rohit's story

Living with autism, attention deficit hyperactivity disorder (ADHD) and post-traumatic stress disorder (PTSD), Rohit has managed to find a workplace where he's not just accepted but embraced.



Scan to watch  
Rohit's story



### Rachel's story

Did you know that 15-20% of people in the UK are neurodiverse? Embracing neurodiversity in the workplace is essential for creating an inclusive and productive environment where our colleagues can thrive, colleagues like Rachel.



Scan to watch  
Rachel's story

Supporting people with their mental health recovery journey requires a range of talent from all disciplines. You don't have to be a frontline clinician to work for us – we offer a range of roles including administration, information technology and housekeeping to name a few. As

well as employment, we also offer clinical and non-clinical apprenticeships, work experience placements and voluntary positions.

**If your values align with ours and you are looking to join the NHS...what are you waiting for?**

**Join Team  
BSMHFT today**





# Disability works for us

In the summer we launched our new campaign to counter discrimination based on visible or invisible disabilities or health conditions, even when it is unintentional.

The Disability works for us campaign shares a strong message of taking a positive and inclusive approach to all forms of disabilities and long-term health conditions and focuses on what people can do, not what they can't do. At BSMHFT we want to understand the possible barriers colleagues living with disabilities or long-term health conditions may face and provide them with the right support so that they can work effectively and successfully.

This campaign is part of the Trust's No Hate Zone pledge which includes doing all we can to counter all forms of discrimination. We know that one in 10 of us at BSMHFT live with a disability or long-term health condition. This is a substantial number of our workforce so we're asking our staff to take a pledge to be disability aware.

We've had some great feedback from colleagues on this campaign who have shown their support by taking the pledge.

We celebrated the launch of Disability works for us during our Disability Pride event. Colleagues tested their knowledge of disabilities and health conditions in a competitive, but fun quiz on everything from the extra cost of living for those with disabilities to naming celebrities with disabilities or long-term health conditions.

Free Wheelin, Birmingham's inclusive dance group for all ages, disabilities and abilities, performed at the event, joined by some of our colleagues who took to the dance floor to learn an energetic routine!

They also spoke about what their dancing means to them, with one member saying that she can go into a dance class will the troubles of the world on her shoulders and leaves wondering what she was worrying about.

A big thank you to our Disability and Wellbeing Staff Network being instrumental in creating this campaign.

"I am so proud that our Trust has initiated this campaign, working with the positive rather than focusing on any assumed negative is absolutely the way forward for inclusive practice. Identity is what makes us unique, diversity is what gives us strength, celebrating difference normalises and engages people in change."

"Proud to sign the pledge and hopeful that we are focusing on what we can do living with a disability as opposed to what we can't."

"I live with an invisible illness and appreciate more understanding for those like myself."



One of the posters from the campaign launch

"Great campaign to raise awareness and to focus on ability."

"Amazing to see this work to support our colleagues across the organisation."



One of the quiz teams in action



Free Wheelin and BSMHFT staff took to the floor



Jazz and Ellie

## Jazz's story

Jazz Janagle, Mental Health Co-Production Lead for Experts by Experience has been diagnosed with a number of disabilities/long-term health conditions – physical, mental and hidden. He said:

"I want people to see me and others with disabilities, as not just my disability and long-term health conditions, but to see and focus on the things I can do, not what I can't do."

Scan the QR code to read Jazz's story



## Ellie's story

Ellie is an Occupational Therapist with our Memory Assessment Service. She has cerebral palsy, anxiety, dyslexia and has balance and mobility difficulties. Ellie says: "We are all equally important and valuable, just some of us do things differently – that's ok, it keeps the world interesting!"

Scan the QR code to read Ellie's story







# Values Awards 2024





# Our Values Awards

**Our Values Awards 2024 were a night to remember. Over 240 colleagues united for this very special annual awards ceremony to shine a light on and celebrate the successes, hard work and achievements of our colleagues.**

Held at Aston Villa Football Club's Holte Suite, the evening was a welcome pause to stop and reflect on the incredible work that has been achieved over the last 12 months.

Hosted by Roisin Fallon-Williams, Chief Executive and Phil Gayle, Trust Chair the evening saw a number of individuals and teams recognised for their Inclusive, Committed and Compassionate work – embodying our three Trust Values.

After deliberating over 343 nominations, 30 colleagues and teams were shortlisted for gold, silver and bronze awards.

One of the night's gold winners was Advanced Nurse Practitioner, Fez Sookia, who was nominated for the *Committed Award*. After working at BSMHFT for 40 years and the NHS for over 50, Fez was nominated for the incredible support he has demonstrated

to not only service users, but their loved ones and staff members too.

Fez, who is celebrating four decades of working as part of Team BSMHFT, said: "I have always thought that being compassionate is about being treated how you would like to be treated, how you would like your parents to be treated."

The night was also a success for our charity, Caring Minds. Raising funds through raffles and collection tins, the charity raised £590 to fund 'added extras' for service users, patients and staff, over and above what the NHS can provide.

If reading about our fantastic winners gives you an appetite to find out more, take a look at a full recording of the evening available on our website via the QR code.



## Compassionate Award

For an individual/s who continually demonstrates our Trust Value of Compassionate in everything they do at work, always listening and considering others.



**Fez Sookia**  
Advanced Nurse Practitioner



**Alyua Ikhen**  
Interim Matron



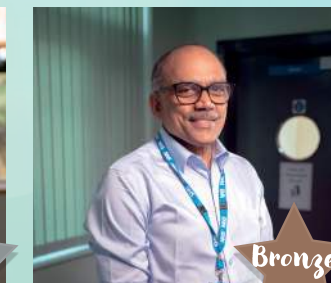
**Emma Matthews**  
Commissioning Support Manager



**Beresford Dawkins**  
Community Development Lead



**Dalvinder Kaur-Kelly**  
Principle Forensic Psychologist



**Dr Shajahan Mohomad Ismail**  
Consultant

## Committed Award

For an individual who continually demonstrates our Trust Value of Committed, someone who is fully committed to every element of their role, always motivating others.



**Jayne Conway**  
Ward Admin



**Vanessa Katri**  
Matron



**Dr Leah Mariner**  
Clinical Psychologist

## Team of the Year in Clinical Services Award

This award is to recognise a clinical team that has shown how excellent multidisciplinary working is improving the quality of care and experience for our service users.



**Perinatal East team**



**Endeavour House**



**North Hub Community Mental Health Team (CMHT)**



# ds winners 2024

## Service User and Carer Choice Award (sponsored by Caring Minds)

Sponsored by the Trust charity, Caring Minds, this award is for an individual member of staff, or a team, that has made an outstanding contribution to the care and recovery of service users.



Sam King  
Health Care Assistant



Farzana Akhtar  
Assistant Psychologist



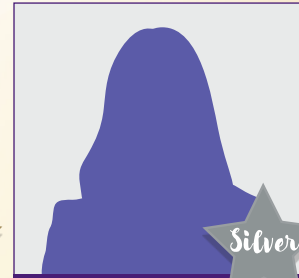
Robert Grady  
Occupational Therapy  
Technical Instructor

## Quality Improvement, Research and Innovation Award

This award is for an individual who uses research and innovation in every element of their role to bring about service improvement for our service users/patients/colleagues.



North Hub  
Community Mental  
Health Team (CMHT)



Dr Katarina Lietavova  
Associate Specialist



Steps 2 Recovery

## Team of the Year in Support Services Award

This award is for a non-clinical team that has shown commitment to improving the work environment for their staff and/or the quality of care for our service users/patients.



Community Mental  
Health Transformation  
team



Information team



Juniper Outpatients  
and Admin team

## Lifetime Achievement Award

This award is for an outstanding and inspirational individual who has dedicated many years of their life to service users and patients, whether that's as part of Team BSMHFT or to the wider NHS.



Dr Robert Wall  
Consultant Psychiatrist



Dave Willetts  
Community Psychiatric Nurse



Chetanjit Padham  
Community Psychiatric Nurse

## Caring Minds Charity Champion

This award is for an individual who has supported and promoted the charity, inspiring colleagues to get involved and going the extra mile.



Stephen  
Waszak-Hayes  
Support Services Manager



Jasmine Martin  
Head of Financial Services



Deborah  
Tomlin-Taylor  
Senior Art Psychotherapist

## Rising Star Award

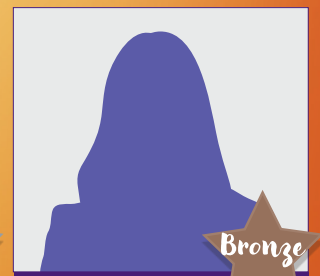
This award is for an individual who continues to innovate, develop and grow within their role to improve their service/team and the care of service users.



Annika Sidhu  
Mental Health and Wellbeing  
Practitioner



Terry Lindsay-Moore  
Clinical Housekeeper

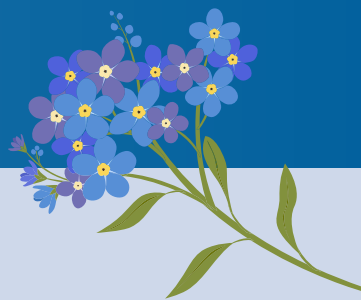


Marie Holeman  
Clinical Lead Occupational  
Therapist





# Dementia – spot the signs early



Over the years, dementia diagnosis rates have declined, meaning that more people are facing dementia alone, without access to the vital support that a diagnosis brings.

Dementia is a syndrome associated with a decline in brain functioning, there are many different types and symptoms. It is not only about memory loss. It can also affect the way you speak, think, feel and behave.

Getting a diagnosis can be daunting, but it is a crucial step towards planning for your future. If you are worried about yourself, or someone close to you, speak with your GP in the first instance.

Knowing the things to look out for is the first important step.

Different types of dementia can affect people differently and everyone will experience symptoms in their own way.

However, there are common early symptoms that may appear some time before a diagnosis of dementia. These can include:

- **memory loss**
- **difficulty concentrating**
- **finding it hard to carry out familiar daily tasks, such as getting confused over the correct change when shopping**
- **struggling to follow a conversation or find the right word**
- **being confused about time and place mood changes.**

Dr Nikki Belsham, Clinical Psychologist/ Clinical Lead for our Memory Assessment Service (MAS), said:

“Knowing something is wrong with your memory can be scary. A diagnosis of dementia can mean timely access to treatments and interventions. There are lots of support services and organisations out there to help to help people live well with the condition.

“If you have worries about your memory or a loved one’s memory, please make an appointment to see your GP.”

Scan the QR code to learn more about dementia and Alzheimer’s disease.



Over the past two decades our admiral nurses have gone above and beyond to help more people living with the condition stay independent for longer. Nurses Jackie, Simone, Marie, Tracy, Rob, Lisa and admin support, Karen, each play a vital part in ensuring people living with dementia live the best lives they can.

The team celebrated the occasion by gathering at the Uffculme Centre to educate others about dementia, answering any questions they had a whilst enjoying a few cakes and refreshments.



Jackie Gayle, Tracy Muzondo and Karen Gadsby



## Get moving for your mental health

It’s a well-known fact that being active can be a great natural mood booster.

At BSMHFT, we have a range of skilled Health Instructors who provide specialist support for patients and service users.

Located across our Birmingham and Solihull sites, our Health Instructors work with service users/patients to assess their lifestyles and wellbeing, set goals for improving their health, agree action plans and provide practical support and information that will help people to change their behaviour.

“My advice for anyone wanting to improve their fitness levels, would be start off small and build it up... Also don’t be

too hard on yourself.” – Chekaine Steele, Health Instructor

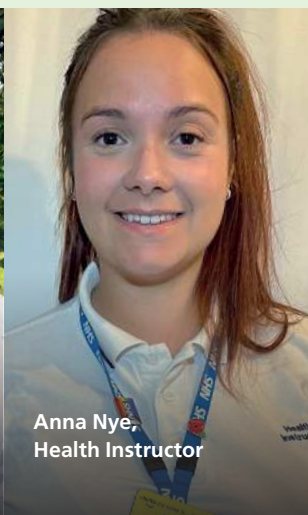
“Physical activity has lots of benefits for our mental and physical wellbeing such as improving mood, managing anxiety and depression.” – Anna Nye, Health Instructor

“It’s amazing what can happen when you apply a tailored approach to a person’s mental health recovery journey.” – Luke Rose, Clinical Lead Health Instructor

**If you would like to read more about the mental health benefits of physical activity, please visit Better Health’s website.**



Chekaine Steel, Health Instructor



Anna Nye, Health Instructor



Luke Rose, Clinical Lead Health Instructor

## Jed is first Art Psychotherapist to secure specialist NIHR award

Dr Jed Jerwood is the first Art Psychotherapist to have been granted a National Institute for Health and Care Research (NIHR) Senior Clinical Research Practitioner Award.

Dr Jerwood who holds an Honorary Clinical Associate Professor role at the Institute of Clinical Sciences at the University of Birmingham is the first Art Psychotherapist to receive such an award.

The NIHR Senior Clinical Practitioner Research Award is a new award intended to support underrepresented professions such as nurses, midwives and Allied Health Professionals to develop their research roles in clinical academic practice.

Funded for the next three years, this award will positively impact on the care of service users, patients and families. It will focus on research to improve palliative and end of life care for people with mental ill health and life-limiting illnesses and support research into how arts therapies can support access to psychological therapies for marginalised people and communities.

Dr Jerwood who has worked for Team BSMHFT since 2013, said:

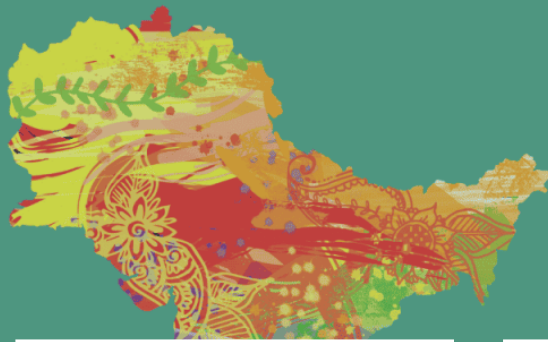
“I am really pleased to have been successful in this application. This award allows me to build on my doctoral research which focused on improving end of life care for people experiencing mental ill health and my work on the No Barriers Here programme, as well as further developing research partnerships internationally and scoping the research needs of the arts psychotherapies service.”



**This award allows me to build on my doctoral research”**

Dr Jed Jerwood  
Art Psychotherapist





# Celebrating our South Asian workforce at Team BSMHFT



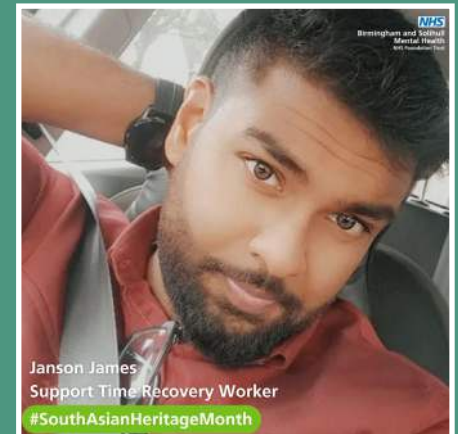
Tarnveer Bhogal  
Psychological Practitioner  
#SouthAsianHeritageMonth



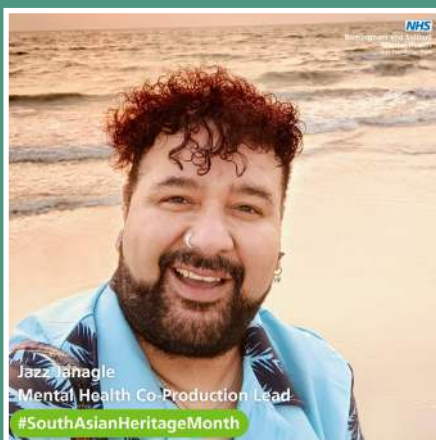
Mollo Sidhu  
Health Care Assistant  
#SouthAsianHeritageMonth



Amardeep Tank  
Support Time and Recovery Worker  
#SouthAsianHeritageMonth



Janson James  
Support Time Recovery Worker  
#SouthAsianHeritageMonth



Jazz Janagle  
Mental Health Co-Production Lead  
#SouthAsianHeritageMonth

South Asian Heritage Month is an annual event where from 18 July–17 August the history, culture, achievements and contributions of people from Afghanistan, Bangladesh, Bhutan, India, the Maldives, Nepal, Pakistan and Sri Lanka are celebrated across the UK. The theme for this year was 'Free to Be Me'.



Jery John  
Staff Nurse, Melissa Suite  
#SouthAsianHeritageMonth



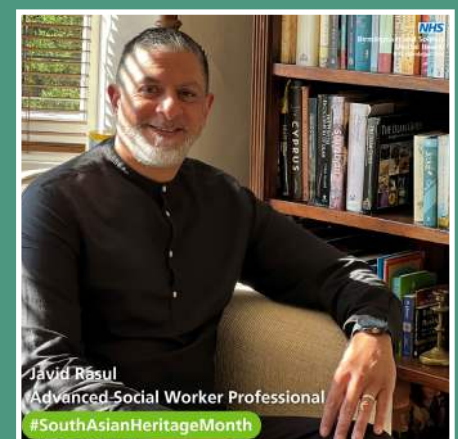
Jas Kaur  
Associate Director of Organisation Development, and Equality, Diversity and Inclusion  
#SouthAsianHeritageMonth



Sukhi Kaur  
Occupational Therapy Clinical Lead and Team Manager  
#SouthAsianHeritageMonth



Sanam Hussain  
Deputy Ward Manager  
#SouthAsianHeritageMonth



Javid Rasul  
Advanced Social Worker Professional  
#SouthAsianHeritageMonth



Kam Kaur Bassra  
South East Home Treatment Team Manager  
#SouthAsianHeritageMonth



Renu Bhopal-Padhiar  
Associate Director Integrated Community Care and Recovery  
#SouthAsianHeritageMonth



Dalbir Singh Masana  
Team Manager  
#SouthAsianHeritageMonth



Sumandeep Nijjar  
Learning and Development Resus Manager  
#SouthAsianHeritageMonth

We celebrated our 608 colleagues of South Asian heritage by shining a spotlight on those who are compassionate, inclusive and committed in everything they do. A number of staff members were featured and you can read more about what their heritage means to them via the QR code.





# What to expect from your first therapy session

We understand that some people feel nervous when they hear the word 'therapy' and might have lots of questions – which is totally normal.

Being prepared for therapy and having an idea of what to expect can help to reduce some of the worries or fears you may have about accessing therapy sessions for your mental health.

If you live in Birmingham and are struggling with depression and anxiety symptoms you might have heard about our Birmingham Healthy Minds (BHM) service, which is essentially an NHS talking therapies provision.

Sapphire McCalla, a Psychological Wellbeing Practitioner for our BHM service said:

"We see around 23,000 referrals a year for a number of reasons. It could be related to relationships, work related stress, financial problems, parenting, health conditions and much more. If you are finding it difficult to manage your stress, anxiety, obsessive compulsive disorder (OCD), Post Traumatic Stress Disorder (PTSD)/trauma or low mood – we are here to help.



"Not all therapy is the same, we can offer you a tailored approach to your therapy depending on your needs and what you are comfortable with. Some people prefer to have sessions over the phone, virtually, in group settings, or face-to-face."

Take a look at the useful tips opposite our team has provided for your first therapy session:

- ✓ **Attendance and commitment** – Plan ahead for your meeting with your therapist. If privacy is important to you, make sure you have planned out a quiet, confidential space where you cannot be interrupted.
- ✓ **Understand your goals** – Your therapist will discuss the therapy structure, what is expected and ask questions to gain a deeper understanding on how to help you achieve your goals.
- ✓ **Don't be afraid to plan your questions in advance** – Sessions usually last for around 30-50 minutes depending on the therapy. This time is solely dedicated to you and your mental health and wellbeing, so do make the most of your appointments.

- ✓ **Complete your homework** – Our therapists normally give you homework to complete. This could be in the form of suggested reading materials, tasks to complete or writing down your thoughts.
- ✓ **Share your therapy journey** – Open up to family or friends so they can check in on you (if you feel comfortable to).

For more information about Birmingham Healthy Minds, please scan the QR code.



## Money worries and mental health

Worrying about money can affect our mental wellbeing and our ability to manage money can be affected by a mental health issue. The two are often linked.

Increasing cost-of-living pressures can lead to more financial stress, so knowing ways to look after your mental health when dealing with money problems is more important than ever.

Here are some useful tips and resources:

- ✓ **Ways to care for your mental health when you have money worries** – Self-compassion is vital for our mental wellbeing, especially in tough times and getting into the right mind space can help before dealing with money problems. The Every Mind Matters website offers self-help cognitive behavioural therapies.
- ✓ **Talking about your money worries** – Talk to someone you trust, a friend of family member or an organisation offering free advice.
- ✓ **Switch off from money worries** – Advice on relaxation techniques is available via Every Minds Matters. This can help us feel calmer, which might help with feelings of anxiety about money.

- ✓ **Practical money advice including how to manage debt** – Create a budget and setting a regular time to look at your costs, so you can work out what you can spend each week or month.

Search for the Every Mind Matters website or scan the QR code for more information.



## BSMHFT colleagues shortlisted for the APNA Awards

In September, Team BSMHFT nominees had the pleasure of attending the Asian Professionals National Alliance (APNA) Awards held at Warwick University Conference Centre.

APNA is a voluntary organisation made up of NHS health and social care leaders of South Asian descent who come together to share ideas and support each other. The APNA Awards aim to recognise the contributions of NHS colleagues who are making positive changes, driving inclusivity and supporting our communities and partnerships.

Team BSMHFT was shortlisted across five

out of the 10 categories including *Trust of the Year* – *Promoting Equality, Diversity and Inclusion Agenda Award, Impactful Equality, Diversity Award, Inclusion Champion Award and Rising Star Award*. Although we did not win, we did receive commemorative certificates for outstanding achievement.

The recognition our teams received was well deserved and we are incredibly proud to be acknowledged formally at such an important event. Congratulations again to all our shortlisted colleagues and thank you for your continued efforts in supporting our Trust to become more inclusive.



# Fighting flu starts with you

This winter we're encouraging all of our colleagues to get immunised against flu and are proud of our brand-new campaign, **Fighting flu starts with you**.

Our aim is for everyone across Team BSHMFT to protect themselves, their families and those we care about – whether that's at home or at work.

Flu is a highly infectious disease with symptoms including a high temperature, an aching body, a headache, sickness and feeling very tired or exhausted. As a mental health trust, we must also consider the impact of flu on the mental health of our service users and patients.

For our service users and patients, particularly those with pre-existing mental health conditions, flu can be more than a physical ailment, it can be a trigger for exacerbating mental health issues and delay treatment and recovery.

When we offer the flu vaccine to service users and patients, we are not just trying to prevent physical illness, we are protecting their progress on their recovery journey and the stability they have worked so hard to achieve.

**"No one has a natural immunity to flu – anyone can get it and it can make some people seriously ill."**  
Fact

Some groups of people are more likely to become seriously ill with flu, including the elderly, those with certain health conditions and those who are more likely to get a severe infection due to a weakened immune system.

The risk from viruses like flu is greater during winter. If you're in an 'at-risk' group, it's advisable to get your flu vaccination.

Take a look at: [www.nhs.uk](http://www.nhs.uk) to book a vaccine at a local pharmacy or speak to your GP

**"I've never had flu so I don't feel I need to get the vaccine."**  
Myth

**Fighting flu starts with you**

**Fighting flu starts with you**



See Connect or scan the QR code for details of how to get your flu vaccination

compassionate inclusive committed

**"I don't believe the flu vaccine works."**

**"The vaccine is clinically proven to protect you and if you're unlucky enough to get flu after the vaccine you're far less likely to be seriously ill."**

**"I don't believe the flu vaccine works."**  
Myth

**"The vaccine is clinically proven to protect you and if you're unlucky enough to get flu after the vaccine you're far less likely to be seriously ill."**  
Fact

# Stay well this winter

The cold weather during the winter months can be bad for health, especially for those aged 65 or older and people with long-term conditions. But there are lots of things you can do to stay well this winter.

## Protecting yourself from winter viruses

Highly contagious infections like flu and norovirus, aka the 'winter vomiting bug' spread during winter. Getting vaccinated against flu, COVID, RSV and pneumonia as well as washing your hands with soap and water are ways in which we can all protect ourselves and others from catching these nasty viruses.

## Check your medicine cabinet

Ask your pharmacist what medicines should be in your cabinet to help you this winter. Many over the counter medicines are available to relieve symptoms of common winter illnesses such as colds, sinusitis or earache. To help manage winter illness symptoms, keep warm, rest, drink plenty of fluids and have at least one hot meal a day to keep your energy levels up.

## Keeping warm

Keeping warm over the winter months can help to prevent colds, flu and more serious health problems such as heart attacks and pneumonia.

Heating our homes can be expensive – here are a few tips to help you during a cold snap:

- ✓ Close blinds/curtains at night and even in the daytime if rooms are not being used
- ✓ Reduce draughts – using an old towel under a door can help
- ✓ Reflective foil placed behind radiators can increase the impact of heating
- ✓ Wearing several layers of clothing will keep us warmer than one thicker layer
- ✓ Try to heat rooms that you regularly use, to at least 18°C if you can.

Visit our website [bsmhft.nhs.uk](http://bsmhft.nhs.uk) and search 'Keep well in winter' or scan the QR code for more information.



## Stay Active

There is strong evidence that people who are inactive have an increased risk of depression, dementia, heart disease, stroke, type 2 diabetes and some cancers. Regular exercise can help improve your physical and mental health.

If you would like to read more about the mental benefits of physical activity, please visit Better Health's website:

[www.nhs.uk/better-health/get-active/](http://www.nhs.uk/better-health/get-active/)



**Top tips for keeping warm and well this winter**

If you're struggling with energy bills, contact the Citizens Advice consumer helpline on 0808 223 1133, Monday to Friday between 9am to 5pm and ask to talk to an energy adviser. Calls from mobiles and landlines are free.

citizens advice

**Warm Welcome Spaces** are available in Birmingham and Solihull and offer a place for you to be warm and socialise with others.



Visit: [Warmwelcome.uk/find-a-space](http://Warmwelcome.uk/find-a-space) to find a warm space near you.



## Feel the Rhythm, Beat the Stigma

September marked the end of our free community music **Feel the Rhythm, Beat the Stigma** events.

Four events were held over a number of weeks at Endeavour Court, the Zinnia Centre, Mary Seacole and Maple Leaf to bring together people from local communities and teach them about the importance of good mental health and the help that is available.

All of our events were a huge hit with the local community and colleagues. There were stalls hosting games, pottery sessions, hot food and drink. Local artists performed including the One Love Band, a lively five-member reggae band from Small Health who played 80's tunes to get everyone dancing!

Those who attended also took part in Caring Minds', Hook a Duck game and a number of willing (and perhaps not so willing) people put themselves in the stocks to have wet sponges thrown at them.

A special thank you to our Community Engagement Lead Beresford Dawkins and his brilliant team for organising these memorable events.



# Celebrating our Experts by Experience

Our Participation and Experience team recently hosted a special event for our Experts by Experience (EbE), celebrating 25 years of service user, patient and carer involvement.

Held at our Uffculme Centre, colleagues from across the Trust shared their stories about how EbEs have helped them and their teams over the years.

We are very lucky to have 90 EbEs as part of Team BSMHFT, made up of patients and service users who are receiving care from us as well as family members and carers.

Regarded as a hugely valuable source of experience and expertise, EbEs are integral in helping us to understand the patient perspective and in turn we offer training and support for them to work alongside us.

They are crucial in helping us to make positive changes to the care of patients and service users. They work with our colleagues on Quality Improvement (QI) projects, help to develop our Trust Strategy, enhance our training and are

active participants in recruitment and selection panels.

EbEs have also become involved in research through the Lived Experience Action Research (LEAR) group. This has included a National Institute for Health Research funded project investigating how medication can be optimised for people living with severe mental illness.

In the last 12 months alone, our EbEs have completed 2,449 hours of engagement, been part of 972 engagement projects and sat on 350 recruitment and selection panels.

The event, attended by Lisa Stalley-Green, Chief Nurse and Kirstie Jones, Allied Health Professions Lead was not only an opportunity to recognise the contribution from our EbEs but also the part they have played in the achievements of our Recovery College, which celebrates its 10th birthday this year.

**A huge thank you to all of our EbEs who contribute their knowledge, experience and time to Team BSMHFT.**



## REMINDER

NHS Staff Survey 2024

**NHS**  
Birmingham and Solihull  
Mental Health  
NHS Foundation Trust

- ☐ Make a cuppa
- ☐ Check your email inbox
- ☐ Find the email (nhsstaffsurvey@iqvia.com)
- ☐ Click the staff survey link
- ☐ Complete 15 mins
- ☒ Let's keep Team BSMHFT moving and improving

♥ compassionate ♿ inclusive ✓ committed

## Staff Survey keeps us moving and improving

It's that time of year again when all of our staff are invited to take part in the annual confidential NHS Staff Survey.

This year we are asking colleagues to 'keep Team BSMHFT moving and improving' by sharing views via the personal link which has arrived in NHS Mail inboxes from IQVIA.

The survey takes around 15 minutes to complete, giving every one of our colleagues the chance to shape improvements in our workplace and managers are also encouraged to ensure every team member gets that protected time to share their views.

The NHS Staff Survey is safe to answer honestly, is managed by our new independent third party called IQVIA and no one sees your individual answers. Last year, results were provided for 112 different teams to allow them to focus on improve

experience locally. Previous results have informed a number of corporate changes such as introducing the *Team of the Month* award, extending our annual staff awards and developing an anti-racist, anti-discrimination framework.

The insights from every survey are invaluable to our Trust Board, guiding efforts to make Team BSMHFT a great place to work.

This year we will be thanking colleagues by conducting confidential free prize draws during the staff survey period with individual draws for a £50 shopping voucher and a team prize for £500 to be spent on staff welfare.

**The deadline to complete surveys is midnight, Friday 29 November. If colleagues would like to know more, please see Connect.**

## Patients get creative in the Tamarind workshop

Our patients at Tamarind have been busy creating amazing projects for themselves and their loved ones in the workshop.

With help from Carl Beach, Senior Technical Workshop Instructor and Philip McGlynn, Technical Instructor at the Tamarind Centre, two patients jumped at the chance to learn carpentry and joinery and used their skills to create a small telephone table. The patients were taught how to use the lathe, drills, saws, hand planes and many more carpentry tools to create this project – even dovetail joints on the drawer itself!

Other patients created chessboards and plaster cast pieces and through dedication and patience, they also produced seven Ludo boards, one for every ward at Tamarind!

Carl and Philip were asked about the workshop and what it means to the patients to have this access to it, they said:

"The Tamarind workshop provides a calm, enjoyable and safe environment that is accessible to all patients that want to learn carpentry and important life skills. We run an inclusive workshop where all skill levels are welcome. We are committed to delivering meaningful and informative sessions, where patients can develop at a comfortable pace for themselves.

"Time frames for each project can vary depending on the patient and their learning journey but on average, telephone table takes 25-30 hours, chessboard and pieces 15-18 hours and Ludo boards 20 hours."

Carl Beach and Philip McGlynn





# Pathway to Independence – a promising new initiative

A promising new mental health initiative that will help our inpatients adjust to life outside hospital is currently being rolled out.

Pathway to Independence involves the delivery of a range of individually tailored activities for patients being cared for in the Trust's medium secure units.

Leading up to hospital discharge and building on each patient's personalised care plan, our Community Engagement team is rolling out this initiative, giving more than 200 patients the confidence and tools they need to successfully integrate into life outside inpatient mental health care.

The activities include advice and support with securing work, housing, further education and recreational activities such as arts, music and sport which should reduce the likelihood of readmission to hospital.

Research data from our secure and complex care services found that around 8% of our patients are readmitted within six months of discharge.

Co-designed with the support of male and female inpatients in BSMHFT's Tamarind,



Reaside, Ardenleigh and Hillis Lodge sites, Pathway to Independence will cost £230,000. It has been funded through REACH OUT, the West Midlands Provider Collaborative for adult secure mental health services, learning disability and autism services.

Beresford Dawkins, Community Engagement Lead along with Clinical Inequality Leads Rohon Webber and Jasmin Benjamin Raj, are leading the rollout of Pathway to Independence. Beresford said:

"Living independently after spending time in a mental health setting can be a really difficult readjustment which is why many of our patients end up being readmitted."



Director of Operations, Marimouttou Coumarassamy commented: "Pathway to Independence has been co-designed with patients, for patients. By finding out a patient's end goal at the beginning of their mental health journey, we can offer tailored activities to build up their confidence prior to being discharged."

This initiative will transform the lives of many patients who have had difficulties in integrating

back into our communities. Weekly activities are being delivered to 217 inpatients across our four main secure care facilities – Tamarind, Reaside, Ardenleigh and Hillis Lodge. Supported by Catalyst 4 Change and Sandwell African Caribbean Mental Health Foundation, the programme's activities were introduced early October 2024.

## David shares insight into our specialist Deaf Service

11 million people in the UK are deaf or hard of hearing (one in six) and if they develop a mental health condition they need specialist support.

There are only three nationally accredited NHS England commissioned Deaf Services and our Jasmine Suite at the Barberrry centre is one of these dedicated services.

Jasmine Suite is a 12-bed inpatient specialist ward providing a recovery-focused, culturally sensitive accessible mental health service to deaf, hard of hearing and deafblind people aged 18 years and above. The team is passionate about what they do with over 140 years collective experience working within deaf mental health care. Deaf, hard of hearing and hearing staff make up the team along with in-house British Sign Language (BSL) interpreters.

David Randle is a Healthcare Assistant on Jasmine and as a bilingual and deaf man he has a unique insight into some of the barriers faced by those who are deaf or hard of hearing.

David supports inpatients through their journey of recovery and he and the team recognise that it is extremely important to communicate to their patients in their primary language of BSL. All permanent staff are taught and expected to communicate at level 2 in BSL and it gives David great pleasure to help student nurses on placements on the ward to become deaf culturally aware and to try using sign language.

He says: "The team strive to maintain the deaf culture and language environment, as it's the patients' right to communicate in their language."

"Working with the recovery model in previous roles has enabled me to support patients on the Jasmine Suite to achieve their



own individual goals. I encourage them to realise their potential and build their self-esteem and to live independently as much as possible in the community. It can be so rewarding seeing patients with no confidence in themselves, develop self-belief and maintain their wellbeing."

As a deaf person, David empathises with the challenges a deaf patient or service user can have in a hearing world. He sees the prejudiced and patronising attitude to some deaf people and is determined to challenge what he calls the "we know better than you" mentality towards deaf people and patients that unfortunately can still exist in today's society.

A huge thank you David for sharing his story and giving us an insight into his career and life on Jasmine Suite.

You can read more about our deaf services on our website [bsmhft.nhs.uk](https://bsmhft.nhs.uk) or by scanning the QR code above.

## Feedback through the Friends and Family Test

We regularly receive really positive feedback through our Friends and Family Test (FFT) about the great support and care our teams and services deliver. FFT is an opportunity for service users, carers and family members that access our services to comment on their experiences and helps us to understand what we're doing well and where we need to improve.

Here's just a handful of some of those amazing comments:

"The psychological practitioner was amazing, caring, compassionate and really made me feel heard. She was understanding and patient with me. It is people like her that make speaking up about your mental health less scary."

– Birmingham Healthy Minds North

"The people, staff groups and services have helped us change our lives and build a sober life. We have been listened to and understood with compassion and respect without judgement."

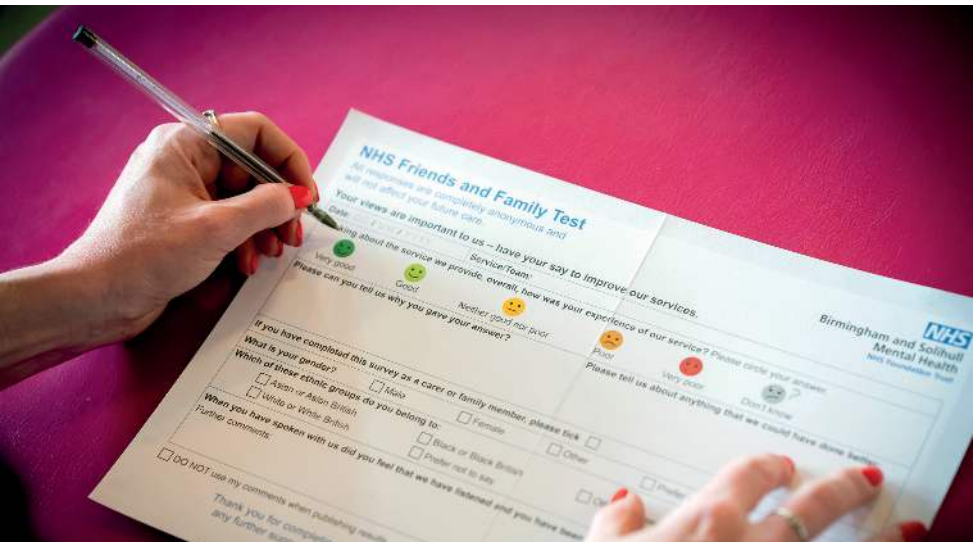
– Solihull Integrated Addiction Services (SIAS)

"Staff are great, they give you space when you need it and provide good feedback on your progress. I feel happy with my conversations with staff and feel they listen to me."

– Rookery Gardens

"Anjna was amazing in her approach to helping me think clearly. She allowed me time to reflect and come to terms with how I could work through them." – Solihull Primary Care Mental Health team

"My experience with therapy here was amazing and game changing for my mental health, it's given me so many tools in order to regulate myself and pull myself out of a bad spot. I always feel really good at the end of a session. Jade was amazing and provided such a safe space for me to really open up and get the most out of therapy." – Community Mental Health Team Adult Longbridge





# NHS talking therapies for anxiety and depression

Talking therapies, or psychological therapies, are effective and confidential treatments delivered by fully trained and accredited NHS practitioners. They can help if you're struggling with things like feelings of depression, excessive worry, social anxiety or post-traumatic stress disorder (PTSD).

You can access talking therapies for free on the NHS and you or a GP can refer you. Help is available in person, by video, over the phone or as an online course.


You do not need to have a diagnosed mental health problem to refer yourself to an NHS talking therapies service.

Getting support as soon as you start having difficulties can help to reduce their impact.

Talking therapies can also help if you have mental health problems resulting from other conditions, such as diabetes, cancer, long-term pain or irritable bowel syndrome (IBS).

## Examples of talking therapies include:

- Guided self-help
- Cognitive behavioural therapy (CBT) – based on the idea that thoughts, feelings, what we do and how our bodies feel physically, are all connected
- Counselling for depression
- Interpersonal therapy (IPT) or dynamic interpersonal therapy (DIT) – therapies that look at the link between your depression and your relationships.

 You can find more information on the NHS website [nhs.uk/talk](https://nhs.uk/talk)



## Birmingham comedian lends voice to new animation

Comedian Jasper Carrott is part of a brand-new video which delivers a vital mental health message to people aged 65 and over.

Jasper has lent his voice to the brand new 'It's not just your age' BSMHFT animation which promotes the crucial role community mental health services plays in delivering mental health care for older adults with severe mental health needs.

Older people are just as likely to struggle with their mental health but are less likely to receive the support they need. In 2020/21 only 5% of NHS talking therapy referrals were people aged over 65, 7% below what was expected. There are many things that can impact our mental health as we get older such as retirement, bereavement,

being a carer, money worries or not physically being able to do the things you once could. Feeling low or losing interest in things you once loved are not normal parts of aging – they could be signs of depression or anxiety.

Community-based care offered to older adults in Birmingham and Solihull includes access to psychological therapies, improved physical health care, employment support, personalised and trauma informed care, medicine management and support for self-harm and coexisting

To watch the animation, scan the QR code.



## Alex secures fund to support patients in Venezuela

We're very proud of Alex Fisher, who has secured the Amgen Prize to support communities living with Huntington's disease in South America.

A Senior Occupational Therapist in Neuropsychiatry at BSMHFT, Alex has dedicated 15 years of her life to supporting those affected by Huntington's disease. She has also worked with Factor H for the past two years, a non-governmental organisation (NGO) for people with Huntington's disease (HD) in Latin America.

Every year the Concordia Summit in New York brings together and celebrates the work of humanitarian NGOs. A total of 90 applications from around the world were submitted to secure the prestigious Amgen Prize, where winners receive \$150,000, funded by MIT and Amgen, to improve the journey for patients with rare diseases.

After careful deliberation, Factor H was awarded the prize fund thanks to Alex's solution for a caregiver's programme for people with Huntington's disease in Venezuela.

Speaking about the prize fund, Alex said: "It was a real pinch me moment when I heard the news that we'd won. I'm so proud that the ethos of the project was recognised by the panel. People with organic brain diseases should never be overlooked and whilst there is still so much more work to be done globally, this project has helped to shine a spotlight on Huntington's disease."

The project will deliver education to caregivers, psychological support, provision of equipment, paid care, occupational opportunities and a safe space for showers and meals for people with HD who are homeless.



# Caring Minds



Enhancing a person's visit to BSMHFT can make all the difference to their wellbeing, recovery and overall experience of our services. Caring Minds is our charity and supports the Trust's vision of improving mental health wellbeing, by providing added extras that are over and above what the NHS can provide.

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](mailto:bsmhft.fundraising@nhs.net)

Alternatively you can make a small donation today, by visiting Caring Minds' JustGiving page: [www.justgiving.com/caring-minds](http://www.justgiving.com/caring-minds)

Scan here to donate



## Caring Minds put colleagues in the stocks!

One of our patients was keen to support the charity and with assistance from Richard Walker and the Occupational Therapy service team, the patient made some wooden stocks.

Caring Minds used these as a fundraising activity for our summer Feel the Rhythm, Beat the Stigma events, which helped raise over £300 for the charity.

## The latest lucky lottery winners

More lucky staff members have each won £250. Below are some of our recent winners, congratulations to all!

- May: Tara Bacciochi (Business Support Manager, Juniper)
- June: Sikholiwe Sibanda (Deputy Ward Manager, Tazetta, Oleaster Centre)
- July: Jessica Jackson (Cognitive Behaviour Therapist, Staff Mental Health Hub)
- September: Yvonne Mitchell (Rare Dementia Service, Little Bromwich Centre)

## Corporate Golf Day raises over £3,000 for Caring Minds

In September Dnata UK, chose to support Caring Minds as one of their chosen charities to donate their proceeds from the golf day.

Dnata UK wanted to support mental health charities near Birmingham airport and Gatwick airport. They chose Caring Minds and Heads On charity (the charity of Sussex Partnership NHF Foundation Trust). The golfers raised a wonderful £3,482 for each charity from golf fees, an auction and a raffle.



## Sculpture unveiled at Juniper

To mark the 76 birthday of the NHS, Caring Minds – in partnership with the Birmingham Community Healthcare Charity (BCHC) unveiled a new sculpture for patients, relatives and staff at Moseley Hall Hospital. The dandelion sculpture was commissioned by an artist to create a part of their Garden of Reflection.

The new sculpture was unveiled by BSMHFT's Chief Executive, Róisín Fallon-Williams and BCHC Chief Executive, Richard Kirby.

## Mental Health Exhibition raises £2,075 for Caring Minds

On Wednesday 25 September, the Mental Health Environment Exhibition took place at Uffculme centre.

Over 10 suppliers of the latest innovative technology in the mental health sector were in attendance, including Britplas, Kingsway Group, Design Plan and more. Not only did exhibitors showcase some of the latest technologies in the field, but they raised £2,075 for Caring Minds.



## Run Miles for Caring Minds

Do you want a challenge and want to support mental health in Birmingham? Then why not join Team Caring Minds and run the AJ Bell Great Birmingham Run for our Trust charity on Sunday 4 May 2025.



Sign up now and raise money for Caring Minds – you can find more details on our website or by scanning the QR code.



## Charity Quiz event

Over the summer, Caring Minds organised a light-hearted quiz night at our Uffculme Centre to bring staff together and to raise funds for the charity.

Executive colleagues, Non-Executive Directors and other teams from across Team BSMHFT joined in – raising £700 for the charity. Congratulations to Motheo Pono, Clementine Parker, Jazz Janagle and Renu Bhopal-Padhiar, (The Transformers) who won the quiz.

If you would like to host a charity quiz at your site, please contact the team: [bsmhft.fundraising@nhs.net](mailto:bsmhft.fundraising@nhs.net)

## BSMHFT's first Zumbathon

In September, 35 individuals took on the challenge to dance with the Trust's first ever Zumbathon which raised £233 for Caring Minds. The event was organised by Anne Glover, Recovery Improvement Lead by day, passionate Zumba-enthusiast by early evening. The aim was to bring people together, have fun, move and smile and to raise money for Caring Minds.



# We're improving our care environment

**We're always looking at how we can improve our Trust sites for our patients, service users and staff.**

Summerhill Services Limited (SSL) is a wholly owned subsidiary of the Trust, delivering our Estates and Facilities Services. They work with us to respond to the needs of those we support and to improve our care environment.

## Renovations at Dan Mooney, Solihull

Over the past two years, our Dan Mooney site has undergone key renovations to improve the care environment.

Work on the project began in the spring of 2022, when Dan Mooney House became a male adult complex care unit. Following this development, teams across BSMHFT including staff from Dan Mooney and Estates came together to identify opportunities to maximise the outdoor space and improve the overall safety and appearance of the space.

Internal artwork has now been installed, which brightens the unit for patients, staff and visitors and patients can now enjoy a safe outdoor space.

We spoke with Dadian Clarke, Ward Manager and Dave Wise, Project Lead and Principal Estates Manager SSL to get their feedback on how the project has improved patient care.

Dadian said: "Patients on the unit use the communal garden space daily and it's having a positive impact on their wellbeing. They have been taking part in the more garden based activities such as gardening and playing basketball with their peers and staff. This has improved the



rapport between patients and staff."

Patients have commented positively on the garden work and are keen to grow vegetables and are enjoying the artwork added to the unit.

Dave said: "The Project was in the planning and development phase for the best part of 12 months to ensure careful consideration was given to alterations required to improve patient facilities and the caring environment. The unit management team and staff were fully engaged with all elements of the planning and delivery, which resulted in successful outcomes."

## Endeavour Court patients and staff welcome improvements to their outdoor space

In July teams across BSMHFT, SSL and a number of contractors came together for the grand opening of the recently renovated Endeavour Court Courtyard.

To celebrate this day, Elsie Clark-Williams, Endeavour Court Ward Manager, arranged a buffet spread and refreshments for residents of Endeavour Court, which went down a treat. Upon opening the buffet Elsie announced, "May we celebrate this day and here's to good health for all!"

The Endeavour Court outside renovation project, took nine weeks to complete and is a great example of teams working together to improve the health and wellbeing of our patients.

We caught up with colleagues involved in this project.

Dorothy (Dot) Wilcock, Team Administrator was involved in choosing the colours of the Courtyard. "I chose a soft yellow for the walls, as I feel it is a cheery colour and will remain warm and welcoming in the winter months."

Gary Stanton, Contracts and Projects Manager, SSL said: "It was so important to be able to adapt the Courtyard space, as this is the only recreational space for our patients here. Now seeing the courtyard in its final stages is



brilliant and to know we are giving something back is also rewarding."

Over the next few months, Endeavour Court will install furniture for the outdoor space, along with planters to bring more nature into the environment.

## Quiz Challenge

1. The 'belt' in the constellation of Orion is formed by how many stars?
2. Which river that flows through the centre of Florence also reaches the city of Pisa?
3. Tennis star Andy Murray played doubles with which player at the 2024 Olympics?
4. In the 1974 film and the 2009 remake of The Taking of Pelham 123, which form of transport was hijacked?
5. A den known as a holt is the home of which British mammal?
6. Which religious group was formed by George Fox in the 17th century?
7. Which 2024 West End musical tells a version of the Greek myth of Orpheus and Eurydice?
8. How many members were there in the singing group The Everly Brothers?
9. Which novelist had the forenames John Ronald Reuel?
10. The pomelo is the largest variety of which family of fruit?

### FIVE ALIVE

LS	HI	AV	FE	RT
WA		EU		OA
OC	AR	RG	EA	ND
EO		UV		AE
SP	PA	RE	AK	SR

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

6	7
10 ○ 2 ○ 1	
3	5
3 ○ 1 ○ 1	
2	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

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

ABCDEFGHIJKLMNOPQRSTUVWXYZ

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

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		
21						22					
23							24				

### ACROSS

1. Err in leaving free trade organisation to make a loss (6)
4. I leave sorceress, about to be replaced by miserable person (6)
9. Breeze to subside during landing by parachutists (7)
10. Man I'd gone before made turn of phrase (5)
11. Miss Lynn caught by amount due that is daunting (9)
12. Turned gun on an animal (3)
13. Transfer directors at the exchange (11)
18. Tailless little pig to go quickly (3)
19. Male to struggle with spectacle in Spain (9)
21. Staff continue at the crease (5)
22. It alone could produce joy (7)
23. One dry concoction over there (6)
24. These days the woman's beginning to expect to get stick (6)

### DOWN

1. Monster to continue tediously (6)
2. Heard number being played loudly (5)
3. Be a star performing side by side (7)
5. Is sorry for downfall at Grangemouth (5)
6. Catch agent setting off a chain reaction (7)
7. Funny mood? (6)
8. Being more lively, rips lighter contraption (11)
14. Man involved in town's redevelopment (7)
15. Summary Saudi Arabian punishment? (7)
16. Unhygienic food gets by (6)
17. Immediately performed one act (2,4)
19. Begin another drunken spree (5)
20. Dirt is very unpleasant on the point (5)

 TrustTalk listening to you

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