



# CASE STUDY

HOW YOUR BRASS MADE A DIFFERENCE

## A BIT O' BACKGROUND

During the coronavirus pandemic, EyUp! was heartened by the donations, support and kind actions from our local communities and businesses.

You helped us to continue making a difference to people that use our Trust's community, mental health, wellbeing and learning disability services, alongside showing our fantastic NHS staff lots'a love and appreciation, during the most challenging time in NHS history.

From taking part in our 'share a smile' rainbow competition, buying things from our Amazon 'Wish List', to fundraising privately, we want to share how your donations have been spent - so you can see the difference this has made.

As part of NHS Charities Together, we also received donations nationally. This includes funds from record-breaking fundraiser, and Yorkshire born and bred veteran, Captain Tom Moore. So we want to say a special thank you to them too.

## HOW DONATIONS WA' SPENT

The pandemic has disproportionately impacted on people from black, Asian and minority ethnic (BAME) backgrounds. South West Yorkshire Partnership NHS Foundation Trust recognised that BAME staff may therefore need additional or more specific support during this time. As part of NHS Charities Together funding, the Trust recruited Charlene Sibanda into a new role as a wellbeing practitioner for the BAME workforce.

In her role, Charlene will work to ensure that all BAME staff across the Trust feel engaged, equal and well supported. She will complete health checks with staff, work on signposting directories, hold focus groups and create opportunities for development. Charlene will be encouraging change for staff that want to see improvements both in their work and personal life. She is also determined to reduce health inequalities and help to create an outstanding culture of equality and diversity both in the Trust and beyond.




## WHAT DID FOLK SAY ABOUT IT?

### Charlene shares with us her thoughts on her new role:



I'm here to be there for colleagues, to help look after their mind and body and really listen to their issues to help make changes across the Trust. The creation of my role helps create a space where we can be ourselves and be equal; rather than being defined by our BAME characteristics. It acknowledges the health inequalities that, for example coronavirus, exacerbates.

"I'm happy to be in this role that helps BAME colleagues to shine. Within the BAME community itself there is a chance for us all to understand each other's experiences. It's also a good opportunity for non-BAME colleagues to understand our experiences and allows learning and understanding all round.

"Going forward, I want to be able to continue to listen to the voices of BAME staff and be proactive in cultivating and implementing the changes they want to see in their work environments. 

### Helen Whitelam, head of occupational health and wellbeing also said:



Charlene has adjusted superbly to her new role and team. She's taken it in her stride to promote her new role across all services, and in doing so has been able to network with colleagues across the Trust, whilst also forming great alliances.

"Charlene is very passionate about her role and has ensured that everything she does has the voices of our BAME colleagues in the centre of it. I believe that her role is very important to the Trust as it is validating the experiences of many of our colleagues and creating a space whereby everyone has the opportunity to be supported according to their needs, and thrive within their respective occupations. 

### Ashley Hambling, HR business manager, shared his support for Charlene's role too:



The development of a health and wellbeing practitioner role for the BAME workforce is a fantastic opportunity to support the wellbeing of our colleagues. We are delighted that Charlene has joined the occupational health and wellbeing team.

"The investment for Charlene's role has come through the work of our BAME health and wellbeing taskforce with support from NHS Charities too. I would encourage our BAME colleagues to contact Charlene if they ever need support. 