



South West
Yorkshire Partnership
NHS Foundation Trust

A large, stylized star graphic in the center of the page. The star is magenta with yellow and blue outlines. It is surrounded by a circular pattern of blue and white brushstrokes that form a grid-like structure. The background is white.

EXCELLENCE 2023

Awards to recognise and celebrate the
work of our staff and volunteers

With **all of us** in mind.

Welcome to Excellence 2023

Every day our staff help people to reach their potential and live well in their community. We innovate, collaborate and co-produce to make sure that our services are the best they can be, and that service users and carers are at the centre of everything we do. Every day our staff and volunteers achieve excellence.

Through our awards we will celebrate and recognise this excellence and the difference that individuals and teams – both clinical and non-clinical – make to the lives of local people.

In this brochure you will find descriptions of all our finalists. All this information will also be available on our website, along with details of all the winners.

Good luck to all our nominees, and thank you to everyone who took the time to submit an entry.

Programme

- Welcome
- Denise Hampson, guest speaker
- Dinner
- Awards presentation
 - » Improving use of resources
 - » Outstanding achievement
 - » Improving care
 - » Leader of the year
 - » Improving health
 - » Rising star
 - » Partnership working
 - » Equality and involvement
 - » Unsung hero
 - » Social responsibility and sustainability excellence
 - » Chair and chief executive awards for team and individual
- Opportunity for additional photos



Guest speaker: Denise Hampson

Denise was a member of the highly successful Great Britain Track Cycling Team between 1999 and 2004, representing Wales and GB over 20 times. She is a past British Women's Sprint Champion, National Sprint Series and Omnium Series Champion and British 200m record holder.

Prior to her athletic career, Denise was a systems engineer at BAE Systems, specialising in human-system interaction and cockpit design on the Eurofighter Typhoon. This is what started her career-long obsession with human-centred design and creating systems and services that are best matched to real human behaviour.

Denise is now a behavioural designer who has worked with hundreds of organisations across the UK and North America in the health, justice, hospitality and retail sectors. Past roles include digital behaviour commissioner for NHS England, global lead for behavioural innovation at Canadian yoga apparel company lululemon, and consultant to Starbucks USA on sustainable consumer behaviour.

Denise is currently working with the Barnsley Community Health and Care Alliance on a behavioural design project, engaging with local people with dementia.



What happens if your entry is announced?

Here's a short guide to how the awards presentation will work.

There are a total of ten categories – team/service and individual – plus the chair and chief executive's awards for a team and individual.

We will announce the:

- **Highly commended**
- **Winner**

The highly commended and winner will individually be invited to the stage and have their photo taken.

If you are in a team, it is up to you who comes to get the award and have a photo taken - it can either be the whole team or just a couple of you. If you're an individual finalist, please come up to have your photo taken.

Please be aware that all photos will be used in Trust publications and on our website as well as on social media.

There is also an opportunity after the formal presentations to have photos taken. Just make your way to the photo area if you would like to.

All photos will be available to download from the Trust's website.

If you have any queries, please ask a member of the marketing and communications team. You'll find us near the photo area.

Let's share

Please tweet your reactions from the event using the hashtag

#excellence23

We'll be live tweeting on the night.



@allofusinmind

Excellence in improving use of resources

Improving our use of resources is one of our strategic objectives. This award will go to a team or service who identified a need to improve their use of resources and can describe how they tackled the problem and how the outcome was evaluated.

Barnsley CAMHS crisis and intensive home-based treatment team

The Barnsley CAMHS crisis team started 2022 as one of the highest referrers in South Yorkshire for tier 4 beds with team vacancies that were challenging to fill. The team had to think creatively about how they could work differently and bring new skills into the service. As a result, they developed newly qualified positions and introduced the role of nursing associates to support and enhance their service offer. Following recruitment, the team now works collaboratively with partners to help screen and triage calls or referrals regarding risk, aiming to reduce the number of presentations at A&E. The team are now able to offer a more recovery-based service through a home-based treatment model.

“The team epitomise what good team working is. They put the young people first, are responsive and support each other’s wellbeing. They are going from strength to strength and should be celebrated for all that has been achieved.”

*Laura McClure
Service manager*

Calderdale and Kirklees CAMHS ADHD non-medical prescribers, ‘Maximising and streamlining service delivery’

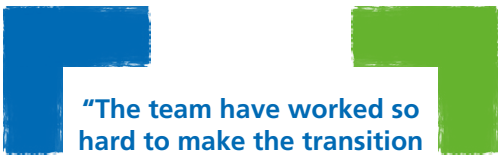
In response to growing demand for ADHD services for assessment and treatment of children/young people across our region, the service invested in existing staff and supported their professional development through achieving qualifications. The non-medical prescribers have also been at the forefront of the development of the ADHD nurse led triage service and CAMHS physical health monitoring tool, which is now live on SystemOne. The team have used and streamlined existing resources and processes to maximise and improve service delivery in line with Trust values, developing a cost-effective and efficient service that is responsive to service user and family needs.

“The work our non-medical prescribers have undertaken has resulted in improved service efficiency and patient experience as shown in recent feedback: ‘Sarah was amazing with our son. She was really knowledgeable and explained the medication to us.’”

*Linda Moon
General manager*

Electronic prescribing and medicines administration mental health inpatients (EPMA)

Over the last 12 months, the EPMA team have successfully rolled out the electronic prescribing and medicines administration system to 89% of inpatient beds. This has included setting up, testing and configuring the system, designing and delivering training, planning and supporting go lives, and updating, developing and improving the system in response to clinical feedback. The system has already led to a significant reduction in medication incidents such as illegible prescriptions, missed doses and doses given at the wrong time compared to paper prescription charts. On top of this, it has also made prescribing and administration processes much more efficient.



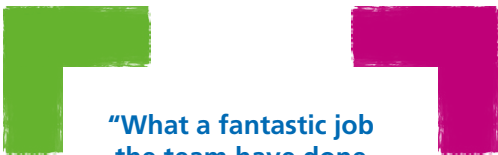
“The team have worked so hard to make the transition as painless as possible for wards who are under a great deal of pressure, ensuring staff are trained and supported through go live and beyond. EPMA will improve safety and efficiency.”



*Kate Dewhirst
Chief pharmacist*

Implementation and success of international nurse recruitment

The Trust’s drive to recruit overseas mental health nurses supports the reduction of vacancies across the Trust and widens the Trust’s workforce diversity. The campaign involved creating a brand new international recruitment function, including in-house training and ongoing pastoral support. The Trust has recruited almost 30 mental health nurses so far (the highest in the area), with around 60 nurses in the pipeline who have accepted conditional offers. International nurse recruitment now accounts for almost 25% of the Trust’s total nurse starters in a year. In such difficult times of recruitment in the NHS, the Trust is going from strength to strength and is now widening international recruitment to include other professions.



“What a fantastic job the team have done and are doing to support and nurture our international nurses. I think it is exemplary.”



*Kate Quail
Non-executive director*



Outstanding achievement

This is for someone who has made an outstanding contribution to the Trust and its work. They may have been working for the NHS for a long time or perhaps they have triumphed over adversity - either way, they have achieved something remarkable.

Richard Watterston

Principal physiotherapist and AHP lead, Calderdale and Kirklees

Representing adult and older people mental health services

During the pandemic, hospitals were at maximum capacity and were not able to accept transfers of Trust patients even with worsening respiratory symptoms. With Richard's skills and qualifications, he was able to lead the Trust into providing care for patients with Covid-19 meaning they could stay safely on the Trust's inpatient units and continue their mental health care. Richard successfully submitted a business case to purchase 26 therapeutic oxygen cylinders and trained over 230 doctors and advanced nurses on how to prescribe and administer oxygen safely. His legacy continues post-pandemic as the respiratory care that teams are now able to provide is vastly improved.



**Innovative,
patient-centred,
tenacious**

Dan Rowett and Mark Payne

Clozapine lead nurse and lead pharmacist, Barnsley

Representing Barnsley integrated services

Dan and Mark developed a new clozapine template for SystmOne which ensures that when people attend their clinic, all necessary checks take place and GP information can be pulled through. The template also helps with ongoing monitoring as it shows historical information and enables comparison to easily identify any abnormalities. There is also a side effects rating scale which can be compared with previous checks to review if there are any major changes. It includes all key checks including blood pressure, weight, smoking and alcohol along with 12 monthly ECGs to ensure these aren't missed. The template has been fully rolled out across the Trust meaning that all vital patient information can be held in one place.



**Dedicated,
compassionate,
focused**

Sam Willerton

**Clinical lead specialist
pathways, New Street Health
Centre, Barnsley**

Representing CAMHS and children

Sam has been with Barnsley CAMHS for over 26 years and her team describe her as giving "150% to the children, young people and families we work with on each and every one of those days." Sam offers excellence in all areas of her work both as a clinician and clinical lead. Her knowledge, passion and drive to offer the best is second to none and Barnsley CAMHS is thought of as a better place for having Sam. Her drive and commitment has never wavered – she is a strong team member who people value and trust.



**Supportive,
skilled,
empathetic**

Berit Ritchie

**Consultant clinical psychologist,
forensic CAMHS**

Representing forensic

Berit has helped reform the practice of forensic CAMHS and their consultation process. She has considered the family and individual throughout this process and has constantly been conscious of including them. Her nominator Georgia Sulej said that Berit, who was assigned as her supervisor, went above and beyond to help Georgia feel safe and confident enough to express both her personal and professional views, and taught her the meaning of being person-centred. Georgia also said that people like Berit enable generations of better practitioners and are the soul of the NHS.



**Patient,
kind,
supportive**

Shanique Simpson

Specialist occupational therapist, Kirklees learning disability health team

Representing learning disability and adult ASD and ADHD

Shanique was nominated for ensuring that equality and diversity is highlighted in her team and across the Trust. She was pivotal in the Black History Month celebrations within her team, organising an event, sourcing inspirational speakers and also talking about her own experiences. The event helped the team to further understand equality and diversity, how colleagues experience racism and injustice and how to support them, amplify their voices and be allies to them. The team see diversity as a strength and Shanique is key in making sure this is embedded within her team.



**Innovative,
determined,
kind**

Gillian Cowell

Carers project management officer

Representing support services

Gillian is currently in a seconded role as carers project management officer. Her role is to identify staff who are in a caring role, develop the staff carers' network, appoint carer champions in every service area, and raise awareness of carer responsibilities. Gillian has excelled in all of these areas, raising the number of carer champions from a handful to over 60, forming a working task group to improve the recording of staff carer data, and delivering 'care for a cuppa' sessions which have been accessed by over 70 staff. This is all attributable to Gillian's passion for carers rights, inclusion at every level and her ability to engage, motivate and inspire others.



**Passionate,
engaging,
charismatic**

Excellence in improving care

Improving the quality and experience of all that we do is one of our strategic objectives. This award will recognise an excellent project or initiative that identified an area where quality and/or experience needed to be improved, set objectives and delivered these. This category includes work undertaken by non-clinical teams that impacts on quality and experience of care.

Barnsley neighbourhood nursing including urgent community response, 'Reshaping delivery of planned and urgent care for our patients in community'

In response to national guidance, the Barnsley neighbourhood nursing pathways have gone through significant change. Teams have responded to training and upskilling and have had input into pathway developments, going above and beyond to improve the care they provide. The service is now seeing and keeping more people who are in a crisis at home, supporting over 3,200 patients on their planned and crisis pathways. 88% of patients who require a visit within two hours are seen within these timescales. Over 30 patients who require IVs are now able to stay at home instead of in hospital. Teams are enabling patients to remain at home, supporting them on discharge from hospital and responding positively to a growing demand on pathways.

"The staff within our planned and crisis pathways deserve the recognition for their hard work and resilience in times of significant change. They constantly strive to improve the care and support they offer to their patients."

*Gill Stansfield
Clinical services director*

Kirklees individual placement and support service, 'Job's a good one in Kirklees'

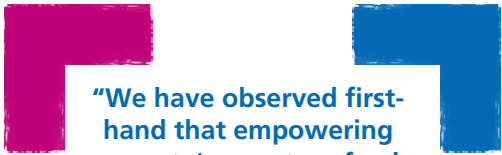
The Kirklees individual placement and support service (IPS) supports people with serious mental illness to compete for, obtain and sustain employment opportunities. IPS offers individually tailored support to help people to choose and find the right job, with ongoing support for the employer and employee. The service underwent its first external Fidelity Review conducted by IPS Grow in October 2022 and were awarded 109 points out of a possible 125, – a 'Good Fidelity' rating. The team also secured the IPS Grow Quality Kite Mark. Since its launch, the Kirklees IPS service has supported 76 individuals accessing secondary care mental health services on their journey towards competitive paid employment, and to date has achieved 25 paid employment starts including roles in the Trust.

"This is a great achievement for the team and demonstrates just how enthusiastic they all are about helping people to find and keep jobs. Thanks to everyone involved in achieving such a positive result."

*Darryl Thompson
Chief nurse and director of
quality and professions*

Wakefield CAMHS eating disorder team, 'Delivering family therapy for anorexia nervosa'

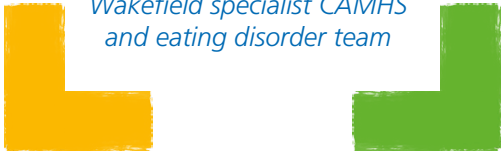
All staff within the team have attended training for the family therapy approach to anorexia nervosa. The programme is delivered as the first line of treatment to any children or young people referred to the eating disorder team. The approach allows parents to take the lead in supporting their child, with staff offering a flexible outreach approach. Since the training was introduced, there has been a dramatic decline in the requests for mental health inpatient beds, with no inpatient requests for over 6 months due to the positive working ways and consistent approach with the model. Inpatient stays have also reduced in not only admission but length of stay, improving relationships with acute trusts.



"We have observed first-hand that empowering parents/carers to refeed their child encourages a blame free environment for the young person and facilitates a shorter duration of untreated illness. This consequently prevents inpatient admissions."


Dr Nisha Alex

Medical clinical lead, Wakefield CAMHS, consultant child and adolescent psychiatrist, Wakefield specialist CAMHS and eating disorder team



Ward 19, Priestley unit, Kirklees adult and older people mental health services, 'Outstanding care which upholds and goes above and beyond the Trust values'

Ward 19 have worked hard over the last two years to improve their falls risk work, reducing the risk of falls and managing any actual falls with a high standard of care. As with all of the care they provide, this work is done with the Trust values at heart and patients, families and carers at the upmost centre of everything they do. Because the impact of falls on a patient can be so significant for their health, this work has vastly reduced this risk and has reduced the impact of any actual falls. This achievement has been made possible by a heart-warmingly compassionate team and excellent open and honest leadership.



"There's something I need to get off my chest, and I'm sure I'm speaking for all the rest of the patients here on ward nineteen – all you staff are amazing with what I've seen."

Service user





Leader of the year

This is for anybody who has excellent leadership skills; they do not need to be in a formal management role. This award recognises the importance of 'leading from every seat' in the Trust, inspiring others and taking people with them.

Sandra Butler

Lead nurse, Unity Centre,
Fieldhead

*Representing adult and older
people mental health services*

Sandra has devoted her career, spanning over 30 years, to the acute inpatient pathway in Wakefield. Sandra approaches her role with passion and enthusiasm and serves as a positive role model for new starters, taking time to nurture and mentor them. Sandra ensures the service user voice is always captured and has worked with service users, carers and colleagues to develop new ways of working. Sandra recently supported a carer when choosing a prospective placement for his wife when returning home was no longer an option, finding a positive outcome for both the service user and carer. Sandra is dedicated to supporting some of the Trust's most vulnerable service users through acute crisis to reach their potential and live well in the community.



**Inspirational,
compassionate,
hardworking**

Lindzi Eaton-Ward

District nurse, Barnsley
neighbourhood nursing team

*Representing Barnsley
integrated services*

Lindzi is an inspirational leader who is extremely approachable, has time for everybody and is always positive in her outlook. She provides honest and valuable advice which gives confidence to staff in the decisions they are making. She is dedicated and committed to the service and puts patients and staff first and foremost. She involves everyone in decisions by giving clear feedback, seeking and sharing ideas in order to make improvements and to help people reach their potential. Her clarity and her vision, alongside her compassion, resilience and her ability to motivate others empowers individuals and teams to ensure a high-quality, patient centred service.



**Inspirational,
dedicated,
motivational**

Sarah Dixon

Team manager, Wakefield mental health support team

Representing CAMHS and children

Sarah is an incredibly thoughtful manager and as a result is able to lead a team to fantastic results. By taking a calm and considered approach to leadership Sarah's team feel valued. She trusts her staff to lead and deliver on their own work and projects, whilst making herself available for discussion, reflection and supervision. She encourages reflection on practice and work so that growth can take place, and always supports the team to think ahead to the future of their practice. Sarah has an ability to think about several people and their needs at once, and understands that a service only runs well when staff are cared about and looked after themselves.



**Thoughtful,
approachable,
caring**

Laura Mason

Team manager, forensic CAMHS

Representing forensic

Laura goes above and beyond for the work of the team and the young people and families they support. She is constantly thinking about others and their needs before her own. Laura will also go out of her way to support families and young people, ensuring they are happy with the service. Laura has a number of roles and responsibilities, however she always maintains integrity, respect and honesty in her role. Laura continues to strive to be a better person, as well as supporting the team to be more efficient, effective and improve. Laura was described as "an absolute asset to forensic CAMHS and the NHS."



**Selfless,
passionate,
inspiring**

Angela Burton

**Strategic health facilitator,
Calderdale learning disability
community health team**

*Representing learning
disability and adult ASD and
ADHD*

Angela always puts people first and is committed to improving health outcomes for people with a learning disability. Angela is accessible and available, and consults and listens to the people her team supports. Angela strives to support families and carers developing resources, top tips and leaflets. She has forged excellent links with partner agencies across Calderdale and is keen to share information and understand the role played by others to improve health and raise awareness for people with a learning disability. Angela is knowledgeable and enthusiastic, and her commitment is noted by the whole team. She is a positive advocate and role model for people with a learning disability.



**Knowledgeable,
efficient,
positive**

Paul Foster

**Assistant director of IT services
and systems development**

Representing support services

Paul is constantly working to improve services to ensure the Trust's digital agenda is relevant for today and ready for tomorrow. The IM&T agenda is vast and fast paced, yet even with a relatively small staff headcount, this has been delivered year on year, and Paul is always supportive of the team in doing so. Whether it be improving the Trust's cyber security solutions, developing the Trust's digital strategy or putting in a new system to improve access to information, Paul is always happy to either lead from the front if needed or take a back seat so others can do so, and is always on hand to support and provide valuable feedback along the way.





**Thorough,
conscientious,
dedicated**

Excellence in improving health

Improving people's health and wellbeing is one of our strategic objectives. This award is for a piece of work that can evidence how it has improved the health and wellbeing – or reduced health inequalities - for people who use our services, their carers or people who live in our local area. It could also be for work that has improved the health and wellbeing of our staff.

Barnsley school aged immunisation service

This team of nurses and healthcare support staff deliver a variety of vaccinations to children from reception to 16 years old. Their aim is to ensure all children are given the same opportunities to receive vaccinations, and to do this, they often have to look at new ways of working. Some of the challenges they face include language barriers, children that have gone into care, and children with specific needs. To make a better experience for these children, the team have purchased a medical device used to block pain which has been very successful with needle phobic patients, introduced story boards to communicate with autistic children, and are looking at new ways of working with people who are non-English speaking. They have already had some really positive feedback.





“They were all so welcoming, kind and helpful with my learning and answered all my questions. I really enjoyed my morning, they are such a lovely team!”

Student



Barnsley stroke nurses, Barnsley community stroke rehabilitation team, 'BP@HOME'


The BP@HOME service, led by the stroke nurses, supports patients who have unstable blood pressure. Equipment is loaned to the patient for 7 days, with instructions and information on how to record blood pressure for the period. The nurse then undertakes a follow up visit, checking the readings for any changes in medication or for further review by GPs. This self-review allows for more accurate readings preventing over medication, empowers and enables patients to take ownership, and helps with identifying patients for referral for specialist blood pressure management. Previously this service was only provided by GP practices, meaning that their time is now freed up. Patient and families' responses have also been overwhelmingly positive.



“This is a great initiative by Barnsley stroke services and we look forward to using this model in other community stroke teams across the integrated stroke delivery network in South Yorkshire and Bassetlaw.”


Jaimie Shepherd

South Yorkshire integrated stroke delivery network manager



Kirklees physical health and wellbeing team, 'Improving health outcomes for people with serious mental ill health'


The physical health and wellbeing team in Kirklees deliver physical health care checks, coproduce physical health care plans and help service users access physical health care services. In a short period, they have supported people who may not have had access to primary care address some serious health concerns including diabetes, cardiovascular disease and respiratory conditions. Nationally, individuals with serious mental ill health are not always offered appropriate or timely physical health assessments despite their higher risk of poor physical health. The new service has helped achieve the national key performance indicator for annual physical health care checks in Kirklees for the first time.



"A small team with a big impact improving the physical health outcomes for people with a serious mental ill health."


Melissa Harvey

*General manager,
community and recovery
services*



Psychology service forensic care group, 'Trauma informed care – a new era in forensic services'

Trauma-informed practice aims to increase practitioners' awareness of how trauma can negatively impact on individuals and their ability to feel safe or develop trusting relationships with health and care services and staff. The team have developed a project to increase awareness and a greater depth of understanding of events and experiences which have led to trauma and may impact on current behaviour, emotions and experiences. This new learning and appreciation of trauma-informed thinking is being embedded through reflection and supervision on all wards. This has resulted in increased knowledge and training which benefits the wellbeing of staff teams, along with new understanding and sensitivity to service users improving their recovery journey.



"The training has been developed with fantastic slide sets and handouts, delivered with care and sensitivity to the staff teams. This is supporting the service with a significant journey in a new culture of care and therapeutic intervention."

Mary McSharry

*Lead matron, forensic
services*





Rising star

Recognising anyone who is on the up in their career, whether new into the Trust or in an evolving role. This is for someone who has a bright future in front of them; they can inspire change and are making a real difference.

Kieran Sullivan

Peer support worker, Laura Mitchell Health and Wellbeing Centre, Calderdale

Representing adult and older people mental health services

Kieran has been working as a peer support worker for the last three years promoting that recovery is possible to everyone he works with. He was described as an inspiration to service users and their families and an asset to the service and Trust. Joining the team in the pandemic, Kieran worked creatively to ensure his service users still received social inclusion and recovery-focused contacts. He ran quizzes online for service users to maintain engagement and social inclusion, and encouraged physical activity mindful of social distancing guidelines. Kieran is humble, passionate, motivated and enthusiastic in all he does, and a shining example of how fantastic peer support can be for service users.



**Inspirational,
recovery-focused,
supportive**

Kerry-Anne Donnellan

**Community staff nurse,
Barnsley neighbourhood
nursing team**

Representing Barnsley integrated services

Kerry-Anne is an effective leader who promotes high clinical standards and acts as a role model by promoting innovative practice. She positively challenges traditional practice and behaviours by working with staff to support the introduction and development of new initiatives to meet patient and service needs, ensuring patient choice and ease of access to services. She provides clinical supervision to other members of the team and acts as an expert resource to the community nursing service. Although she holds a large caseload, she knows about all her patients and the treatment that they are receiving. She is an excellent district nursing sister and is a credit to her profession.



**Professional,
caring,
compassionate**

Nicole Dumisani

**Team manager, Kirklees CAMHS
mental health support team**

Representing CAMHS and children

Nicole is in her first management post. She is effervescent, enthusiastic, focused and passionate, wanting the best for young people in Kirklees. Her service is developing and improving the lives of young people using early interventions in schools, working in partnership with Kirklees Council and Northorpe Hall. Nicole has been instrumental in developing the relationships between the partners, and feedback from schools about the service has been extremely positive. She has also supported with further development and training to enhance the service offer. Nicole has faced many challenges in her short management career, however she has dealt with them appropriately and with compassion for all staff members.



**Creative,
tenacious,
resilient**

Alys Armstrong-Davis

**Speech and language therapy
assistant, forensic outreach
liaison service (FOLS)**

Representing forensic

Alys continually goes above and beyond in her role. She is motivated to develop a thorough understanding of service users' communication needs and works hard to ensure that these needs are understood so that they receive person-centred care. She supports the individuals she works with through a range of means including communication assessments, communication passports and supporting communication needs within capacity assessments. Alys has also been influential in launching a Social Skills group, which has been a valued and well-attended group and a vital aspect of supporting transition in the community. Both the service users and staff team all speak highly of Alys' friendly and approachable manner, compassion for the service users and positive motivation to always offer support.



**Enthusiastic,
motivated,
responsive**

Amy Willis

**Specialist community nurse,
Barnsley learning disability
health team**

Representing learning disability and adult ASD and ADHD

From day one it was clear that Amy had a passion for her work and was keen to make a difference in any way she could. She led an initiative in her team securing funding for activity packs to send out to service users who were struggling with isolation in the community during the pandemic. Compliments came flooding in, thanking her for the quality of her work and her consistently professional and approachable manner. Amy was invited to be a member of the National Professional Decision-Making Council for Learning Disability Nursing as one of just 20 learning disability nurses nationally representing frontline nurses on the council. Amy is a proud nurse and a positive role model who embeds Trust values in her daily practice.



**Inspirational,
outstanding,
compassionate**

Asma Sacha

**Corporate governance
manager**

Representing support services

Asma joined the corporate governance team in February 2022. This is a completely new role to Asma and she has undertaken a very steep learning curve. Not only has Asma developed in the technical aspects of her work, her engagement with members of the Foundation Trust and governors is where Asma has excelled. She has been an integral part of pulling together a very successful annual members' meeting and has recently coordinated a membership equality update (8,500 members) so that the Trust can fully engage with its membership and identify key groups. She has engaged youth groups, networks representing diverse backgrounds and is increasing membership day by day to help the Trust improve and hear the voice of the areas and communities we serve.



**Bright,
positive,
engaging**

Partnership working excellence

Presented to a service or team who can evidence excellent partnership working, this award highlights the impact of working with others. It could be that projects or initiatives needed internal partnership working or that they teamed up with external organisations or groups to achieve objectives.

ADHD and autism service, 'New autism assessment pathway in Bradford'

The team is working with Bradford District Care NHS Foundation Trust to deliver a new autism diagnostic assessment pathway to help reduce waiting lists for autism assessments in the Bradford area. Together, teams have devised an electronic referral process and developed the pathway to include a face-to-face referral appointment with an autism specialist which has improved efficiency. Prior to the collaboration, the waiting list for autism assessments in Bradford was reduced by approximately 45 cases per year. Since the partnership began last summer, the waiting list has already reduced by over 120 cases. In addition, the success of the waiting list project has led to a long-term partnership that will eliminate the waiting list within 3 years.

"Trust was quickly built and barriers to progress removed. We are rapidly moving towards completion of the project and colleagues from all departments are happy to engage, working towards a shared vision of a more accessible and user-friendly service."

Walter O'Neil

Assistant director contract relationships, NHS West Yorkshire Integrated Care Board

Barnsley virtual ward pathway, 'True joint working to deliver a virtual ward service for our patients in Barnsley'

The virtual ward supports patients to be discharged home earlier or prevented from going into hospital. Every patient is supported by a hospital consultant, specialist nurses in community and virtual ward nurses who provide monitoring via telephone. This team is wrapped around the patient to deliver hospital level support in the place they call home. The team have regular meetings and weekly pathway discussions to ensure they are providing the care people need. Since its launch in October 2022, 115 patients have been supported by the virtual ward team. Staff work together as a team to overcome issues and act as a collective for the benefit of doing the right thing for patients.

"I'm grateful to everyone who cared for me whilst I was on the virtual ward, I was very happy with the service I was provided with. This service is important, not only to me, but all patients."

Patient

Calderdale early intervention in psychosis team, 'Fitness fanatics'

The service works with Pure Gym Halifax to offer a judgement-free space for service users to work out and feel good, including use of gym equipment, fitness classes and an offer of education around physical wellbeing. The sessions are suited to all abilities and are free of charge. The programme has reached over 60 service users and has led to individuals leading a more independent life, overcoming challenges and developing social skills in a positive environment. The sessions have helped with both physical and mental health, with individuals reporting that working out reduced their feelings of stress, anxiety and depression, as well as lowering cholesterol levels and helping with weight loss.



"The gym group has been a life saver for me. I was in quite a bad way when I joined 18 months ago and the twice weekly sessions have helped me overcome the issues I had with my mental health. Thank you for making this fabulous initiative possible."





*Stuart Clinton
Service user*

Partnership working in occupational health and wellbeing

In 2006, the Trust entered into a shared arrangement for a bespoke occupational health service to meet the needs of mental health and learning disability trusts. This was a brand new service with 7 full time equivalent staff providing occupational services to 5,000 staff. Since that time the service has grown with 21.9 full time equivalent staff including occupational health advisors, occupational therapists, mental health nurses, physiotherapists and administration staff. The team now provides services across West Yorkshire and generated £396,000 in income last year. In 2022 the service received 3,810 referrals and 12,161 booked appointments. This service delivery model is a great example of how large trusts can come together to share a service.



"Our shared occupational health service is a brilliant example of successful and beneficial partnership working across West Yorkshire mental health and learning disability trusts. The real positive is economies of scale and an excellent nurse led service."



*Lindsay Jensen
Deputy chief people officer*

Equality and involvement excellence

This award is for any service or team who can demonstrate excellence in supporting equality and diversity, and in involving people who use our services, carers or staff. Entries describe how they established relationships, supported or involved people from different backgrounds and how co-production, engagement and involvement contributed to improved outcomes.

Equality, involvement and inclusion team, 'Community films and lunch box talks'

For this project, 12 community films were co-developed by and in partnership with local community groups. The focus of each film is to help the Trust improve services so they are inclusive and accessible for everyone. Each film has a different equality theme discussed in dedicated monthly 'lunch box talk' sessions, which the community film makers attend to answer questions and offer advice and considerations. Over 150 staff have attended so far. Sessions are supported by the equality, involvement and inclusion team who share facts and further reading. The aim is to inform staff, create a shared understanding, and improve services, bringing the community voice into the Trust.

"The films helped build the confidence of the people involved and communicated positively to the health workforce about how support could be improved. It was an honour to be involved in such a fun and joyous project."

Dave Forrest

Communities and enterprise manager, Nova Wakefield

Equality, involvement and inclusion team, 'Forensics animation'

The forensics animation shares the example of a journey a person may follow if they are admitted into a forensic ward and the support, care, and treatment they will receive. The Trust captured a diverse sample of people's stories to provide a wider understanding of experience. Interviews gave current inpatients and carers an opportunity to narrate their own story using a series of prompts – this was a new involvement approach. The animation is an accessible communication tool which can be used by staff to support people who are detained and their carers, and is accompanied by the welcome booklet for the ward so that everyone receives the information they need. The animation has also been translated into BSL and the most frequent language requests for forensic inpatients.

"Because of the people who shared their stories we have been able to better understand people's experiences and create this fantastic video. I hope that it will help people to better understand what to expect from our forensic wards, and ultimately lead to better patient experience."

Yvonne French

Assistant director, legal services

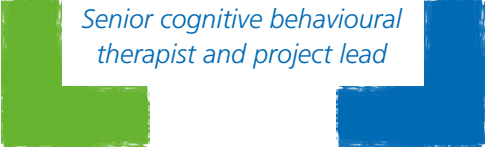
Kirklees IAPT, 'Increasing awareness of IAPT in South Asian communities'

The Kirklees IAPT service have a minority ethnic inclusion project, which focuses on improving access and outcomes for people from minoritised ethnic groups. Members of the project team wanted to find a different way of engaging with local South Asian communities. Through a connection, Jakera Patel (team secretary) contacted Radio Sangam (Kirklees only Asian radio station) to see if they could come on to a show to talk about the IAPT service. In December 2022, Jakera and Marjina Mahmood (IAPT counsellor) did their first ever live radio interview on Radio Sangam. By using initiative and recognising the reach of Radio Sangam, the team were able to better reach South Asian communities, tailoring their approach to talk about the specific barriers to access as well as adjustments the service can make to support people.



"I am extremely proud of the team for their innovative approach to tackling under-representation in our IAPT services from South Asian communities. They have gone above and beyond to create understanding of our service in Kirklees."

Kate Iddon
Senior cognitive behavioural therapist and project lead



Wakefield Future in Mind mental health support team, 'The introduction of new ways of engaging and sharing good practice to school leadership teams to support children and young people's wellbeing across the district'

Each term, the Wakefield Future in Mind team invite school leads from across the district to attend engagement events. The events are hosted in a school which can showcase its journey of working jointly alongside the team. School staff have limited opportunities to meet peers from other settings, so the events provide a space for shared learning and reflection. A core aim of the events is to promote sharing good practice, so that schools can learn from one and other and feel empowered to make positive changes in their own settings. The team reached 45 school staff members from 28 different settings, and they have already seen visible changes being made in many education settings where staff attended the events.



"The speakers were engaging and passionate. We really enjoyed connecting with different schools and services. It has led to some useful and insightful discussions."

Education professional





Unsung hero

Recognising someone who truly lives our values and makes a difference. They may not always get the praise and recognition for what they do; this category shines a light on their attitude, work and commitment.

Tom Calvert and Amanda Moorhouse

**Clinical team leader and
healthcare assistant,
Elmdale ward, The Dales**

*Representing adult and
older people mental
health services*

Tom and Amanda went above and beyond their roles on Elmdale ward when they found themselves in the position of having to deliver a baby on the ward. Tom and Amanda put the person and their baby first and in the centre, and with telephone support from the maternity unit they followed the guidance to the best of their ability until help arrived. Neither of them had any experience in this area but managed to deliver the baby safely and successfully.



**Practical,
caring,
non-judgemental**

Simon Linford

**Decontamination assistant,
Barnsley integrated community
equipment service (BICES)**

*Representing Barnsley
integrated services*

Simon gives 100% to his role and is a rising star within the small BICES team. He always demonstrates enthusiasm and commitment, ensuring that equipment is fully clean to exacting infection control standards so that it is safe for clients to use within the community. Since his appointment he has been instrumental in the further modernisation and development of the BICES decontamination unit, lessening the impact on resources. During the Covid-19 pandemic, Simon worked hard to ensure community equipment was available at a time when most manufacturing and new equipment was unavailable. Extremely approachable and keen to assist, Simon always makes sure that the team's clients are safe and have successfully received their equipment.



**Enthusiastic,
flexible,
committed**

Charlotte Hardcastle

**Health support worker,
Wakefield enhanced outreach
team**

Representing CAMHS and children

Charlotte was described as a credit to the enhanced outreach team, going above and beyond to support mental health practitioners, psychologists and psychotherapists within the team. She ensures service users receive the best support possible, and has recently visited a young person's school to provide training to the teachers on how best to support this service user. Charlotte received exceptional feedback about the training she provided. She always listens to parents and carers and brings these views to team meetings. As the only support worker in the team, her colleagues see her as a backbone of the service.



**Passionate,
remarkable,
irreplaceable**

Kim Somerford

**Lead occupational therapist,
Newton Lodge**

Representing forensic

Kim has worked in forensic services for over 26 years and in that time has developed excellent working relationships across all clinical ward areas, working particularly in learning disability services for many years. She leads and supports the occupational therapy team to deliver high quality care every day, and is relentless in her drive to be inclusive and proactive in her care and treatment. She fundamentally instills hope for those she cares for, and is creative and motivating for her team. Kim also shows compassion for her colleagues and values their contribution to service developments. She was described as a supportive shoulder for one and all, a positive ambassador for all things involvement, and an amazing practitioner too.



**Dedicated,
creative,
amazing**

Qaasim Bulbuliya

Administration officer,
Foxhill Hub, Dewsbury

Representing learning disability and adult ASD and ADHD

Qaasim is always happy to help others within the team and goes above and beyond in his role. He welcomes everyone into the team including new starters and students. At the start of the pandemic when staff were struggling with moving towards new technology, Qaasim provided help and support to ensure the team were up and running. Qaasim continues to be the team's go-to person and will always help where he can, no matter the time of day or how busy he is. Even with the telephone constantly ringing and people waiting at reception, Qaasim remains as calm and welcoming as ever.



**Helpful,
reliable,
kind**

Ryan Hunter

Change and innovation
partner

Representing support services

Ryan has been pivotal in the Trust's transformation programme for a number of years. He quietly and steadfastly gets work done to an extremely high standard every time. Ryan is a great example of someone living the Trust values – he is person centred, always considering the service user and carer perspectives and putting in appropriate challenge in transformation discussions. Ryan has been fantastic in navigating the sensitivities of working with various governance and public consultation frameworks and is always looking out for potential risks. He is absolutely committed to every piece of work he takes on board.



**Dedicated,
finisher,
meticulous**

Social responsibility and sustainability excellence

This award is for a service or team who have worked with partners and as part of the wider healthcare system to create sustainable outcomes and positive opportunities for everyone. It is aimed at any projects which deliver socially responsible outcomes (e.g. reduce poverty in communities), have a positive civic and cultural impact (e.g. improve health inequalities through active engagement with the arts), and improve the natural climate for service users, staff and the wider community (e.g. helping the Trust to become carbon net zero and improve local air quality).

Live Well Wakefield, 'Social prescribing model'

Live Well Wakefield's social prescribing service works with people aged 18+ to explore and address non-clinical needs by using voluntary, community, and social enterprise (VCSE) services. This reduces pressures on health and social care systems and supports people to move away from medical models. The team complete an overview assessment with patients and support is offered to address their social, physical, and environmental needs. Live Well Wakefield has received over 18,000 referrals since 2017 and in 2021 won Best Larger Social Prescribing Project at the National Social Prescribing awards. They have offered support to over 3,800 patients in the last year – 85% of clients reported an improvement in their overall wellbeing, and 93.5% of clients achieved their personal health and wellbeing goal.

"I actually felt relieved and optimistic for the first time in many, many months, I don't feel as alone and isolated now, totally restored my faith in human kindness!"

Patient

Mental Health Museum, 'Our green year'

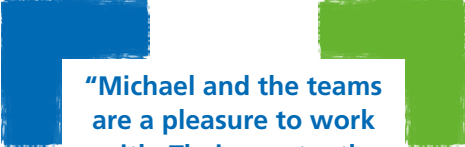
In 2022 the museum brought a special focus to their work inspired by the history of early hospitals using green spaces therapeutically, developing initiatives that helped service users access the grounds at Fieldhead in Wakefield. The museum's Wildlife Club met each month from early summer to carry out activities including a bug hunt, butterfly spotting and tree seed planting linked to the NHS Forest initiative. The team's Grow-along project involved distributing packs of seeds to wards, schools, members of the public and community groups. An online community developed as participants shared their progress. 'Our green year' has enabled the Mental Health Museum to engage with service users in new ways, with feedback showing that people have enjoyed the sense of purpose and positive effect on wellbeing the activities had.

"I went into our backyard feeling tired with not much interested in anything. Spending an hour sorting out pots and mulch lifted my spirits considerably."

*Molly Kenyon
Grow-along participant*

Michael Booth and the dining room team, 'Social responsibility and sustainability excellence'

The dining room team have made some significant changes and have committed themselves to making future improvements, working with their suppliers and the Trust's procurement team to transform the way they procure goods and services. To reduce the use of plastics, the canteens now use bio-degradable compostable food packaging wherever possible. The Trust buys approximately 13,000 sandwiches each year and the introduction of the new food packaging policy means that each sandwich packet can be fully recycled, reducing the amount of waste packaging that goes to landfill. They have also adjusted their pricing model to ensure that people can buy an affordable winter warmer meal, a competitively priced sandwich meal deal and hot and cold drinks which are much cheaper than in local cafes.



"Michael and the teams are a pleasure to work with. Their constantly positive approach to work is much appreciated. They are working hard to help the Trust contribute towards the NHS England Greener NHS programme of work."

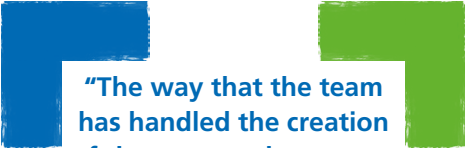
Karen Hinch

Head of facilities services



SRS strategy team, 'Creation of the Trust's social responsibility and sustainability strategy'

The development of the Trust's social responsibility and sustainability strategy has been a large piece of work which will have a significant effect on how the Trust operates going forwards. Developing the strategy has involved working with a range of internal and external stakeholders and the team has included as many different areas of the Trust as possible in developing the vision. This has allowed for a rich range of opinions and views. Work has already resulted from the introduction of the strategy, including the planting of new trees at the Fieldhead site, work towards a staff e-bike scheme as well as knowledge cafes to share information about the strategy and see how individuals within the Trust can help. The team are actively working to help the Trust reach its carbon net zero targets and sustainability goals.



"The way that the team has handled the creation of the strategy has meant that a really rich range of opinions and views have been included in the final body of work, something the team should be really proud of."

Eva Outram

Change improvement manager





Thank you to...

...everyone who entered

We had over 220 fantastic entries into our awards. The teams and individuals shortlisted are representing everyone who took the time and effort to nominate. Congratulations to all teams and individuals who received a nomination.

...our judges

Our judges were made up of staff from across all our services and districts – both clinical and non-clinical - representing all professions. They also included representatives from our members' council and partner organisations.

...our finalists

Thank you for being so accommodating when arranging filming, and a huge congratulations to all of our shortlisted nominees for their achievements.

...all our staff

Our Excellence awards wouldn't be possible without the incredible efforts of our staff. Thank you for all that you do each and every day.







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#excellence23

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