



South West  
Yorkshire Partnership  
NHS Foundation Trust



# EXCELLENCE 2024



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

With **all of us** in mind.



# Welcome to Excellence 2024

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
- 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's award for team and individual
- Opportunity for additional photos



# 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.

## Team/service categories

We will announce the winner of the category and the winning team will be invited to collect their trophy and have their photo taken. We will then ask all shortlisted teams in each category to come to the front for a group photograph.

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.



## Individual categories

We will announce the:

- **Runner up**
- **Winner**

The runner up and winner will individually be invited to the stage and have their photo taken. We will then ask all shortlisted individuals in each category to come to the front for a group photograph.

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

**#excellence24**

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.

### **'Designing with style on a budget', graphic design and digital comms team**

Over the last 12 months, the graphic design and digital comms team have produced hundreds of high-quality print and digital marketing materials, ensuring that the Trust brand and identity is enhanced and showcasing services far and wide. They helped to develop a new print framework, which saved £6k on print costs in the first 12 months. They have also developed the Trust approach to sustainable procurement for promotional items, ensuring recycled items are ordered and costs are kept low. The team design approximately 100 different items each week, at no cost to the services who request them, saving the Trust money.

**"The team is a central part of the way the Trust communicates, and the way they manage their time and resources means they get maximum output at minimum cost. They are a small team but far exceed expectations, delivering high quality and efficiency."**

*Paul Cartwright  
Head of marketing, communication  
and engagement*

### **'Improving allied health professional (AHP) recruitment and retention', AHP recruitment and retention working group**

Identifying the need for a more innovative approach to the workforce challenges facing the Trust, the AHP recruitment and retention team have developed a strategy that has focused on making the Trust a great place to work through the development of a career pathway for AHPs. The team has already seen some early success, including a vacancy rate which has improved by 12%, meaning the Trust has 35 less AHP vacancies than this time a year ago. Six AHPs will begin on apprenticeship courses this year and by year three there will be 30 trainee posts across five professions.

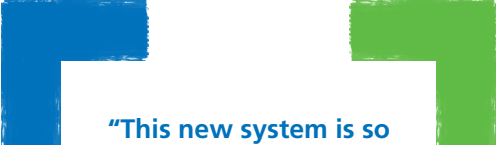
**"The apprenticeship has been such a great opportunity for me to build my skills and progress through my career, if it wasn't for the apprenticeship, I wouldn't have been able to pursue this career due to finances."**

*Amy Black  
Trainee occupational therapist  
(apprentice)*



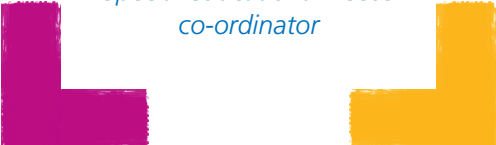
## **Kirklees neurodevelopmental assessment referrals team, CAMHS and children**

In October 2022, a new telephone process for making and triaging referrals for neurodevelopmental assessments was introduced. Referrers now contact the assessment team directly and a telephone consultation is arranged. The referrer is asked questions and guided through the referral so that all necessary information is gathered, ensuring children access the right service at the right time. Speaking directly to referrers has improved the quality of referrals and built relationships ensuring that only appropriate referrals are accepted. The wait time for a referral telephone consultation has reduced from 6 months to 3 weeks and continues to fall.



**"This new system is so much better than filling out the old forms. Being able to have that reciprocal conversation is so much more useful when making these referrals and was a good use of time."**

*Special educational needs co-ordinator*



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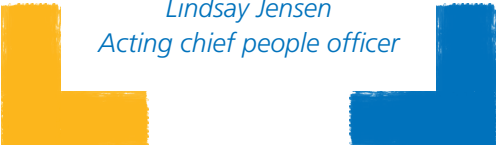
## **'Meeting the challenge of staff retention through flexible retirement', pay and pensions team**

The payroll department have made a positive impact on staff turnover rates and improved staff wellbeing through the adoption and promotion of a flexible retirement scheme. By championing the new flexibilities offered under pension scheme rules, the team have saved money for staff, improved their work-life balance, and streamlined the retirement application process. They developed a video guide and have had over 500 staff attend eight webinars aimed at staff and managers. By promoting flexible retirement, the team anticipate that staff turnover levels will reduce by 10% a year, with over 60 staff accessing or applying for flexible retirement in the space of four months.



**"Growing the NHS workforce is one of the four key pillars of the NHS People Plan. The work that the payroll team have done to promote the new partial retirement scheme is already having a positive impact and will help us retain our valuable workforce."**

*Lindsay Jensen  
Acting chief people officer*





### **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.

## **Mikki Kenworthy**

**Peer support worker, The Exchange Recovery College, Barnsley**

### *Representing adult and older people mental health services*

Mikki was involved in supporting a successful bid from Public Health in April 2022 which quickly developed into TransBarnsley – a network open to everyone who identifies as trans or non-binary. As a trans female, Mikki brought her own experiences and knowledge to create opportunities for a more tolerant community. She is open, honest and transparent by sharing her story of transitioning. Mikki has also recently been appointed as chair of the staff network steering group for the Trust's LGBT+ staff network. She does all of this above and beyond her peer support worker role with unending compassion, enthusiasm and kindness to those who have felt marginalised by society.



**Dynamic,  
visionary,  
compassionate**

## **Dr John Burston**

**Biomechanics lead podiatrist, paediatrics**

### *Representing Barnsley physical health and wellbeing*

John has been employed by the trust for almost 40 years, and in this time has changed the lives of many children giving them the ability to walk pain free and grow to their full potential. He is always willing to give help and advice when asked. He has completed his PhD in biomechanics and passes on his knowledge and wisdom to many colleagues, taking the time to explain things carefully and clearly. His enthusiasm for podiatry and for helping others is never ending. He is now treating children of adults that he saw as children themselves and they all remember him.



**Inspiring,  
dependable,  
dedicated**

## Dr Helen Walsh

**Consultant clinical psychologist,  
Kirklees and Calderdale CAMHS**

### *Representing children and families*

Helen recognised significant limitations in the paper referral system to the neurodevelopmental team, which severely disadvantaged families and young people. She collaborated with commissioners, managers and other key staff to set up a new telephone referral system which has been an outstanding success. This has led to further recruitment of associate practitioners who are now embedded in the team, and positive feedback from referrers and families alike. Due to the positive feedback and Helen closely liaising with commissioners, the referral pathway was funded appropriately. The pathway also enables families who do not require an assessment to be signposted to relevant services, improving the quality of care.



**Outstanding,  
committed,  
passionate**

## Andrea Robinson

**Associate practice governance  
coach**

### *Representing forensic*

Andrea is a well-respected and professional member of the team who has the ability to engage with clinicians and inspire an attitude of improvement. Nothing is too much trouble for her in her support of others. Her attention to detail and engaging manner mean staff turn to her for advice and support, and she is everyone's go to person. On top of this, her team would describe her as "absolutely hilarious" and value her for bringing a smile to the workplace.



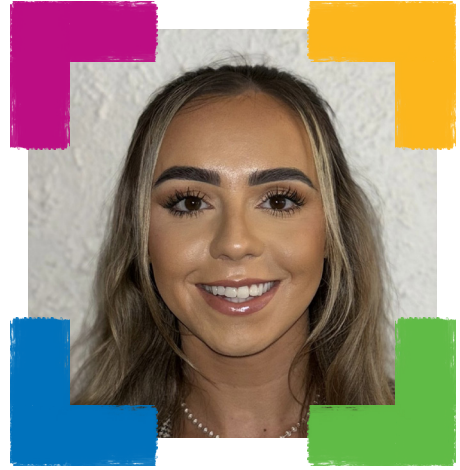
**Meticulous,  
motivated,  
positive**

## Ellie Adams

**Healthcare support worker,  
Kirklees learning disability  
health team**

### *Representing learning disability and adult ASD and ADHD*

Ellie has made a huge impact in her time with the team, going above and beyond for all service users, carers, and staff members. She prioritises patient-centred care, including when she dedicated 12 weeks of 1:1 support to build up a service user's confidence so he could attend his GP surgery for a significant appointment. The service user had anxiety relating to needles, however through Ellie's blood tolerance work, he was able to attend the clinic. Ellie is outstanding in all areas of her work and is constantly praised by the team for being proactive, always seeking opportunities to learn, and being an ultimate team player.



**Team player,  
compassionate,  
empathic**

## Kamal Wrathall

**Marketing and communications  
manager, marketing and  
communications team**

### *Representing support services*

Kamal was nominated for her role in driving the communications approach to support the delivery of the older people's inpatient transformation programme consultation. Kamal created a suite of materials which were described as the best materials ever seen for a formal consultation. Our communities have told us that they are easy to understand, clear and communicate the transformation in such a way that it has simplified a complex approach into an easy to understand message that helps people see what it means for them. The outcome of this huge amount of work has been that the Trust has been able to progress to formal consultation in a tight timescale.



**Empowering,  
driven,  
unassuming**

## 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.

### Calderdale and Kirklees CAMHS intensive home based treatment team and assertive outreach team

The team identified a gap where children and young people frequently attended A&E but didn't want, need or were currently not accepting therapy from a CAMHS service. These frequent attenders often required multiple agency involvement with lots of meetings, and were sitting within the crisis team caseloads which was not appropriate or timely. To address this, a team of care co-ordinators was created to carry out multi-disciplinary team meetings and liaise with multiple agencies to achieve best outcomes and timely responses. The newly-defined roles mean that work is more focused, more manageable and more expert, leading to better clinical outcomes and improvements in staff retention.

**"This work is redefining the excellent work of the crisis team addressing the need for robust community teams with a defined purpose - as a viable and safe alternative to inpatient CAMHS beds so people can reach their potential and live well in their community."**

*Linzi Nicholson  
Calderdale and Kirklees CAMHS  
project support officer*

### 'Employment support in Calderdale and Wakefield', Calderdale and Wakefield individual placement and support (IPS) service

Individual placement and support offers individually tailored support to help people with severe mental illness to choose and find the right job, with ongoing support for the employer and employee. Wakefield and Calderdale IPS services have both been awarded the highest possible rating by IPS Grow following external fidelity reviews. Out of a possible 125 points, Wakefield scored 118, and Calderdale scored 120. Both teams were praised for their "equipped, informed and confident approach", passionate leadership, and strong relationships with partner organisations. The teams also achieved the "Exemplary" IPS Grow Quality Kite Mark, joining only a handful of other teams across the country to achieve this.

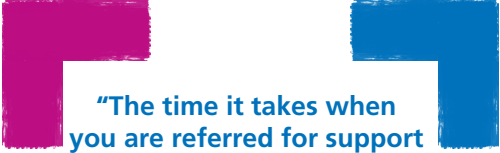
**"This is a fantastic accolade for both teams and is reflective of their enthusiasm, passion, and skill in supporting people to address and overcome barriers to employment and achieve their goals."**

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

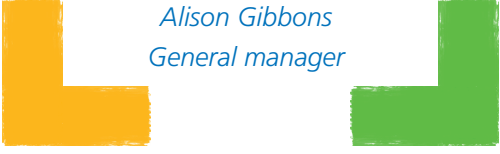


### **'Improving timely access to dementia specialist Admiral Nursing support', Kirklees Admiral Nurse team**

The Kirklees Admiral Nurse team are a small team of dementia specialist nurses who offer expert clinical, practical and emotional advice to unpaid carers. They recognised that carers were waiting longer for the first contact to be made, and they wanted to be even more responsive in giving an early offer of life changing support. Through an improvement project, the team reduced the time taken from receiving a referral to completing a triage assessment and offering initial advice by on average 8 days, with most carers now being contacted on the same day. By making earlier contact with patients/carers, any urgent unmet needs can be identified and addressed much sooner.



**"The time it takes when you are referred for support can feel like an eternity. The team recognised the impact this wait can have on a person and reduced this void for carers in an impressive way; putting the person first and in the centre."**

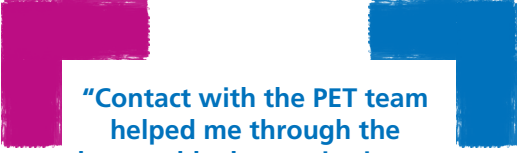


*Alison Gibbons  
General manager*

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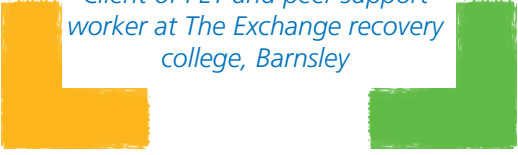
### **Psychosocial engagement team (PET), Barnsley adult mental health service**

The team provide an evidenced-based psychosocial intervention to individuals who have had suicide attempts, or clients with suicidal plans/intent. The service was set up in February 2021 with a goal of reducing suicides in Barnsley, and has had almost 500 referrals. Public Health Barnsley, who part funded the initial pilot, report that their real time data shows a reduction in the suicide rate in Barnsley and believe PET has played a significant role in this. Clients are supported with the aim that their social functioning will be maintained or improved so if faced with a future crisis, they will find a more positive way to cope.



**"Contact with the PET team helped me through the lowest, bleakest point in my life. Talking through what was going on in my head provided perspective, gave me healthy emotional release, and helped me take the first steps towards recovery."**

*Jonathan Durrans*



*Client of PET and peer support worker at The Exchange recovery college, Barnsley*



### **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.

## Jodie Wainwright

**Clinical lead nurse, Nostell ward**

### *Representing adult and older people mental health services*

Jodie has progressed her career within the inpatient pathway from staff nurse to deputy ward manager and clinical lead nurse. She remains dedicated to quality care throughout the most demanding times and is a breath of fresh air on the ward. She always brings a positive, can-do attitude and motivates the team to drive up the quality agenda and improve service user and carer experience. She is supportive and nurturing but also positively challenges and questions, encouraging others to reflect and grow. Jodie is an inspirational nurse leader who never fails to go above and beyond to deliver Trust values and positive outcomes.



**Dedicated,  
compassionate,  
inspirational**

## Donna Markey

**Podiatry and foot protection service manager**

### *Representing Barnsley physical health and wellbeing*

Donna initially moved into this role on a temporary basis and has been successful in securing it permanently. She has made significant changes to a struggling team that has seen a complete turnaround. Donna has shown openness and transparency, drive and motivation leading the service through a full review which looked at how the service can improve the delivery of care now and in the future. She has been receptive to change and worked with colleagues around her to improve process and pathways of care for the better. Over the last year Donna has completely changed the outlook of the team with determination, compassion and courage.



**Determined,  
compassionate,  
courageous**

## Eleanor Hinchliffe

**Team manager and social worker, Adel Beck**

### *Representing children and families*

In Eleanor's time with the team she has forged excellent relationships with all agencies embedded within the secure estate and enhanced the reputation of the service and Trust. She has managed complex and demanding situations with thoughtfulness and effectiveness, resulting in excellent outcomes for staff and patients. She has helped create a psychologically safe culture where people can be themselves, ask for support and offer creative ideas. This has all resulted in her being nominated for a national social worker of the year award. Consistently positive feedback from colleagues and partners demonstrate that she is an invaluable asset to the Trust.



**Passionate,  
brave,  
kind**

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## Hayley Jones

**Team manager and senior mental health practitioner, Ryburn**

### *Representing forensic*

Since Hayley became team manager for the forensic community transition team (FCTT) in September 2022 – her first ever managerial role – she has demonstrated her natural ability to lead through example, through compassion, and through her drive to uphold Trust values. Upon joining FCTT, Hayley began mobilising a brand-new team, rising to the challenge of recruiting the right people and establishing processes for them to work safely, effectively, and in collaboration. Hayley takes her work seriously whilst retaining a sense of humour and using transparency and supportive boundaries to cultivate trust. This, alongside her many other leadership qualities, ensures that she is a well-respected member of the team.



**Committed,  
flexible,  
compassionate**

## Jess Foley

**Team manager, Barnsley learning disabilities team**

### *Representing learning disability and adult ASD and ADHD*

Jess always puts people first, and is respectful and honest with everyone from staff to service users. Jess is also very approachable and this shines through the department. Jess is an inspiring leader within the learning disabilities team, and her fairness and enthusiasm guides the whole team. She is always available for everyone and actively listens. Jess fosters an environment where every voice is heard and valued. Her presence and encouragement uplifts spirits and fuels determination. With a multitude of skills, Jess is an invaluable asset, driving excellence and compassion in everything the team does.



**Fantastic,  
honest,  
helpful**

## Wajid Khan

**Head of research**

### *Representing support services*

Since coming into post around 3 years ago, Wajid has exponentially increased the number of research studies from just a handful to over 20. This has dramatically increased the Trust's offer to be able to invite service users, carers, staff, family members and friends to participate in research and contribute to the Trust's wealth of understanding. His supportive leadership style, knowledge and supervision mean that the team are clear on the Trust's and their own short and long-term objectives. Wajid's commitment, compassion and skill in negotiation has also secured substantial funding, enabling the team to carry out further essential research.



**Creative,  
empathic,  
achiever**

## 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.

### 'The forensic substance misuse service', forensics and Spectrum CIC

A partnership between the Trust's forensic service and Spectrum CIC, the forensic substance misuse team is a group of specialist practitioners who focus on assessment, evidence-based treatment, education and support for people who have a history of substance misuse. They have a wealth of experience, and aim to support and help service users to make positive changes. In the last year there has been an improvement in service provision, evidenced by the number of service users engaging in substance misuse treatment. The team has received positive feedback from both patients and staff who have engaged in teaching sessions and treatment programmes.

**"Addiction denied is recovery delayed."**

*Project lead*

### 'Kirklees tackling health inequalities project', involvement and equality team

Many people in Kirklees face barriers, discrimination, and challenges in accessing healthcare, which has impacted on their physical and mental health and wellbeing and left them feeling disconnected and unsupported. The Kirklees tackling health inequalities project aims to prevent and tackle the underlying cause of physical and mental health issues by elevating creative interventions already in place from community groups and partners. The team have submitted 14 successful bids resulting in 14 community groups benefitting, which has supported and enabled a diverse group of people to live well through attending focused community groups.

**I feel Veteran B is constantly benefitting from our hubs and is keen to participate in every activity. His wife also feels he is benefitting as he is with likeminded people and is not afraid to talk about PTSD."**

*Linda Rudkin*

*Rural Veterans Hubs lead*



### **'Ward manager and lead nurse drop ins', Walton ward PICU, Unity Centre**

Walton PICU is striving to reduce incidents of aggression and use of seclusion. Focusing on the idea that an engaged, open and honest approach enables service users to be a part of their care, the ward manager and lead nurse have introduced weekly drop-in sessions on the ward that are informal and open to all. This approach allows service users to voice and discuss any concerns, needs, or wishes to the ward management in a relaxed and supportive environment. It has already reduced conflict as the team have been able to use these conversations to further understand how people would like to work together with the team to reduce risks.



**"This fantastic initiative by Walton ward has really enhanced the therapeutic engagement with service users, allowing the team to respond and make changes on the ward that really matter to our patients."**

*Tim Mellard*

*Lead matron*



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### **'Wellbeing superstars', staff health and wellbeing champions**

Staff health and wellbeing champions work across the Trust in a voluntary capacity, providing proactive and reactive support to colleagues to make the Trust a great place to work. On top of signposting to support available within the Trust and nationally, they also provide various activities such as creating safe environments for colleagues to talk – including coffee mornings, reflective spaces and everyday check ins. Other activities include knowledge cafes, where people come to talk about their specialism, quizzes and much more. The wellbeing champions have increased knowledge and understanding of support offers available, increased access to support, decreased sickness absence in some areas, and improved the wellbeing culture.

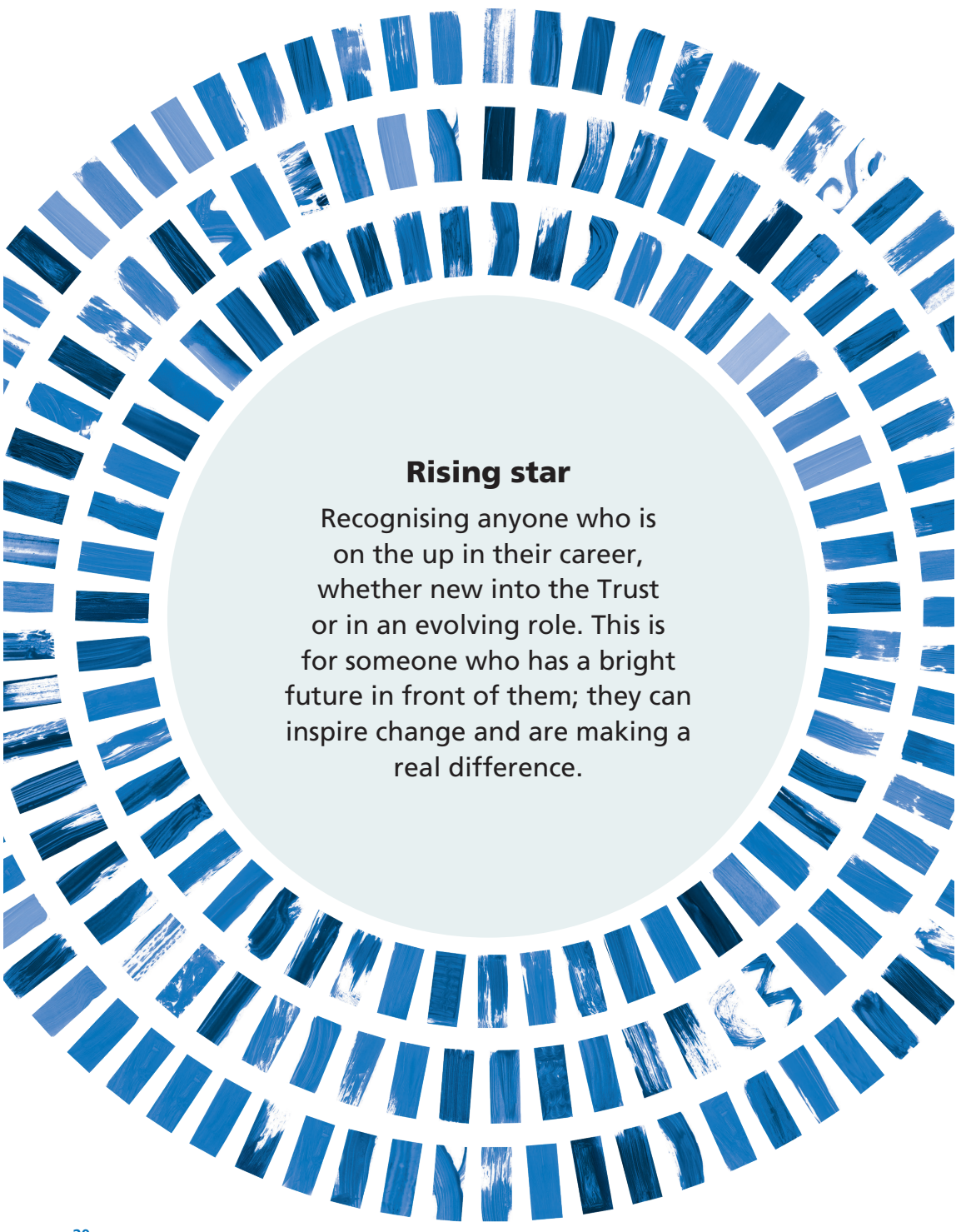


**"Staff health and wellbeing champions aren't only a conduit between our wellbeing offer; they role model behaviour that helps the Trust be a great place to work for all of us."**

*Laura Habib*

*Organisational development and wellbeing practitioner*





### **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.

## Bethany Veal

### Mental health practitioner, South Kirklees enhanced team 2

#### *Representing adult and older people mental health services*

Beth was described as a fantastic colleague and addition to the team. Her attitude, work with service users and carers, record keeping and involvement in discussions in professional forums reinforces why the Trust's values are so important – she lives them all in her day to day work. Beth's interactions with service users and carers show how she puts people first and reassures them that they matter. She has a passion for working with people which is reflected in a positive, non-judgemental and accepting manner. She is always ready and willing to work with service users who require intense support and needs, and is keen to go the extra mile.



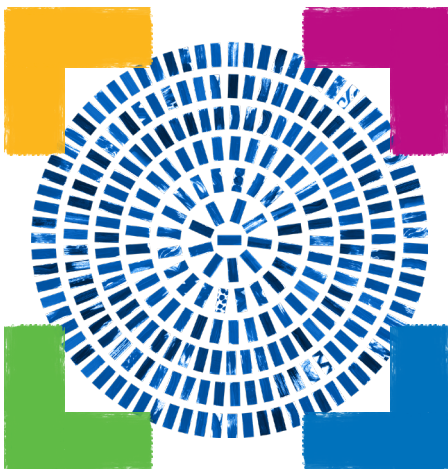
**Passionate,  
dedicated,  
compassionate**

## Laura Cook

### District nurse, Wombwell

#### *Representing Barnsley physical health and wellbeing*

Laura qualified as a district nurse in September 2023. She had little experience of community nursing before going on the course. Once qualified, she became the team manager of a large and diverse nursing team, and during this time she has shown great potential as a leader. She puts on regular training and learning events along with regular team meetings and group clinical supervision, at the same time as getting to grips with her own expanding role. Laura is patient focused and leads by example, receiving positive feedback from other allied health professionals, colleagues, patients and families. Laura is reliable, hard working and always up for a challenge.



**Passionate,  
caring,  
resilient**

## Nicola Appleyard

**Dietetic assistant, Calderdale eating disorder team**

### *Representing children and families*

Nicola has worked for the Trust for several years in a number of positions, and in all her roles she always puts the person in the centre whilst ensuring the welfare of families and carers. She has an amazing ability to put young people and their families at ease, and her kindness and lovely disposition makes a huge difference to the families the team supports. Nicola has taken her new role working with the specialist dietitian in her stride. She is a valued member of the team and always supports new employees, working over and above her role in many respects.



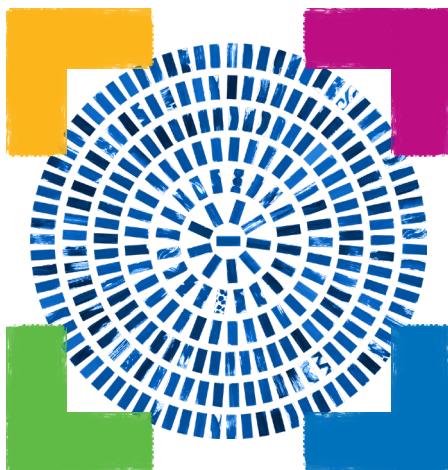
**Lovely,  
kind,  
happy**

## Amy Nicholas

**Specialist occupational therapist,  
Newton Lodge**

### *Representing forensic*

Amy came to the small occupational therapy team at Newton Lodge in the midst of lockdown as a newly qualified practitioner. She worked hard in partnership with both the nursing and therapy team to ensure service users were provided with the best possible care in difficult times. Proud of her profession, she is keen to share ideas to improve services. Her motivation throughout her time in forensics has been the service users' experience, ensuring all group work is inclusive and that the service user voice is heard. Amy is a positive influence, shows compassion for all around her and is always there to offer support when needed.



**Innovative,  
committed,  
inclusive**

## Holly Tyrell

**Community learning disabilities nurse, Kirklees learning disability health team**

*Representing learning disability and adult ASD and ADHD*

Holly is a recently qualified learning disability nurse who has made a great impact on the lives of the people her team supports. As an example, Holly had begun working with a vulnerable service user who lived alone. Holly supported the person after a fall and persevered with out of hours services to secure an emergency respite service. This is a testament to Holly's tenacity, bravery and person-centred working. Holly is a credit to the Trust, a professional through and through, and her team feel that she has a very bright career ahead of her in learning disability services.



**Passionate,  
person-centred,  
leader**

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## Vicky Humble

**Intelligence change partner, integrated change team**

*Representing support services*

Vicky is open, honest and transparent in putting forward her ideas and suggestions to enable the Trust improve its use of intelligence and insight which is key to inform decision making in driving improvement. She is never too busy to answer any questions or join meetings, and she is constantly striving to ensure that all staff recognise the importance of acknowledging the start of any improvement, large or small. Vicky is making data less scary, more intuitive, and allowing colleagues to learn at their pace in a safe and secure environment to ensure that the Trust continues to strive for excellence.



**Supportive,  
kind,  
respectful**

## 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 you teamed up with external organisations or groups to achieve objectives.

### **'Care home beds', Barnsley community specialist palliative care team**

Two community palliative care beds in the Conifers care home, Wombwell, have provided an alternative safe and high-quality care environment for those who have palliative care needs, are thought to be in the last months/weeks/days of life and have a need for 24-hour care but no medical need for hospital or hospice admission. The beds have been hugely successful with 50 people being cared for and supported by committed health and care home professionals. This initiative has provided an individualised, person-centred plan with the person and those important to them firmly at the centre, which reflects their preferences and wishes, delivered by staff who are competent and confident in providing high quality palliative and end of life care.

**"I have met many patients and relatives on these visits and receive a lot of positive feedback about the care they receive at Conifers. I feel these beds offer an exceptional choice for patient management in the community."**

*GP*

### **'Paddle to wellbeing', Calderdale early intervention in psychosis (EIP) team**

The early intervention in psychosis team have linked up with Blackdog Outdoors, a charity run by a small team of volunteers, to provide free water based and outdoor activities that have a positive effect on mental health and wellbeing. Sessions have been offered to the Recovery College to enhance opportunity, and the project has become so popular that there is now a waiting list. People who attended have reported a reduction in stress, improved mood and wellbeing. The project has been a big success with large numbers of people attending to walk or paddle, making first steps towards positive, healthier choices.

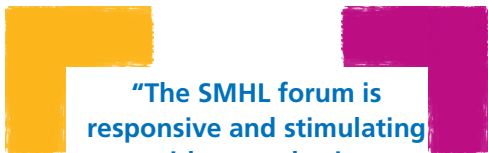
**"It is heartwarming helping others overcome barriers, seeing those arriving with anxieties leaving relaxed and smiling. Personally, it gives me a purpose and a reason to get up, a lifeline not only for me but for participants as well."**

*Kim Sugden  
Volunteer*



### **'The senior mental health lead (SMHL) forum', Future in Mind, Wakefield CAMHS**

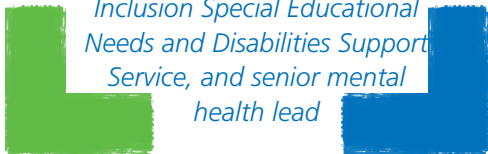
The SMHL forum is an innovative initiative, developed in collaboration with partner agencies. Each guest speaker-led forum has a topical theme and is an opportunity for peer learning, sharing good practice, and networking. The forum connects SMHLs with a robust peer support system resulting in the added benefit of improved staff wellbeing. The forum increases understanding of mental health and enhances a coordinated response, improving health outcomes for the whole school and wider community. The team promote whole school approach (WSA) interventions through the SMHL forum, reaching over 6,500 children, young people, and parents/carers and delivering 16 training sessions to 200 professionals in six months.



**"The SMHL forum is responsive and stimulating with an authority wide impact. Greater understanding and provision of needs has been generated and continues to develop as a direct result of the forum's collaborative and strategic approach."**

*Viv Bryden*

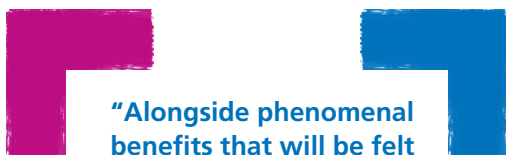
*Advisory teacher, Wakefield Inclusion Special Educational Needs and Disabilities Support Service, and senior mental health lead*



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### **'Waiting well', Live Well Wakefield**

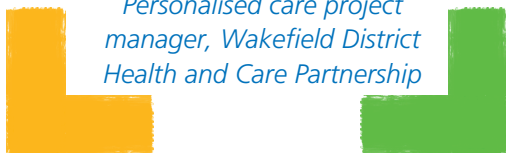
Covid-19 had a significant impact on elective surgery waiting times. For many waiting, this meant increased medication and health interventions, and significant decline in their mental health, independence and quality of life. Identifying patients who had waited over 52 weeks for surgery, the team proactively offered holistic social prescribing and self-management interventions and follow ups to individuals, their families and carers, to help them to address non-medical needs by connecting them to local opportunities. A carer said it was "transformative". This work helped patients feel like people again, with 192 onward referrals and signposts to support groups and services completed.



**"Alongside phenomenal benefits that will be felt long term, Live Well has raised the profile of non-medical personalised care to health professionals and the wider system, leading to the required culture change needed to enable true partnership work."**

*Tracey Lowe*

*Personalised care project manager, Wakefield District Health and Care Partnership*



## 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 you established relationships, supported or involved people from different backgrounds and how co-production, engagement and involvement contributed to improved outcomes.

### **'The Dr Who group', Wakefield insight team**

The team recognised a lack of social group for individuals who had autism or were suspected to have autism. To address this, they set up 'The Dr Who group', co-produced with a young neurodiverse person who felt that Dr Who is 'relatable' as an alien living in a human world. The group allows neurodiverse based discussion on identified topics (e.g. executive function, demand avoidance, employment, meltdown/shutdown), and navigating life in a neurotypical world. The group allows people to engage in a way they feel comfortable, and topics are set by the individuals involved. People reported feeling as though they can be themselves without judgement and discrimination.

**"I feel the group is inspirational, engaging and a makes me proud to work with individuals who are providing a space to allow people to be heard and recognised and their true selves."**

*Tracy Swallow  
Mental health practitioner*

### **'One voice – the improving empowerment and inclusion project' in Newton Lodge**

The 'One voice' group provides service users at Newton Lodge with a forum where issues and concerns can be heard and addressed. The monthly group is organised and facilitated by occupational therapy and social work staff, and meetings are led and chaired by service users. In the group, service user representatives and staff explore key areas of good practice and areas for improvement. Attendees show great dedication to ensuring that service users feel empowered and listened to at times when they feel restricted/frustrated. 'One voice' is a perfect example of how things can be improved, giving service users the opportunity to be seen, heard and listened to.

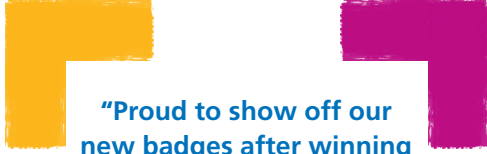
**"One voice includes the patient in making decisions and things do change. It helps me to feel included in important decisions."**

*Service user*



## The perinatal peer support team

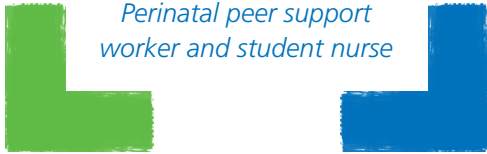
The perinatal service has a thriving peer support team which puts the service user voice at the centre. This allows service users to have the best chance of receiving high quality, trauma-informed, compassionate care, provided in a responsive family-centred manner in a setting suitable to them. Peer support workers collate team feedback which is used to constantly refine the service. This feedback now has over 600 respondents, over 99% of whom would either recommend, or highly recommend, the service to their friends and family. Much of this success is directly due to the work the peer support team has done.



**"Proud to show off our new badges after winning a Chief Nurse Award, love our job!"**

*Charlotte Cummings*

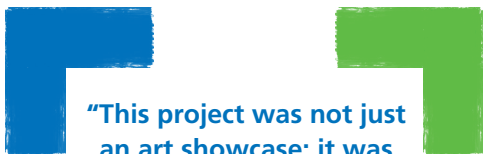
*Perinatal peer support worker and student nurse*



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## 'Showcasing artistic talent and community engagement', Barnsley community learning disability health occupational therapy team

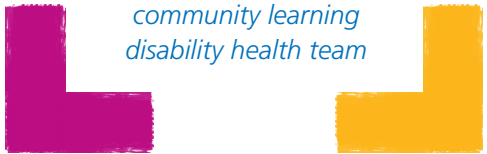
As part of Learning Disability Week in June 2023, occupational therapists in the Barnsley community learning disability health team facilitated two art sessions. The aim was to showcase the talent of the team's service users by creating artwork to transform the clinical atmosphere of The Mapplewell Centre into a welcoming and vibrant space. In November 2023, the team hosted an art gallery opening at The Mapplewell Centre, where service users could come and see their artwork on display. The feedback from service users and their families was extremely positive. The project truly embraced inclusion and celebrated the creative potential in everyone.

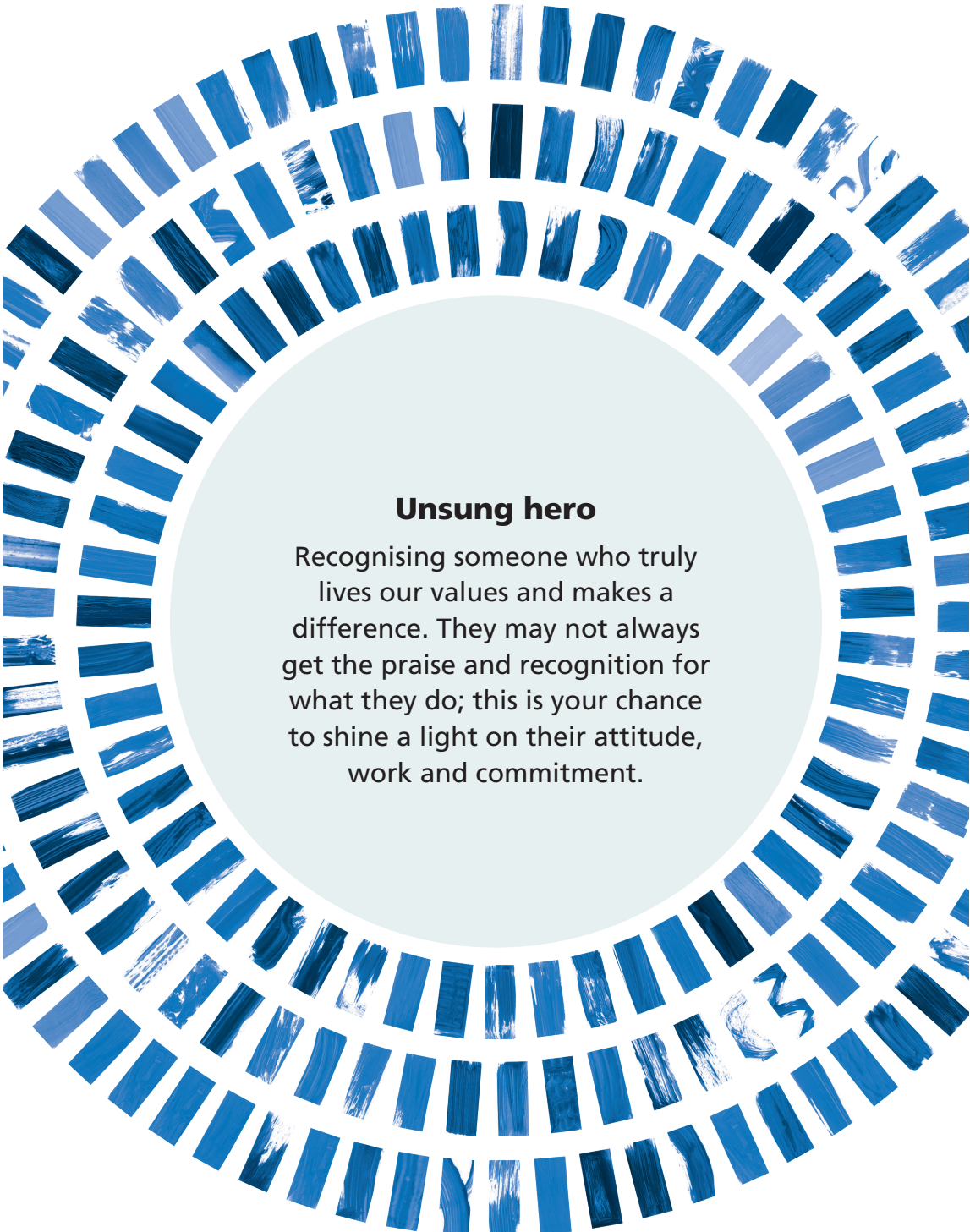


**"This project was not just an art showcase; it was a powerful service user involvement event. This project truly celebrated creativity, inclusion and engagement for everyone."**

*Jessica Foley*

*Team manager - Barnsley community learning disability health team*





### **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 is your chance to shine a light on their attitude, work and commitment.

## **Diane Smith**

### **Medical secretary inpatients**

#### *Representing adult and older people mental health services*

Consultant Dr Ankamma Rao Kandru described Diane as “the best secretary I have worked with in my 18 years of NHS service.” She has an excellent work ethic and is a good organiser, as well as being polite and courteous towards doctors, staff, patients and colleagues. Diane has a wealth of practical knowledge about various aspects of secretarial responsibilities. She is very committed and hard working, putting patients and carers at ease when they contact her. Diane has received positive feedback from carers about her helpfulness, and staff also comment on her polite manner and supportive and helpful attitude.



**Focused,  
helpful,  
supportive**

## **Rachael Booker**

### **Health centre coordinator, Barnsley community services**

#### *Barnsley physical health and wellbeing*

Rachael is friendly, helpful and caring with all patients, carers, children and young people who come into clinic. She is a role model within her job, showing compassion and care that goes above and beyond. Nominator Clair Brookes described Rachael as “the most helpful and kind person I have worked with”. Rachael cannot do enough to help people and always has a smile, greets people with warmth and makes people’s experience in clinic great. She is highly valued and loved by all, and her team feel lucky to have her working with them.



**Caring,  
compassionate,  
resourceful**

## Nicola Maddy

**Speech and language therapist, Barnsley**

### *Representing children and families*

Nicola specialises in stammering and recently developed a 'Hey, it's ok to stammer' project for all schools in Barnsley to ensure that children who stammer grow up with a peer group who know and accept stammering. Recently, Nicola was successful in securing funding for VR headsets to carry out virtual therapy with service users to enable them to experience real life speaking situations. She has also supported a secondary school in Barnsley where the young people designed their own stammering posters to be displayed. Nicola's aim is to change the perception of stammering and to provide a happier, safe communication environment for children who stammer.



**Passionate,  
inspiring,  
selfless**

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## Zara Dodds

**Forensic CAMHS team secretary, Newton Lodge**

### *Representing forensic*

Zara was described as the "absolute core" of the forensic CAMHS team – her organisational skills and support to each and every member of the team is imperative to the team functioning. Zara cares deeply about the team and importantly the young people they support. She regularly goes above and beyond her role, including taking on the lead for the team as a carers champion. Zara is a kind, caring and well-respected colleague who is loved by all who know her. She was described as an asset to not only the team, but to the Trust too.



**Kind,  
caring,  
helpful**

## Kathryn Rowley

**Allied health professional lead for the Trustwide sensory motor service, learning disabilities**

### *Representing learning disability and adult ASD and ADHD*

Kathryn has established a sensory motor service for all ages within the Trust, making extraordinary, life-changing impacts on people who face the starkest health inequalities. She has had an interest in sensory integration since graduating as an occupational therapist in 1991, and believed that it could help people with a learning disability access health services and achieve better health and wellbeing outcomes. She went on to develop a new service for adults with a learning disability. Kathryn now leads 13 occupational therapists across 9 teams, providing intensive support enabling people to access employment, community groups, social activities and health services.



**Innovative,  
compassionate,  
inspiring**

## Csilla Fabian

**Change facilitator, integrated change team**

### *Representing support services*

Throughout the Trust's older people's mental health inpatient services consultation, Csilla has demonstrated unwavering dedication, immense organisational skills, a calm attitude, and military precision in her approach. Her tireless work behind the scenes has had a profound impact on the smooth functioning of public consultation events contributing to their success. Her organisational skills are unparalleled, ensuring the events have progressed smoothly. Whether managing deadlines, coordinating resources, or streamlining processes, she has operated with meticulous attention to detail. What sets Csilla apart is her calm demeanour under pressure – in the face of challenges, she remains composed and focused, instilling a sense of confidence in the entire team.



**Organised,  
meticulous,  
composed**

## 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).

### **'A sustainable mental health service', Kirklees and Calderdale memory services**

Kirklees and Calderdale memory teams undertake a cycle of assessment against the Royal College of Psychiatrists Memory Services National Accreditation Programme (MSNAP) standards. MSNAP is a quality improvement and accreditation network for services that assess, diagnose and treat dementia in the UK. The purpose of MSNAP is to help memory services to evaluate themselves against agreed standards and award accreditation to services, which supports the teams to constantly improve their offer and remain relevant today and ready for tomorrow. Both memory services were assessed against the sustainability standards, and both achieved 90% showing they are contributing and delivering work relevant to addressing the climate emergency.

**"We congratulate you on your high impact work and hope that your service continues to provide high quality sustainable care in future."**

*Royal College of  
Psychiatrists panel  
members*

### **'Better use of medication', Trustwide pharmacy team**

The pharmacy team have made it their mission to tackle overprescribing and inappropriate medicines use. In primary care, this involves direct patient consultations with structured medication reviews, education and training and awareness raising for other healthcare professionals. The pharmacy team also signpost to social prescribing or creative alternatives to medicines. The team have implemented several initiatives to make the way the Trust uses medicines more sustainable at the same time as reducing the impact of medicines on individuals and financial implications. The team are constantly looking for ways to reduce the environmental impact of medicines whilst improving the health of local populations.

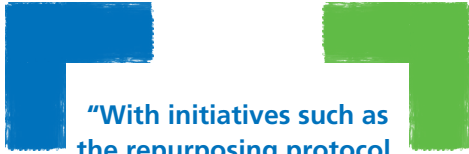
**"The pharmacy team have taken the green agenda to heart and are constantly looking at ways to reduce the impact of medicines on the environment and improve sustainability which is good for all of us, on health, environment and finance."**

*Kate Dewhirst  
Chief pharmacist*



## Establishing the Trust's waste and repurposing group

The purpose of the waste and repurposing group is to promote and implement sustainable waste management practices across the Trust, in line with the Trust's social responsibility and sustainability strategy and the greener NHS values. The waste and repurposing group brings together staff from relevant departments, and this joint approach and shared agreed objectives firmly reflect the aims of the Trust. Outcomes from the group include developing and implementing waste reduction and reuse strategies across the Trust; promoting recycling and composting; providing training and support to staff on sustainable waste management practices, and monitoring and reporting on waste management performance across the Trust.



**"With initiatives such as the repurposing protocol, the stationery amnesty, and the Trust's much improved approach to waste separation, the waste and repurposing group has given the Trust a valuable driving force on its push to be more sustainable."**

*Tony Wright*

*Sustainability change manager*



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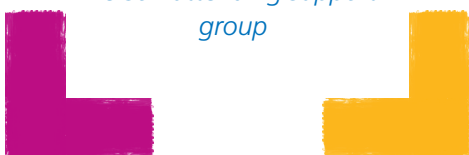
## TransBarnsley, The Exchange recovery college in Barnsley

TransBarnsley was launched in June 2021 with an emphasis on reducing suicidality in trans and non-binary people living in Barnsley. TransBarnsley hosts a weekly support group and a monthly support group for parents and partners, offering a safe space where people can meet others. Everyone completes a questionnaire when attending the weekly group which asks if the person considers their life is worth living. Data collected over 12 months show a 39% increase in people who felt their life was worth living and an overall increased score of 37% of an increase in their own wellbeing and quality of life – both scores are considered clinically significant.



**"Basically, if I hadn't started coming to group, I wouldn't be here."**

*Person attending support group*





## Thank you to...

### ...everyone who entered

We had a record number of 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.

### ...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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