



Our wellbeing at Gloucestershire Hospitals

A guide to the wellbeing support
available to all colleagues

Wellbeing concerns every one of us. We can all struggle with how we feel, and we all influence the culture of what it feels like to work at our Trust.

Resources and support are available to help you to prioritise your own wellbeing, and the wellbeing of those you work alongside.



When did you last check in with how you are feeling?

As a valued member of this Trust, your wellbeing and your experience of the workplace is hugely important to us.

We can all struggle with our wellbeing, which is why we have an extensive offer of free, confidential support available to every member of staff.

This booklet shows some of the support available under the topics on the right.

For full information, please check out the [Wellbeing pages on the intranet](#).



The Staff Advice and Support Hub

If you have any questions about any of the offers outlined within this booklet, or would like to discuss your needs, you can speak to our Staff Advice and Support Hub.

Phone: 0300 422 2020. Email: ghn-tr.2020@nhs.net

Drop in: Redwood Education Centre, First Floor, GRH.

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Staying well

Workplace Wellbeing is not just about finding support when things go wrong, or when we are facing challenges. We can all be working to maintain healthy, positive wellbeing in both our personal and our working lives.

Supporting your wellbeing

A 2-hour workshop giving you ideas and techniques for self-care.

Compassionate resilience

A 3.5 hour virtual workshop to explore ideas that can support wellbeing and help you focus on what you need.

Compassionate Mind Training

A 4 week online self-compassion skills training course.

Wellbeing conversations with your line manager

Your manager is one avenue of support. [Read our guide](#) to help you to have wellbeing conversations with your manager.

Schwartz Rounds

A structured forum each month where all staff, clinical and non-clinical, come together to discuss the emotional and social aspects of working in healthcare.

Self-help books and guides

You can access a variety of excellent books and guides covering topics from anger management to eating disorders.

Yoga

Free weekly yoga sessions. Search '[yoga](#)' on the Intranet for more information.

Cycling

Our Bicycle User Group (BUG) is open to any colleagues interested in cycling for commuting or leisure purposes.

Eye tests

Staff who spend a lot of time using display screen equipment (DSE) are eligible for an [eye test](#).

Hearing tests

If you have a concern about your hearing, please contact 0300 422 8378 to arrange a hearing assessment.

Smoking

The Healthy Lifestyles Service can offer one-to-one support to help you quit smoking. Go to their [website](#) or call 0800 122 3788 to self-refer.

Weight management

The Healthy Lifestyles Service can provide access to a weight loss coach and 12-week community-based programme. Go to their [website](#) or call 0800 122 3788 to self-refer.

Inclusion network

We aim for all colleagues who identify as having a protected characteristic, who are allies, or who support our aims of equity and inclusion, to have access to support and feel that they have a voice to speak up. We have the following sub-networks: Ethnic Minority Network, LGBTQ+ Network, Disability Network and Women's Network.

Choir

A community choir meet on Tuesdays 7.30pm to 9pm at Gloucester Cathedral. [Email the choir](#) for more information.



Experiencing challenges

Every one of us can struggle with how we think and feel. When you are facing challenges that are affecting your wellbeing, support is available. This page contains information and links to lots of different types of support that you might find helpful.

Wellbeing conversations with your line manager

Your manager is one avenue of support. [Read our guide](#) to help you to have wellbeing conversations with your manager.

24/7 telephone support

You can access 24/7 support over the telephone from our Employee Assistance Programme, VIVUP which offers someone to talk to any time of day or night, 365 days a year. Access by phoning 03303 800658.



Counselling

Our Employee Assistance Programme VIVUP have trained counsellors available to provide up to 6x sessions of telephone counselling to help you with a specific issue you may be experiencing. You can self-refer by calling 03303 800658.

Staff Psychology Service

The Trust Staff Psychology Service provide 1-to-1 support for individuals and managers with specific issues, team interventions and teaching/workshops. [Email the Staff Psychology Service.](#)

NHS Talking Therapies

This is an NHS service that provides free talking therapies for individuals with a wide range of mental health conditions. Go to their [website](#) or call 0800 073 2200.



Spiritual Care Team listening support

Regardless of whether you have a faith, all staff can access wellbeing spaces within the two chapels, as well as listening support from the Spiritual Care Team. No appointment is needed – you can just turn up, or email the [spiritual care team](#).

Occupational Health

[Working Well](#) can provide support around fitness to work assessments or advice relating to reasonable adjustments.

People Advisory Team

Able to provide HR support on issues relating to the workplace. [Email the team](#) or call 0300 422 5360.

Professional Advocacy

Colleagues who have been trained to provide pastoral support and deliver Restorative Clinical Supervision:

- ▶ Professional Nurse Advocates (PNAs) [Email the team](#)
- ▶ Professional Midwifery Advocates (PMAs) [Email the team](#)
- ▶ AHP Professional Advocates [Email the team](#)

Legacy Mentors

[Legacy mentors](#) are experienced nurses, midwives, AHPs or colleagues in other regulated professions, who provide coaching, mentoring and pastoral support to colleagues who are at the start of their careers or who are newly appointed into the NHS.

Support Mentors for Nursing and Quality (SMNQ's)

Our Medicine division has four professional clinical leaders able to provide advice and support.

Trade Unions

Some Unions are able to offer counselling and support to members. Please contact your Union Rep to learn more.

Physiotherapy for staff

Self-refer to the Trust Physiotherapy Service, who can provide assessment, treatment, and management for a wide range of problems associated with different systems of the body. [Email the Physiotherapy Service.](#)

Menopause at work

We have a monthly workshop and a guide for managers on supporting those with menopause in work.

Freedom to Speak Up Guardians

If you have any concerns and want to feel safe to speak to someone in confidence, there are FTSU Guardians based throughout the Trust. For more information, email: louisahopkins@nhs.net Or call 07816252596.

Freedom to Speak Up

Louisa Hopkins

Lead Freedom to Speak Up Guardian



Supporting others

Whether you are a line manager or supporting a colleague, it is important to feel confident in how to offer the best and most appropriate support.

Supporting Wellbeing in your Team

A 2-hour session to give you practical tools to understand and support a culture of wellbeing.

Wellbeing Conversations guide

[Read our guide](#) to help you feel more comfortable discussing wellbeing with your colleagues.

Wellbeing overview session

The Staff Advice and Support Hub can deliver a presentation to your team, giving an overview of the wellbeing offer. [Email the hub.](#)

People Advisory Team

Able to provide HR support on issues relating to the workplace. [Email the team](#) or call 0300 422 5360

Policies and Guidance:

- ▶ [Reasonable Adjustments policy](#)
- ▶ [Flexible working policy](#)
- ▶ [Sickness policy](#)
- ▶ [Management of Workplace Stress policy](#)
- ▶ Menopause Guidance

Staff Psychology Service

Managers can access training in how to lead hot and cold debriefs in their team following an incident, as well as accessing Psychological Debriefs, Team Support, and bespoke workshops. [Email the Staff Psychology Service](#)

Occupational Health

Working Well can provide support around fitness to work assessments or advice relating to reasonable adjustments. [Go to their website for more information.](#)

Wellbeing Champions

A voluntary peer role to help spread awareness of wellbeing at work. Nominate one for your team to help embed a wellbeing culture. [Email the hub.](#)

Managers, you matter: Supporting you and your supporting of others

Half day workshop to help you to support yourself whilst supporting others in your role as Manager. [Email the team for more information.](#)

Understanding what support may be appropriate for your team

The guide across the next few pages shows different wellbeing services and resources which may be helpful for either individuals or whole teams, depending on differing levels of need.



Level of need	For individuals	For teams
<div>4</div> <div>Urgent/crisis</div>	<p>Scenarios: e.g. concerns of suicidal intent, risk of harm from another, extremely heightened distress</p> <p>Support available:</p> <ul style="list-style-type: none"> 🔗 'Suicide Prevention toolkit' outlines signposting to appropriate support 🔗 Safeguarding Team 🔗 Security team 	<p>Scenarios: e.g. death in service, assault, workplace fire, etc.</p> <p>Support available:</p> <ul style="list-style-type: none"> 🔗 Hot debriefs, led by a team member' (Staff Psychology Service) Early trauma informal support (🔗 TRIM practitioners) Guidance and advice (🔗 People Advisory Team)
<div>3</div> <div>High</div>	<p>Scenarios: e.g. high distress, trauma symptoms, burnout, MSK injury</p> <p>Support available:</p> <ul style="list-style-type: none"> 🔗 24/7 in-the-moment telephone support (VIVUP) 🔗 6x sessions counselling (VIVUP) Early trauma informal support (🔗 TRIM practitioners) 🔗 1:1 trauma-focused support (Staff Psychology Service) 🔗 Physiotherapy signposting 🔗 Occupational Health referral 	<p>Scenarios: e.g. high distress, trauma symptoms, lack of psychological safety, culture of uncivil behaviours etc.</p> <p>Support available:</p> <ul style="list-style-type: none"> 🔗 Hot debriefs, led by a team member (Staff Psychology Service) 🔗 Cold Debriefs, facilitated by a senior clinician/Patient safety/Health & Safety (Staff Psychology Service) Guidance and advice (🔗 People Advisory Team) 🔗 GHNHSET Stress Risk Assessment (Line Managers) 🔗 Learning and Development Team, 🔗 Respectful Resolution resources
<div>2</div> <div>Medium</div>	<p>Scenarios: e.g. mild-moderate symptoms of workplace stress, anxiety, low mood etc. experiencing impact of MSK issues.</p> <p>Support available: Listening and signposting:</p> <ul style="list-style-type: none"> 🔗 24/7 in-the-moment telephone support (VIVUP) 🔗 6x sessions counselling (VIVUP) Wellbeing conversations (Line Managers) 🔗 Staff Advice and Support Hub 🔗 Chaplaincy Service 🔗 Peer Support Advisors 🔗 Professional Nurse Advocates 🔗 Professional Midwifery Advocates 🔗 Legacy Mentors <p>Workshops:</p> <ul style="list-style-type: none"> 🔗 'Supporting your wellbeing' session (Staff Psychology Service and Staff Advice and Support Hub) 🔗 'Supporting Wellbeing in your team' training (Staff Advice and Support Hub) 🔗 'Compassionate resilience workshop' and 'Compassionate Minds Training Skills course' (Staff Psychology Service) 🔗 Menopause workshops (Staff Advice and Support Hub) <p>Other:</p> <ul style="list-style-type: none"> 🔗 Physiotherapy signposting 🔗 Reasonable Adjustments Policy 	<p>Scenarios: e.g. mild-moderate signs of tension or distress within the team.</p> <p>Support available:</p> <ul style="list-style-type: none"> 🔗 'Supporting Wellbeing in your team' training (Staff Advice and Support Hub) 🔗 Managers, you matter' workshop (Staff Psychology Service) 🔗 Hot and cold debrief training, and 'Psychological Debriefs (Staff Psychology Service) Guidance and advice (🔗 People Advisory Team) 🔗 Learning and Development Team 🔗 GHNHSET Stress Risk Assessment (Line Managers) 🔗 Bespoke team support sessions (Staff Psychology Service) 🔗 Hot and cold debrief training (Staff Psychology Service)
<div>1</div> <div>Low</div>	<p>Scenarios: e.g. Preventative resources appropriate for all colleagues to promote healthy workplaces</p> <p>Support available. Listening and signposting:</p> <ul style="list-style-type: none"> Wellbeing conversations (Line Managers) 🔗 Staff Advice and Support Hub 🔗 Chaplaincy Service 🔗 Peer Support Advisors 🔗 Professional Nurse Advocates 🔗 Professional Midwifery Advocates 🔗 Legacy Mentors <p>Workshops:</p> <ul style="list-style-type: none"> 'Supporting your wellbeing' session (Staff Psychology Service and Staff Advice and Support Hub) 🔗 'Supporting Wellbeing in your team' training (Staff Advice and Support Hub) 🔗 Schwartz Rounds 🔗 'Compassionate Resilience workshop' <p>Other:</p> <ul style="list-style-type: none"> 🔗 'Reading Well' scheme (Library), Apps and tools Wellbeing intranet pages 🔗 Yoga 	<p>Scenarios: e.g. Preventative resources appropriate for all teams to promote healthy workplaces, and positive team cultures with psychological safety</p> <p>Support available:</p> <ul style="list-style-type: none"> 🔗 'Supporting Wellbeing in your team' training (Staff Advice and Support Hub) 🔗 'Compassionate away days' 🔗 GHNHSET Stress Risk Assessment (Health and Safety Team) 🔗 Hot and cold debrief training (Staff Psychology Service)
<div>Workplace Wellbeing offer, by varying levels of need</div>		

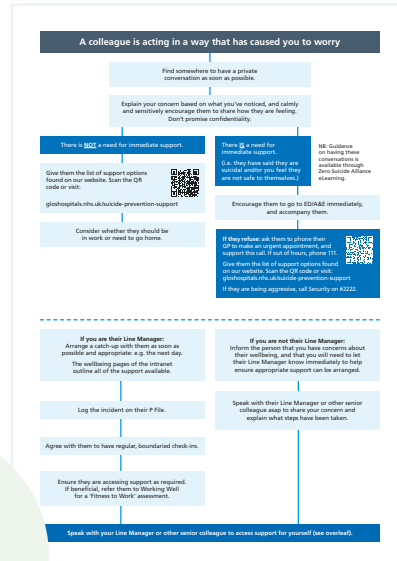
Urgent support

Immediate support and guidance is available right now should you have any thoughts of self-harm or suicide or if you are concerned about the safety of a colleague.

Concerned about someone

This model shows what to do if you are concerned about the safety of a colleague.

[View the Suicide Prevention Flowchart PDF](#), or scan the QR code to see it on your device.



eLearning

You can access the '[Zero Suicide Alliance](#)' eLearning, to help feel more confident in knowing what you can do if ever in a situation where you are concerned about someone's safety.

Seeking support for yourself

The model below shows what support is available if you are having thoughts of harming yourself or ending your life. Scan the QR code to view the PDF.

Are you having thoughts of harming yourself or ending your life?

You don't have to manage these thoughts on your own. Whatever you are going through, confidential, non-judgemental help is available any time day or night.

Speak with someone in person

Make an urgent appointment with your GP. If you feel you cannot keep yourself safe, immediately take a taxi to the nearest A&E (Emergency Department).

Speak on the phone

Samaritans: 116 123
Gloucester Crisis Team: 0800 169 0398
NHS 111: Call '111'
All are free from any phone and available 24/7

Text message

Shout Crisis Text Line: Text "SHOUT" to 85010



Email

Samaritans: jo@samaritans.org
(it may take up to 24 hours to receive a response)



Support app for your phone

Download the [Stay Alive app](#) for your smartphone, for [Android](#) or [iOS](#).



Further support

[Visit NHS.UK](https://www.nhs.uk)



the Best Care
for Everyone
care / listen / excel



More information

If you have any questions or would like to discuss your needs, you can speak to our Staff Advice and Support Hub.

Call us:

0300 422 2020

Email us:

ghn-tr.2020@nhs.net

Drop in:

Redwood Education Centre, First Floor, GRH.
Alternatively, find us on the intranet.

Become a Wellbeing Champion! Join our network of over 140 Champions, and help spread awareness of workplace wellbeing and the available support.

