

Safer Winter and Staff Recovery Support

A summary of support from NHSEI Northwest People Team Staff Experience and Engagement and the NHS Northwest Leadership and Lifelong Learning Team

Throughout winter, while our services and staff continue to recover from the overwhelming challenges faced over the past year and a half, we want to highlight the resources and offers available to support leaders at all levels. Ranging from health and wellbeing support to coaching and mentoring, the offers below are here to help you successfully navigate the upcoming months and support you and your staff's recovery. The majority are able to be accessed digitally at any time, allowing you to use them flexibly in a way that suits your own schedule.

Wellbeing Apps

NHS staff have been given free access to a number of wellbeing apps to support their mental health and wellbeing.

#ProjectM

A place and space for team leaders and managers to connect, share and learn together. Networking opportunities, bitesize learning, short inspirational clips and more to help you continue to learn, reflect and practice.

Support Lines

Support lines are available for staff needing extra support, including 24/7 Samaritans line and text service, bereavement support, suicide support and financial support.

Support for Diverse Colleagues

- Mental Health First Aid Training for BAME, LGBT+ and disabled colleagues
- Faith counselling from the Association of Christian Counsellors
- Looking After You Too: an individual coaching support offer for Black, Asian and Minority Ethnic (BAME) staff working in NHS trusts
- Support network for Filipino colleagues

Supporting Our People

Helping you manage your own health and wellbeing whilst looking after others. Online resources, guides and programmes to support staff health and wellbeing through the pandemic and beyond.

Specific support is available here for leaders, including 10 evidence-based behaviours for leading through COVID-19 and Leadership Support Circles

NW Resilience Hubs

Each North West ICS now has a dedicated Resilience Hub offering local health and wellbeing support to all NHS People, as well as outreach support for organisations. You can access these here:

[Cheshire and Merseyside](#)

[Greater Manchester](#)

[Lancashire and South Cumbria](#)



Training and Toolkits



Edward Jenner

A series of free online modules to help you deal with the daily challenges of working in healthcare, to be better equipped to care for patients, lead services and provide leadership for those around you – supporting them to do their job better.

Wellbeing Conversations Training

Aimed at line managers and leaders to support the delivery of effective and supportive wellbeing conversations with their colleagues. Training sessions currently running through to December.

Mentoring Programme

Get support for your learning and development wherever you are in your career. Working with a mentor will create a greater self-awareness of your unique talents, help identify any gaps in your current skillset and how to bridge them, and support your growth as a leader.

Key Skills for Wellbeing

Michael West has published a range of useful resources that reflect on the benefits of active listening. He recommends that leaders create compassionate cultures, where colleagues feel listened to and supported.

Healthy Leadership Framework

Leadership behaviours that enable and encourage HWB in the workplace, including practical ways you can embed the Healthy Leadership Framework in your day to day work.

Healthcare Leadership Model

Build a better understanding of your own leadership behaviour strengths and areas for focus, with the options for self-assessment and/or gaining feedback from others.

Public Sector Self-Compassion at Work Programme

An interactive online programme designed to improve leaders' health, wellbeing, and resilience as they negotiate a constantly shifting operating environment, resource priorities and a high level of pandemic-related uncertainty.

Winter Organisational HWB Checklist

A high level checklist of key enablers that contribute to a healthy culture and support staff experience and engagement. Developed based on extensive evidence of the impact of COVID-19 on the healthcare workforce.



Bitesize Learning



[Personal Resilience: An Anchor in the Unknown](#)

A guide to help you reconnect with your values and manage expectations, helping to increase your ability to cope with challenging situations and recover from stress.

[Courageous Conversations](#)

Feel empowered in facing and holding courageous conversations using this reflective guide.

[ABC Guide to Personal Resilience](#)

A simple set of ideas for maintaining and enhancing your personal resilience and ability to cope with stressful situations.

[Reuniting as a Team](#)

Learn how to best support and reinvigorate your team as they come back together and reconnect.

[Build Resilience by Managing Energy](#)

A practical guide to determine urgent vs. important and decide how to use your time and energy to help build and maintain your resilience levels.

[Video: The Three Components of Self-Compassion](#)

Learn the core features of self-compassion and how it can help you from Kristin Neff, founder of the Mindful Self-Compassion program. (6 minutes)

[Leaders: Looking After Yourself](#)

A series of techniques to help you look after and be compassionate with yourself.

[Video: All it Takes is 10 Mindful Minutes](#)

Learn about the transformative power of taking just 10 minutes a day to refresh your brain from mindfulness expert Andy Puddicombe. (10 minutes)

[e-Learning for Healthcare](#)

An e-learning platform with access to over 400 programmes you can access digitally to enhance a wide range of skills and knowledge.

[Video: Inspiring Greater Health & Wellbeing](#)

Learn about what the evidence says are the best health and wellbeing strategies that work, and how you can invest in a culture that promotes staff health and wellbeing (1 hr 45 mins)

Additional offers, resources and support are regularly made available - stay up to date via:

[HWB Team Future Platform](#)

[NHS Northwest Leadership Academy website](#)

[Signing up for the NHSNWLA monthly newsletter.](#)

