

We Care Newsletter – March 2022

Psychological Safety



We thrive when we feel psychologically safe – in environments that “respect us and allow us to feel included, feel safe to learn, feel safe to contribute, and feel safe to challenge the status quo” – that’s according to Timothy Clarke, author of *The 4 Stages of Psychological Safety*.

Teams who experience psychological safety enable staff to feel able to ask for help, admit mistakes, raise concerns, suggest ideas, and challenge ways of working and the ideas of others on the team, including the ideas of those in authority. Psychological safety is about feeling safe, valued and trusted which enables you to raise your opinions and concerns. Psychological safety helps reduce risk, increase innovation, staff engagement and efficient work processes. Psychological safety is linked to improved outcomes, staff and patient experience and staff satisfaction and wellbeing at work

A psychological safety course, which aims to help understand the concept and importance of psychological safety and support within a teams is now available in response to informing coming through our engagement identifying the need for such support.

This two-hour course delivered via TEAMS, is structured into four parts which correspond to the learning objectives.

1. Focus on what psychological safety is and why it is important (this includes a definition, what psychological safety entails, the difference between psychological safety and some related concepts and the issues of failure).
2. Uncovers the things that undermine psychological safety, i.e., why people might be unwilling to speak up.
3. Encourages participants to reflect on what drives psychological safety, i.e., what makes people feel comfortable to speak up.
4. Covers tips and ideas on what a manager can do to promote psychological safety in their team and guides the participants towards drawing an action plan.

Learning Objectives

By the end of the session, participants should be able to:

- Identify what psychological safety is and why it is important
- Pinpoint the things that undermine psychological safety
- Analyse the factors that drive psychological safety
- Start to develop a strategy to support psychological safety in their team

To book a place on one of these sessions please visit [We Care on TURAS Learn](#)
If you don't have a TURAS log-in or need help booking, contact [Heather Haylett-Andrews](#) for assistance.

Step Challenge 2022 Results and Scottish Workplace Journey Challenge!

The 3rd annual NHS Grampian Step Challenge is now over. Thank you and congratulations to everyone who took part.

With 197 active teams, we managed to clock a grand total of **284,587,427 steps** across the 4 week challenge – that's the equivalent of walking around the equator 5.4 times!

Throughout the challenge, participants had the option of claiming carbon savings when they chose to walk or cycle instead of taking the car. In total, we saved 3994 kg of CO2 which is more CO2 than an average car would emit when driving the longest highway in the world, the Pan-American Highway! Participants were kept motivated along the way with photo competitions, weekly newsletters with motivational tips and an optional Strava challenge where they could share their activities. Every team member had access to a personal profile on the Paths for All website where they could log their steps and see how their team were placed on the leader board. The competition was incredibly exciting as our leading team were overtaken in the final week after 3 weeks in the lead! Our winning team get a £125 voucher and a trophy for their tremendous feat!

Here is a word from our winning team Cirque De Sore Legs from Ward 3 maternity staff at Dr Gray's:

"We initially set an aim of 10000 steps each a day, but the step bug soon hit us all and the determination and the step count grew and grew! Our steps mainly came from walking - some of us walked to and from work. We all found new routes to go exploring either on our own or with our families and friends. Some of us did some running, cycling, swimming, and spinning along the way. We've all been soaked to our skin at some point or other - but the weather did not stop us.

We've all agreed that this challenge has been great for our mental health as well our physical health. The challenge was a great team building exercise and talking point for all the staff on the ward. Comparing steps became the done thing on a shift, even if someone wasn't taking part! We're all so proud of each other, we've all seen a different side to each other, and this team has proved that with consistency, determination, positivity, and courage you can do anything you set your mind to."

The step challenge will be back again next year but while momentum is still high, NHS Grampian will be taking part in the **Scottish Workplace Journey Challenge** run by Sustrans. This is a national challenge for workplaces across Scotland where individuals or teams can sign up as part of their workplace by leaving the car behind and logging their sustainable journeys. For the first time, those working from home can record local journeys too. With over £4000 of **Scotland Loves Local** cards available, why wouldn't you sign up? For NHS Grampian staff who took part in the step challenge, it's an opportunity to keep up their positive habits that they may have started during the step challenge and for those that missed the step challenge this year, it's a chance to challenge themselves and win some prizes and bragging rights! **Register now** for a chance to be entered into the early bird prize draw.





March

What's on?

April



- [11th 12.00-13.00 - Spaces for Listening](#)
- [14th 17.00 – 17.30 – Guided Journaling](#)
- [14th 14.00 -15.30 – Stress Awareness](#)
- [15th 10.00- 12.00 - Psychological Safety Training](#)
- [16th 09.00 – 12.30 – Understanding, developing and maintaining personal resilience](#)
- [17th 08.00 – 08.30 – Guided Journaling](#)
- [18th 12.00 – 12.30 – Guided Journaling](#)
- [21st 17.00 – 17.30 – Guided Journaling](#)
- [23rd 10.30-11.30 - Spaces for Listening](#)
- [24th 08.00 – 08.30 – Guided Journaling](#)
- [24th 10.00 -12.00 – Mental Health Awareness](#)
- [25th 12.00 – 12.30 – Guided Journaling](#)
- [28th 10.00 -11.30 – Recovery in Mental Health](#)

- [5th 10.00– 11.30 – Menopause awareness in the workplace](#)
- [7th 08.00 – 08.30 – Guided Journaling](#)
- [11th 16.00-17.00 - Spaces for Listening](#)
- [11th 17.00 – 17.30 – Guided Journaling](#)
- [14th 08.00 – 08.30 – Guided Journaling](#)
- [15th 12.00 – 12.30 – Guided Journaling](#)
- [18th 17.00 – 17.30 – Guided Journaling](#)
- [18th 14.00-15.00 -Spaces for Listening](#)
- [19th 10.00 – 12.00 – Psychological Safety](#)
- [21st 08.00 – 08.30 – Guided Journaling](#)
- [22nd 12.00 – 12.30 – Guided Journaling](#)
- [25th 17.00 – 17.30 – Guided Journaling](#)
- [28th 08.00 – 08.30 – Guided Journaling](#)
- [28th 12.00-13.00 - Spaces for Listening](#)
- [29th 12.00 – 12.30 – Guided Journaling](#)



To register for any of the other sessions please click the name and you will be taken to our [We Care Turas page](#) or the [National Wellbeing Hub event page](#). To register for Turas please click [this page](#). To find out what wellbeing sessions there are available to you through Turas all you need to do is now search We Care into the search bar to find all sessions covered by We Care.

The screenshot shows the TURAS | Learn website. At the top, there are navigation links for 'COVID-19 Response', 'Dashboard', and 'Applications'. Below this is a dark blue header with 'Home', 'My Learn', 'Admin', and 'Reports'. The main content area features the 'WE CARE ...because you care' logo and a search bar with the text 'We Care'. A search filter shows 'All' and 'We Care' selected. Below the search bar, there is a breadcrumb trail 'Learn Home > We Care' and a section titled 'What is We Care?' with a sub-heading 'We Care is a staff health and wellbeing programme established to deliver, co-ordinate and enhance staff wellbeing across NHS Grampian and Health and Social Care Partnerships.' There is also an 'Add to favourites' button.

Spaces for Listening

#SpacesForListening are open to all staff in health and social care. The sixty-minute sessions are formed by a simple, structured process that creates a space in which everyone in the group has an equal opportunity to experience a level of listening and sharing within a spirit of appreciation and confidentiality. There are no more than eight people in each session. The host is part of the group and guides three prompted rounds. Each person takes a turn to share their thoughts, feelings, and reflections in response to the prompt questions - and it's always okay to pass in any particular round. The core principles of the approach are to stick to the timings and a set running order, thereby ensuring the equality of space and safety each person experiences. To find out when places are available and to book a place please contact fiona.soutar@nhs.scot

Are you looking for some breathing space and a chance to be heard? Come to...

SPACES FOR LISTENING

A SIMPLE AND LIGHTLY-STRUCTURED PROCESS WHICH CREATES A SPACE FOR COLLEAGUES TO COME TOGETHER AND SHARE THEIR THOUGHTS AND FEELINGS AT THIS TIME OF UNCERTAINTY AND CHALLENGE. IT IS CONFIDENTIAL, THERE IS NO HIERARCHY, WE ALL PARTICIPATE AS PEOPLE.

Dates and times

- 2ND MARCH 16:00 - 17:00 CONTACT MATTHEW.SIME@NHS.SCOT
- 11TH MARCH 12:00 - 13:00 CONTACT MATTHEW.SIME@NHS.SCOT
- 23RD MARCH 10:30 - 11:30 CONTACT FIONA.SOUTAR@NHS.SCOT
- 11TH APRIL 16:00 - 17:00 CONTACT FIONA.SOUTAR@NHS.SCOT
- 18TH APRIL 14:00 - 15:00 CONTACT FIONA.SOUTAR@NHS.SCOT
- 28TH APRIL 12:00 - 13:00 CONTACT MATTHEW.SIME@NHS.SCOT
- 3RD MAY 16:00 - 17:00 CONTACT ANNSMITH1@ABERDEENCITY.GOV.UK
- 9TH MAY 11:00 - 12:00 CONTACT FIONA.SOUTAR@NHS.SCOT
- 17TH MAY 12:30 - 13:30 CONTACT MATTHEW.SIME@NHS.SCOT



WHAT TO EXPECT?

- Each space for listening comprises a group of eight people, meeting together over Teams, for about one hour in total.
- There are three rounds of timed contributions - 2 minutes per person, in each round.
- There is a prompt for each round:
 - Round 1: How are you, and what's on your mind?
 - Round 2: Any reflections or feelings in the light of Round 1?
 - Round 3: Anything to take away, and anything that has resonated, which you have appreciated?
- Everyone takes a turn in a pre-set order. The host is also an equal participant.
- Everyone can use their time to say whatever they like; the host will indicate when the time is up.
- Participation is voluntary and anyone can 'pass' when it is their turn.
- When the eighth person has spoken in Round 3, the session ends.





Discover your Sleep Score this World Sleep Day
www.sleepio.com/nhs

This month features World Sleep Day which takes place on Friday the 18th March so we thought why not use this as an opportunity to highlight to you all that Sleepio is still available to all Health and Care staff?

Did you know?... Since January 2021, over 2600 Health and Care Staff have started therapy with Sleepio (for poor sleep and insomnia) to find out more visit the Sleepio Website [here](#)

6 Tips for Better Sleep

THIS WORLD SLEEP DAY, FIND OUT WHY SLEEP MATTERS:

Poor sleep is a common problem: about 40% of us are sleep-deprived, and 20% of us can't get to sleep even when we try. Poor sleep can have effects ranging from anxiety to depression – while sleeping well can boost your mood, and even enable healthy eating and creative problem-solving. Here are six tips to help improve your sleep:

- 1 Skip the nightcap**
Alcohol may help you fall asleep, but it interferes with restorative 'REM' sleep, which is key to staying asleep and waking up refreshed.
- 2 Put down the phone**
Avoid using your phone in bed – screens can keep your mind active, and the blue light they emit affects melatonin levels.
- 3 Keep your cool at night**
The ideal temperature for sleep is around 65°F– too hot, and you may get restless; too cold, and you may struggle to fall asleep.
- 4 Put your worries to bed**
Reflect on your day and set your mind at rest. If you're worrying about the day ahead, write down a realistic to-do list before bed.
- 5 Make time to wind-down**
Spend 60-90 minutes before bed to step away from your work, mentally switch off, and prep yourself for sleep.
- 6 Practice relaxation**
Being able to relax takes practice. Try "Progressive Relaxation": while lying in bed, slowly tense and relax each muscle while breathing deeply. Think of the word "relax" every time you breathe out.

GET STARTED WITH SLEEPPIO

Learn to finally put an end to restless nights with Sleepio: a customised digital sleep programme that uses science-backed techniques to improve your sleep for good.



CULTURE MATTERS **2022 CULTURE SURVEY** **NHS Grampian**
Share your views, have your say

SURVEY DATE EXTENDED UNTIL 13TH MARCH

Our **nursing, midwifery, facilities and estates** colleagues are invited to take part in our **#NHSCultureMatters Staff Survey**.

Culture Matters Staff Survey - Share Your Views and Have Your Say

In February's newsletter we highlighted the Culture Matters survey. This is currently being undertaken by two cohorts of staff: Nursing & Midwifery and Facilities & Estates - this totals over 9000 staff across our organisation. We want to say a big thank you to everyone who has completed the survey so far – it is hugely appreciated. You are helping us to shape the culture of NHS Grampian for years to come.

We've been listening carefully to the feedback from teams and you've told us the following:

- Delivery of some survey packs was delayed due to the recent poor weather.
- Some of you received your password slips later than expected, due to annual leave.
- You want to be able to take your time to complete the survey properly and thoughtfully.

Taking all of this on board, **the survey window has been extended until 13 March**, to give everyone adequate time to participate.

We are aiming for a response rate of 60% (you can view our interactive dashboard [here](#) to see how we are getting on), to give us really robust data which will be used to create detailed reports, helping us to understand our culture and make plans for the future. Further information can be found on the Culture Matters intranet pages [here](#), the Daily Brief and NHS Grampian Social Media platforms #NHSCultureMatters

2022 CULTURE SURVEY **NHS Grampian**
Share your views, have your say

The Culture Survey is live from **DEC 14 TO MAR 13**

WELL BEGUN IS HALF DONE...
We're half-way through
– keep going and have your say!

CULTURE MATTERS **NHS Grampian**

Stroke Rehab Team @ Woodend

Being kind to ourselves and others can sometimes feel like a luxury but with Health Professionals, from a variety of settings, currently enduring pressure, stress and difficult work experience due to demands on services; there is no better time to **stop..... and reflect for a moment** and consider what small things we can do to support ourselves and our colleagues.

In February the We Care Team ran a two day drop in sessions and facilitated the Kindness Method Session at Woodend Hospital across Stroke and Rehab Departments.

Is your team in need of a little kindness? The kindness method wellbeing session is available for teams from We Care and supports teams to consider:

- Where you are currently on a wellbeing scale
- Explore the stress bucket and apply it to you
- Discuss signs of stress for yourself and your team members
- Link the 5 ways to wellbeing
- Consider what you can do as a team to support a culture of wellbeing and support to reduce stress amongst colleagues?
- Understand how We Care can support staff wellbeing
- Establish three activities you will take forward for self-care of either yourself or for your team

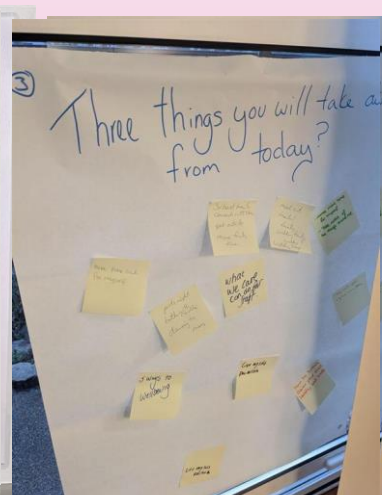
19 staff took part in The Kindness method session at Woodend hospital across Stroke Rehab departments in February over 4 sessions.

Some of the things staff are taking forward from the session to support their wellbeing include:

- *Taking time out for myself
- *Always take my breaks
- * To seek help from colleagues or services when I need it
- *Tell colleagues about the good work they are doing
- *Be aware of when I feel stressed and take action
- *Take notice of the things around me
- *Monitor own stress levels
- *Listen more to colleagues
- *Give myself permission
- *Ensure staff have time for a drink
- *Check on staff wellbeing
- * The 5 ways to wellbeing

Are you interested in arranging a session for your team?

The We Care Team run an array of different sessions which can be delivered during your teams meeting or as a stand-alone session either through MS Teams or in person where safe to do so, additionally we also provide Resource Packs full of great recourses to use with your teams. For more information or if you'd like to request a session or a resource pack, please get in touch via **The We Care Email**"



The Bothy @ ARI

Within the constant hustle and bustle of the Emergency Department (ED) it is difficult to find a quiet spot to stop and pause. ED staff decided to address this by identifying a space in their area of work and have now created a quiet reflective space, affectionately named 'The Bothy' which provides an area of sanctuary for all staff to use.

ED worked alongside We Care who supported the initiative and the creativity of our colleagues in ED.

Well done to ED staff: Catharina Hartman, Mairi Cruickshanks, Donna Paterson, Bianca Ebtehadj, Leia Kane, Joanne Gunn.



Contact Us

We would appreciate your feedback and suggestions on what matters to you and your team so please feel free to get in touch with us via [The We Care Email](#) and whilst you're at it why not subscribe to our mailing list to receive our We Care Newsletters directly to your emails?

On Social Media? Tag us using the hashtag **#GrampianWeCare** and let us see what you're doing to support yours and your team's wellbeing!

Twitter: [@GrampianWeCare](#)

Instagram: [@grampianwecare](#)

Facebook: [@GrampianWeCare](#)

Or contact us through The We Care Anonymous Feedback form by [clicking here](#) or via the QR Code.

