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| Text  Description automatically generated**Issue 18: June 2022**  ***Across the Midlands Region*** |
| Introduction |
| June 21st sees the longest day of the year; often referred to as the Summer Solstice or Midsummer’s Day. It also sees the long Bank Holiday weekend to celebrate Her Majesty The Queen’s Platinum Jubilee, officially celebrated on Friday 3rd June 2022. We hope that colleagues across our health care systems in the Midlands were able to enjoy some well deserved leave and rest over this period.*"Rest is not idleness, and to lie sometimes on the grass on a summer day listening to the murmur of water, or watching the clouds float across the sky, is hardly a waste of time." John Lubbock*Here at the Midlands Leadership Academy we have been busy planning and procuring our offers for 2022/23 to provide continued support and opportunities for our NHS managers, leaders and colleagues across the Midlands.As our NHS works hard to recover following the impact of Covid-19, our work this year will be based around our priorities for 2022/23:1. Build talent pipelines to drive retention and drive diverse talent supply in each region and the HR profession
2. Support ICS formation and the effectiveness of new leadership teams working to drive elective recovery and transformation
3. Deliver and evaluate a common curriculum to support: inclusive culture, talent pipelines, system working
4. Run core activities well
5. Build the Future: create the capacity to respond to Messenger recommendations
6. Deliver on our People Promise: embed the People Directorate OD plan and support NHSE&I change

A lot of the work will continue to be virtually online; in part to be careful as we come through the pandemic restriction lifts especially for those who are vulnerable because of long term conditions, but also as a response to your feedback of the accessibility of virtual learning and development and the flexibility and reduction of travel time. We will be planning to hold face to face events towards the back end of the year as we also know that colleagues are keen to meet in this format.We hope you enjoy the June edition of our newsletter, please feel free to contact us with any suggestions that could make our newsletter even better for you at midlands@leadershipacademy.nhs.uk. Please continue to ask your colleagues to sign up to our newsletter to ensure they are kept up to date with our new up and coming offers - sign up through our [website](https://midlands.leadershipacademy.nhs.uk/). |
| Equality, Diversity and Inclusion |
| June is **Men’s Health Awareness month,** and it is important that we each watch out for each other and take good care of ourselves especially during times that are either busy or stressful. Do take five minutes to check what health and wellbeing support there is within your organisation, whether that be physical or mental health - don’t hesitate to reach out if needed.During June and July, we have a number of events which may be of interest and include: -**16th June 2022 -** [**In conversation with**... **Kelly Gibbons**](https://midlands.leadershipacademy.nhs.uk/event/in-conversation-with-kelly-gibbons-suicide-prevention-lead-senior-quality-improvement-manager-nhs-england-and-nhs-improvement-midlands/) Suicide Prevention Lead - NHS England and NHS Improvement – Midlands **Suicide** is a topic many of us avoid discussing however, 4912 suicides were registered in the UK in 2020 with male suicide at 15.3 per 100,000\* compared to female suicide rate of 4.9 per 100,000\*. It can have devastating effects on the lives of those that are left behind and in order to raise awareness and have a greater understanding of this topic Kelly has kindly agreed to undertake a session looking at:-* **History** – exploring the history of suicide as a crime, decriminalisation and the move towards support and prevention.
* **National Picture** – current government strategy, data and high-risk groups.
* **NHSE/I** – Looking at the work of NHS England & Improvement in suicide prevention
* **Suicide during Covid**
* **The future** – ambitions and hopes for the new government strategy

For anyone affected by this topic please take care of your own personal health and wellbeing.  Support can be found in a number of ways, NHS Support [here](https://www.england.nhs.uk/supporting-our-nhs-people/support-now/) and the Samaritans [here](https://www.samaritans.org/)\*data taken from [Samaritans website](https://www.samaritans.org/about-samaritans/research-policy/suicide-facts-and-figures/latest-suicide-data/)**21st July** [**In Conversation with… Denise Bowers sharing her experiences of IVF, miscarriage and beyond**](https://midlands.leadershipacademy.nhs.uk/event/in-conversation-with-denise-bowers-sharing-her-experiences-of-vf-miscarriage-and-beyond/)Denise is going to share her experience with IVF, miscarriage and beyond, and how we can support our colleagues to break down barriers in allowing people to seek support. She is passionate about how we can use lived experiences to learn from each other and how to be a more understanding colleague and friend. To register click [here](https://midlands.leadershipacademy.nhs.uk/event/in-conversation-with-denise-bowers-sharing-her-experiences-of-vf-miscarriage-and-beyond/)On the **26th July** we are holding **Menopause Coffee and Chat** sessions. These bi-monthly held sessions are available for any staff wishing to come along and just have a chat with other NHS Colleagues also going through the menopause. For more information see [here](https://midlands.leadershipacademy.nhs.uk/event/menopause-coffee-and-chat-3/)**28th July 2022– EDI Celebration Masterclass – Part 1** and **9th August 2022 – Part 2 (cohort 1)** – a programme of learning in two parts, to support the celebration of what diversity and inclusion can bring to the workplace, and the value a diverse workforce can bring. This is available **for all staff**, especially those in any kind of leadership role. The focus is about how we inclusively lead our workforce by improving knowledge, understanding and developing skills. **To register** forPart 1 - **28th July** [here](https://midlands.leadershipacademy.nhs.uk/event/edi-celebration-masterclass-part-1-cohort-2/) and Part 2 – **9th August** [here](https://midlands.leadershipacademy.nhs.uk/event/edi-celebration-masterclass-part-2-cohort-2/)For all information and to register for the above events please look at our website [here](https://midlands.leadershipacademy.nhs.uk/events/). |
| Upcoming offers and programmes  |
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| **Impact of Long-Term Health Conditions** |  | **Equally Healthy** |
|  Designed to support Primary Care Networks (PCN’s) and other health and care professionals working in population health, participants will build their knowledge and skills within this area as well as:* Develop skills in strategic planning for community based programmes for chronic long-term conditions and its implications on public health
* Inform health care workers, carers and family members who live or work with people with chronic condition in self-managements and self-care to bring about life-long change.
* To help people with long term chronic conditions regain their confidence, mobility, and return to exercise levels to improve and maintain their quality of life and functional independence
* To get guidance on how to re-navigate their way through the changes in the Health and Social Care system that have occurred post COVID

Topics to be covered within the session include perspectives on health (WHO, Public health and Allied Health); social determinants of health in relation to chronic health conditions and health promotion and self-care strategies in long term health conditions.[Monday 27 June 10:00 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/impact-of-long-term-health-conditions-3/) |  |  Leading with compassion to reduce health inequalities in your community this session is designed to provide a practical approach to population health management and a unique insight of behaviour science on leading and managing change to address inequalities. By attending participants will gain:* A solid understanding of Population Health Management and how important it is as a concept to address inequalities
* An insight into the some of the behaviour science techniques that can help to make change project more successful.
* Fresh ideas and renewed confidence to tackle inequalities in their own communities in collaboration with others**.**

[Thursday 16 June 2:00 pm - 4:30 pm](https://midlands.leadershipacademy.nhs.uk/event/equally-healthy/) |
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| **Mentoring Skills for Senior Leaders** |  | **Population Health Led Strategic Workforce Planning Masterclass** |
|  The aim of this webinar series is to provide**high quality mentoring skills development to senior leaders**so that they are able to offer mentoring support to a wide range of individuals at different levels of seniority and in different disciplines within the Midlands area and to provide our talented leaders with tools and theories which will allow staff to work collaboratively, compassionately and in an inclusively diverse manner through engaging in curious mentoring conversations. [Wednesday 07 September 5:00 pm - 7:30 pm](https://midlands.leadershipacademy.nhs.uk/event/mentoring-skills-for-senior-leaders-cohort-20/) |  | The session will focus on key principles of a population health led approach to workforce planning in primary and community care. Examples of how this approach has been applied elsewhere will be shared and there will be opportunities for participants to engage in short exercises to enhance the learning experience.**At the end of the session participants will have:**1. A greater understanding of population health segmentation as it applies to strategic workforce planning
2. An understanding of how a strategic workforce planning framework can be used to set out an effective workforce plan for the future
3. Tools that can be used to do strategic workforce planning

[Tuesday 14 June 3:30 pm - 6:00 pm](https://midlands.leadershipacademy.nhs.uk/event/population-health-led-strategic-workforce-planning-masterclass-5/)[Wednesday 15 June 9:30 am - 12:00 pm](https://midlands.leadershipacademy.nhs.uk/event/population-health-led-strategic-workforce-planning-masterclass-4/)[Thursday 16 June 9:30 am - 12:00 pm](https://midlands.leadershipacademy.nhs.uk/event/population-health-led-strategic-workforce-planning-masterclass-6/)[Tuesday 21 June 3:30 pm - 6:00 pm](https://midlands.leadershipacademy.nhs.uk/event/population-health-led-strategic-workforce-planning-masterclass-8/) |

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| **Health Inequalities by David Clutterbuck** |
| This series of five masterclasses aim to equip leaders with an understanding of the issues, greater self-awareness and a practical toolkit they can apply as needed. Subject expert David Clutterbuck will be facilitating these sessions and they are designed to build on the learning and application from the previous one. Relevant pre-reading and post-reading materials, including self-diagnostic tools will be provided.  **Courageous leadership** [Tuesday 13 September 4:30 pm - 7:00 pm](https://midlands.leadershipacademy.nhs.uk/event/health-inequalities-by-david-clutterbuck-courageous-leadership/) **The team leaders toolkit** [Thursday 15 September 10:00 am - 12:30 pm](https://midlands.leadershipacademy.nhs.uk/event/health-inequalities-by-david-clutterbuck-the-team-leaders-toolkit/)  |
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| **Talent Update** |
| **Community of Practice**Our next Midlands Talent Management Community of Practice will take place on Tuesday 12th July 2022, 2pm – 4pm; aimed at Organisational and System Talent Leads and Practitioners in the Midlands region. Click [here](https://midlands.leadershipacademy.nhs.uk/event/midlands-talent-management-community-of-practice-5/) to find out more and book your place.  Please continue to use the WhatsApp group and the Community of Practice [forum](https://future.nhs.uk/MidlandsTalentManagement/view?objectID=26205392) on the Midlands Talent Team Futures platform to keep in touch. Slides from our previous event can be found here: [Midlands Talent Management Community of Practice - Midlands Talent Management - FutureNHS Collaboration Platform.](https://future.nhs.uk/MidlandsTalentManagement/view?objectID=26205392) You may be required to join the site if you don’t already have access. To join the WhatsApp group; please text your full name, job title and organisation to 07849 574 331. |
| **Opportunities from the National Team**  |
| **Having safe and effective wellbeing conversations**Following incredibly positive feedback from the 2021/22 cohort (with 93.8% of delegates who completed the post-course survey reporting being satisfied or very satisfied with the training), the programme will continue to offer support for line managers and those with caring responsibilities for staff, in how to have compassionate conversations about various aspects of wellbeing. Training sessions are 3.5 hours long and held virtually via MS Teams. Sessions are interactive and led by trained facilitators from our partners at Passe Partout. We ask that colleagues can commit to attending the full session, and can be in a place where they feel able to participate before booking.New dates are now available to book via our website: [NHS England » Having safe and effective wellbeing conversations](https://scanner.topsec.com/?d=99&r=show&u=https%3A%2F%2Fwww.england.nhs.uk%2Fsupporting-our-nhs-people%2Fsupport-now%2Fhaving-safe-and-effective-wellbeing-conversations%2F&t=e18aaa80608083afee4bdd3525bab35ea6b2cd9f).[**Mary Seacole**](https://www.leadershipacademy.nhs.uk/programmes/mary-seacole-programme/?utm_source=email&utm_medium=EOI&utm_campaign=region_a) **and** [**Rosalind Franklin**](https://www.leadershipacademy.nhs.uk/programmes/rosalind-franklin-programme/eligibility?utm_source=email&utm_medium=EOI&utm_campaign=region_a) **programmes**[Mary Seacole](https://www.leadershipacademy.nhs.uk/programmes/mary-seacole-programme/?utm_source=email&utm_medium=EOI&utm_campaign=region_a) is ideal for health and care staff in a first-time leadership role with responsibility for people and services. The programme has been designed in partnership with global experts, recently refreshed and delivered by experienced facilitators to develop your knowledge and skills in leadership and management. [Rosalind Franklin](https://www.leadershipacademy.nhs.uk/programmes/rosalind-franklin-programme/eligibility?utm_source=email&utm_medium=EOI&utm_campaign=region_a) is perfect for clinician or manager leading from the middle of health and care systems, aspiring to lead large and complex programmes, departments, services or systems of care. This programme will support you to become an outstanding innovator, leaders, and team member to help improve services for people and communities that access them.Both programmes have been designed for staff working in health and care, making the leadership learning tailored for NHS colleagues. **Please note that all cohorts will run virtually. However, where possible please apply for the cohort in the Midlands. This is to support future cohort networking.**Find out more about the [Mary Seacole](https://www.leadershipacademy.nhs.uk/programmes/mary-seacole-programme/?utm_source=email&utm_medium=EOI&utm_campaign=region_a) and the [Rosalind Franklin](https://www.leadershipacademy.nhs.uk/programmes/rosalind-franklin-programme/eligibility?utm_source=email&utm_medium=EOI&utm_campaign=region_a) programmes. |
| **Health & well-being** |
| The cost of living crisis is having an impact across the country including our NHS staff – the cost of everyday goods is around 9% higher than this time last year and this has plunged millions of households in to hardship.  You will find below resources below that may be helpful to you as financial wellbeing and support which we know is an evolving issue:**Help and support:**All health and social care employees can contact the [Money Advice Service](https://www.moneyadviceservice.org.uk/en) for free, confidential and impartial money advice by telephone on 0800 448 0826, via WhatsApp to +44 7701 342 744 or via webchat to one of the Money Helper service team via their online portal at [https://www.moneyhelper.org.uk/en](https://scanner.topsec.com/?d=99&r=show&u=https%3A%2F%2Fwww.moneyhelper.org.uk%2Fen&t=f48d846d6ff854f8ccb6092ab7364ad1b8cb46c9) [Citizen’s Advice](https://scanner.topsec.com/?d=99&r=show&u=https%3A%2F%2Fwww.citizensadvice.org.uk%2F&t=8b26efea4fb34bdfbd9ebb806b96128819ada36d)[Debt Advice Foundation](https://scanner.topsec.com/?d=99&r=show&u=https%3A%2F%2Fwww.debtadvicefoundation.org%2F&t=7be6c01d0471e6a66c0e9b34b4342fb90e433830)[Money and Pensions Service](https://moneyandpensionsservice.org.uk/)[Help paying for your childcare](https://www.childcarechoices.gov.uk/)**Discounts and offer:**[Blue Light Card](https://www.bluelightcard.co.uk/index.php)[Health Service Discounts](https://healthservicediscounts.com/)[NHS Fleet](https://www.nhsfleetsolutions.co.uk/)**Employee Assistance Programme*** Face to face counselling within 5 days of an assessment
* 24/7 legal and financial support
* Medical call back and information services
* Online CBT
* Line manager support
* Active Care – day 1 stress intervention
* EAP online
* Health e-hub app

**Telephone:** 24/7 Counselling Service **0800 7832808****Online:** [Health Assured EAP Website](https://healthassuredeap.co.uk/) enter **72936**in the username box and in the password box.Find our more on support for our NHS people at: [www.england.nhs.uk/supporting-our-nhs-people/how-to-guides/financial-wellbeing/financial-wellbeing-support/](https://scanner.topsec.com/?d=99&r=show&u=http%3A%2F%2Fwww.england.nhs.uk%2Fsupporting-our-nhs-people%2Fhow-to-guides%2Ffinancial-wellbeing%2Ffinancial-wellbeing-support%2F&t=81910892d4b27d3dfdb5398662ce30d8b68749cf) and <https://nhsengland.sharepoint.com/sites/thehub/SitePages/Health-and-wellbeing.aspx> |
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