

Quality Network for Learning Disability Services

Special Interest Day 2023

Wednesday 5 July



**Empowering Staff Wellbeing and
Retention in Learning Disability Services**

Programme

- 9:30** **Welcome & Introduction**
Amy Colwill, Programme Manager RCPsych/QLND
- 9:35** **All England Plan for Learning Disability Nursing – where are we now?**
Ellie Gordon, Senior Nurse, Learning Disability and Mental Health & David Harling, National Deputy Director for Learning Disability Nursing, NHS England WT&E & CNO
- 10:15** **Sustainability Principles, Wellbeing and the QNLD Standards**
Amy Colwill, Programme Manager RCPsych/QLND, Izzy Sanders Deputy Programme Manager RCPsych/QLND
- 10:30** **Rotational Posts**
Alana Rush, Practice Governance Facilitator, Hertfordshire Partnership University NHS Foundation Trust

Break

- 11:05** **Using a quality improvement approach to enhance staff wellbeing and increase joy in work**
Rosanna Bevan & Renata Souza, QI Coaches, National Collaborating Centre for Mental Health
- 11:35** **Networking**
Attendees will have the opportunity to network with colleagues in break out rooms.
- 11:55** **Staff Wellbeing**
Dr Vicky Lauté, Clinical Psychologist, Surrey & Borders Partnership NHS Foundation Trust
- 12:25** **Closing Remarks**



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Using the hashtag #QNLD

Presentation Details

All England plan for Learning disability nursing – where are we now? - Ellie Gordon Senior Nurse, Learning disability and David Harling Mental health National Deputy director for learning disability nursing, NHS England WT&E NHS England CNO.

In 2020, in recognition of the falling numbers of learning disability nurses in the workforce and in training, we launched the All England plan for learning disability nursing. The plan was created to provide a structure that would help us address this reduction in numbers and work with the profession to expand and develop learning disability nursing.

The plan was structured around 4 key themes:

Attract
Retain
Develop
Celebrate

Within each of these themes there are key lines of activity which have been developed and are being implemented with national stakeholders, as well as learning disability nurses.

The workstreams vary from specific and targeted interventions designed to increase of registered nurse numbers, via the apprenticeship route, to the creation of an online resource designed to raise awareness of learning disability nursing and the career and training resources open to learning disability nurses.

[Learning Disability Nurses' Forum \(squarespace.com\)](https://www.squarespace.com)

If you want to hear more about what we have achieved to date to increase this invaluable element of the workforce, and what we plan to do next, then please join us where we will outline successes to date and our future plans.

Please note: On the day David Harling sent apologies and Ben Briggs, *Senior Clinical Advisor - Learning Disability National Nursing Directorate, NHS England WT&E & CNO* presented alongside Ellie Gordon.

Sustainability Principles, Wellbeing and the QNLD Standards - Amy Colwill, Programme Manager RCPsych/QNLD, Izzy Sanders Deputy Programme Manager RCPsych/QNLD.

This presentation will introduce the new sustainability principles within the QNLD standards, highlight the links between sustainability and wellbeing and get staff thinking about wellbeing initiatives they could implement within their own teams.

Rotational Posts – Alana Rush, Practice Governance Facilitator, Hertfordshire Partnership University NHS Foundation Trust.

An overview will be provided of AHP and Nursing rotational programme within Learning Disability services in HPFT. Currently this has been piloted in one area and there is now a working group in place to consolidate the learning from the pilot and extend to three further counties. The presentation will cover: Why the need has arisen, rotational programme length and type, support for staff on the rotation (including supervision, buddy system, competency frameworks and training), what happens at the end of the rotation, entry requirements. There may also be some data around how many people were recruited for the initial pilot and any turnover data alongside staff feedback about how they have found it.

Following a reduction in Learning Disability Degree courses and difficulties recruiting both Nursing and AHP staff, we have developed a Clinical Support Worker rotational post which enables staff to rotate around both community and inpatient settings over two years before being sponsored to undertake a Nursing or AHP Degree Apprenticeship. Whilst the programme is not yet fully established, we are able to share the developments, successes and challenges so far in our attempt to grow our own future workforce.

Using a quality improvement approach to enhance staff wellbeing and increase joy in work - Rosanna Bevan & Renata Souza, QI Coaches, National Collaborating Centre for Mental Health

Background

38 healthcare teams across England and Wales participated in the National Collaborating Centre for Mental Health's (NCCMH) year-long Enjoying Work quality improvement (QI) collaborative which aimed to enhance staff wellbeing and create joy in work.

Methods

The Enjoying Work Collaborative was designed with a shared aim and learning system, using the Institute for Healthcare Improvement's Model for Improvement. Each team that participated in the programme formed a project team and was supported by a QI coach from the NCCMH. Bimonthly virtual learning sets created a sense of community and opportunities to share and learn from one another. Teams developed and tested ideas to improve joy in work using Plan-Do-Study-Act (PDSA) cycles.

Results

All teams collected the same weekly data. Aggregate data from 38 teams: 51% improvement in the percentage of people who enjoyed being at work frequently; 41% improvement in the percentage of people experiencing no symptoms of burnout; and 42% improvement in the percentage of people who

were extremely likely to recommend their team as a place to work. Participating teams also reported a number of benefits for their sense of wellbeing, team cohesion, and ability to raise and solve problems together.

Conclusion

As the first such programme at a national scale, our findings provide change ideas that can be adapted or replicated by clinical and non-clinical teams. Learning from the whole collaborative created a theory of change; this and a list of change ideas are available on RCPsych website.

Staff Wellbeing - Dr Vicky Lauté, Clinical Psychologist, Surrey & Borders Partnership NHS Foundation Trust

Vicky's presentation will focus on the need for a physically and emotionally healthy workforce, who experience psychological safety at work. This includes equal opportunities for people to learn, in terms of skills to manage wellbeing, as well as having access to education, support and guidance. It also encompasses Compassionate leadership and supervision, as well as space for reflective practice. Vicky hopes to share information with delegates, and to learn from others, about examples of good practice and new initiatives to further enhance staff wellbeing. The presentation will be based on Vicky's article about Staff Wellbeing, published in *The Bulletin of the Faculty for People with Intellectual Disabilities (BPS – Division of Clinical Psychology journal)*.

Speaker Details

Ellie Gordon - I am the Senior Nurse for Learning Disability and Mental Health in the national nursing and midwifery team, as part of the Workforce, Training and education directorate at NHS England. In this role I have responsibility for identifying needs in relation to the workforce, training and education needs of these areas of nursing, and identifying ways in which we can most effectively meet these needs. Much of this work sits within two key national plans, The Baroness Watkins of Tavistock review mental health nursing in England and the All England plan for learning disability nursing, both of which identify ways to develop and expand these areas of nursing, including expansion of the workforce, increase in placement opportunities as well as training and education for these nurses. I am additionally responsible for developing the Trainee Nursing Associate role in Learning Disability and Mental Health. I have previously held a variety of roles at national and regional level including working as part of the transforming care team at NHS England, and working regionally to oversee NHS Continuing health care. I have a long history of senior nursing roles that include working as a clinical lead and operational manager in specialist drug and alcohol services, including a role as NMP clinical lead in such services across a PCT area. All the work I undertake is developed and implemented in a collaborative manner, with co-production involving nurses and student nurses but also the people in receipt of care, their families and carers are integral to all work from the outset. This ensures that whatever the outputs they will be relevant and of use to the

most important people of all who are patients in receipt of care. I am a Mental Health Nurse and I specialise in Substance Use nursing and continue to work as a nurse prescriber in this area.

David Harling - David is a registered Learning Disability nurse and a registered Mental Health nurse. He currently serves as the national deputy director for Learning Disability nursing in the Chief Nursing Officers directorate at NHS England. He has worked in a senior capacity at a local, regional and national level, and has over 30 years' experience; including posts as National Patient Safety Lead for Learning Disability, National head of learning disability nursing for NHS Improvement, Clinical Director, Consultant Nurse, and Strategic Health Authority Clinical lead.

David is passionate about the delivery of high quality, person-centred health & care services, and is a staunch advocate for empowering people who use services and their families, to be equal partners; ensuring their rights are upheld.

David has led on the development of a number of national policies including Care & Treatment reviews, the LeDeR programme, The learning disability Improvement standards, and the All-England plan for learning disability nursing. He has served as expert advisor on several boards, including the Mental Health Act review, NICE Quality Standards, national patient safety strategy, Transforming Care national board.

During his career David has achieved a number of accolades, including the RCN learning disability nurse of the year, Nursing Times Highly Commended award, NIMHE National Positive Practice award and the Foundation of Nursing Studies Practice Innovation award. David was awarded a Florence Nightingale International Scholarship, travelling to California to work with the Developmental Disabilities Services Division of the California government. David lives in his home county of Yorkshire with his family, and his claim to fame is that some years ago he co-wrote the song '*Not so Manic Now*' which was a hit for the band Dubstar.

Amy Colwill - Amy has been a Programme Manager at the Royal College of Psychiatrists for 4 years. As well as working on QNLD, Amy also works on the quality networks for community mental health teams, alcohol care teams and acute inpatient services for working age adults. Previous to working at the College, Amy has worked in other organisations such as Mind, Recovery College & Victim Support and has also spent some time working abroad within a Refugee Camp in Greece.

Izzy Sanders – Izzy joined the college in 2021 as a Project Officer for QNLD and ACOMHS, she is now the Deputy Programme Manager QNLD/ACOMHS. Before joining the College Izzy completed her master's in Bath where she now lives, specialising in international development with conflict and humanitarian aid. Izzy has previously worked with the University of Bath on research into the challenges of delivering geriatric medicine during the pandemic and with the NHS in project management.

Renata Souza - Renata joined the NCCMH in April 2021, and coached clinical and non-clinical teams across the Enjoying Work Collaborative, supporting teams

with their quality improvement projects. She currently works on the Advancing Mental Health Equality Collaborative providing quality improvement expertise and support to organisations working to tackle inequality in mental health care, and on the Demand, Capacity and Flow Collaborative supporting mental health services to understand demand, develop and test change ideas to improve flow, reduce waiting lists and manage demand in creative ways.

Prior to starting this role, Renata worked at the Royal College of Psychiatrists' Centre for Quality Improvement managing audit programmes, peer review networks and accreditation programmes, in a variety of mental health settings and specialties, including QNLD. She also worked at NHS England and Improvement supporting different projects on system transformation and integrated care.

Rosanna Bevan - Rosanna has been a quality improvement coach since October 2021, and coached clinical and non-clinical teams across the Enjoying Work Collaborative. She currently works on the Advancing Mental Health Equality Collaborative with Renata, and on the Quality Improvement in Tobacco Treatment Collaborative, working with inpatient mental health services to improve patients' access to tobacco dependency support.

Rosanna is also a doctor and worked in paediatrics and psychiatry for 8 years prior to joining the NCCMH, including in an adult community learning disability service.

Vicky Laute - I am a Principle Lead Clinical Psychologist, working in an Intensive Support Service for people with learning disabilities. This involves supporting people at risk of placement breakdown or hospital admission, as well as those who have been admitted to our inpatient assessment and treatment unit. I am registered with the HCPC and hold Chartered Membership with the British Psychological Society.

I have obtained an Advanced Professional Diploma in Positive Behaviour Support. I have completed an AFT accredited Foundation level course in Family Interventions. I have also undergone a Teacher Training programme in Adapted Mindfulness-based Interventions. I have since developed and delivered training about Compassionate Leadership, Staff Wellbeing, Power & Diversity, Growth Mindset and Trauma informed approaches, for a variety of staff groups.

Thank you for attending QLD's Special Interest Day. If you have any feedback for the team about this event, please fill out the short feedback form.

[Feedback Form](#)



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