

Nurturing our People: Staff Health Wellbeing and Inclusion Strategy –

One year on

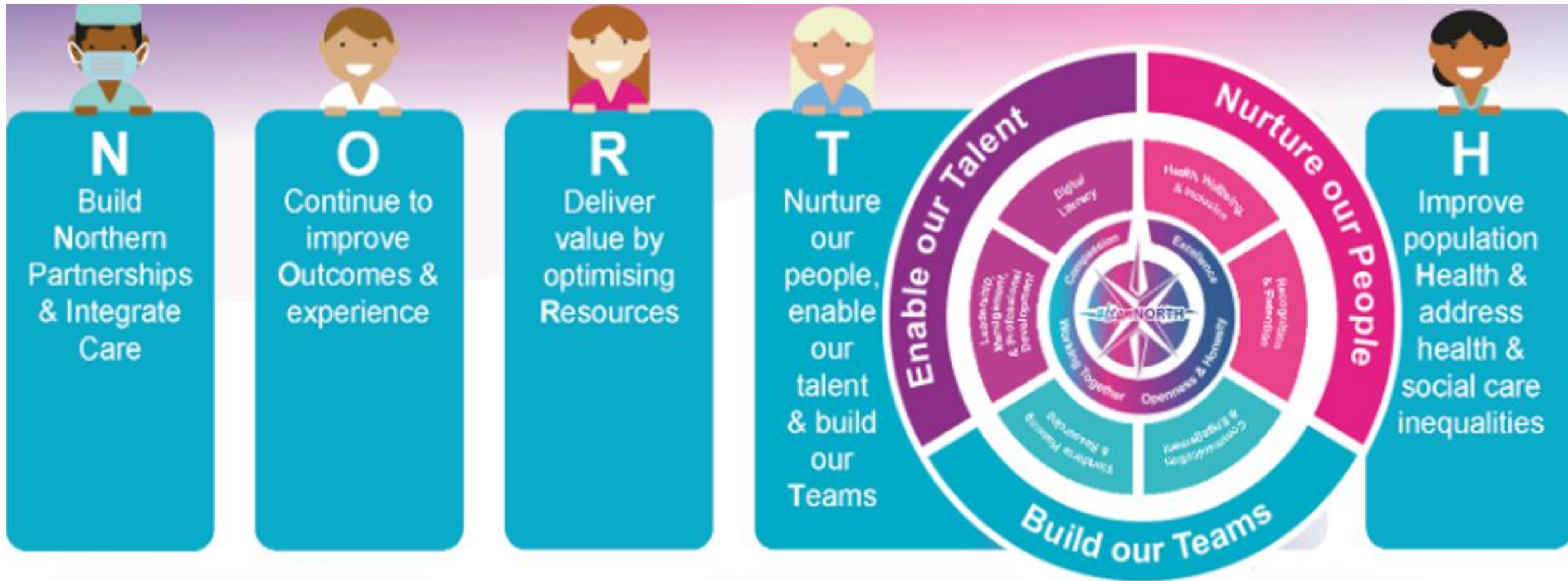
Trust Board
May 2025

Jaclyn Crowe
Richard Whitehouse





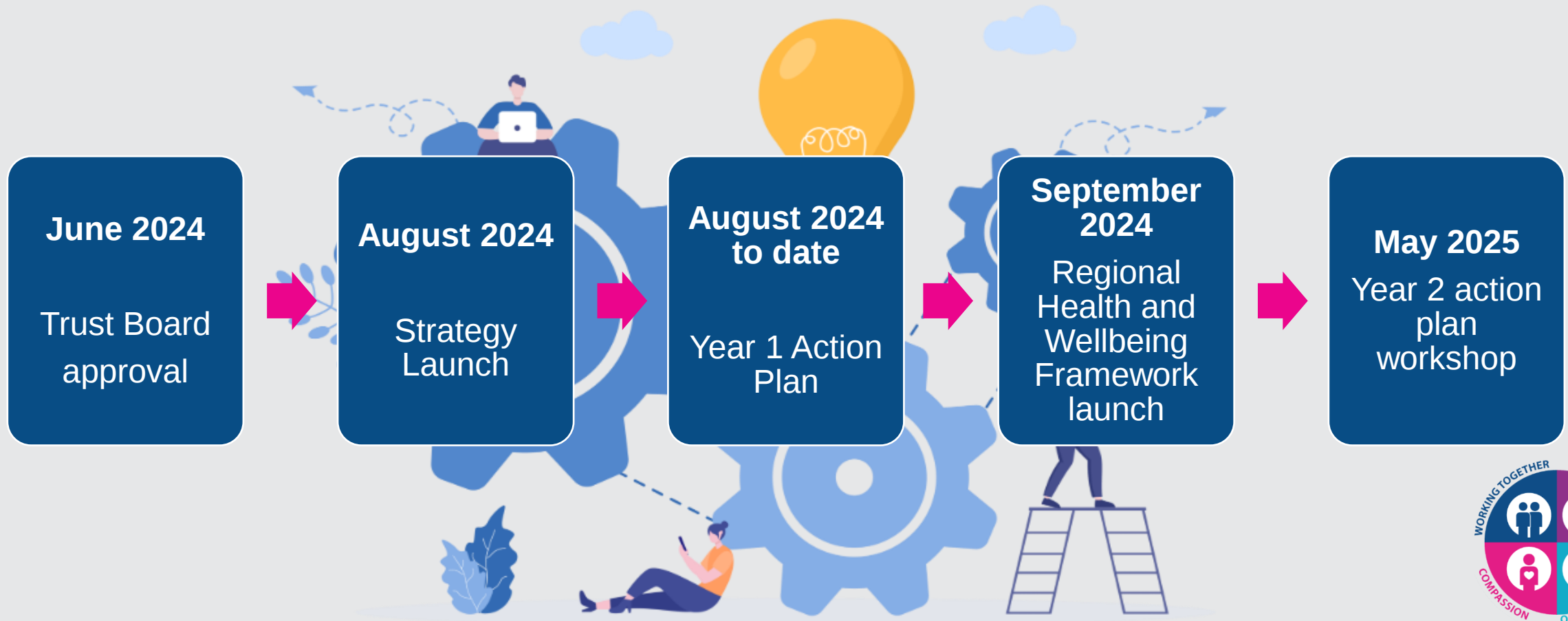
People and Culture Plan 2023 - 2026



Structure



Since Trust Board June 2024



Our Strategy



Signposting your way

to health, wellbeing
and inclusion

Health, Wellbeing & Inclusion

Here at the Northern Trust we have lots of health, wellbeing and inclusion resources for staff that you may not even know about; check them out below!

FOR STAFF

APP I-MATTER TO YOUR MOBILE

i-matter

Mindfulness Weekly

Stress Control
Free Online

Schwartz Rounds
Coping for those that care

inspire
wellbeing, advice, recovery
Confidential Counselling
0808 800 0002

Take5
-Be Active
-Keep Learning
-Give
-Take Notice
-Connect

Spiritual Support

Recovery College
recovery.college@northerntrust.hscni.net

Pastoral Support Team

Learning Self-Compassion

Physiotherapy Self-Referral
referral.ochealth@northerntrust.hscni.net

Smoking Cessation Support

Nutrition and Hydration

Cycle2Work Scheme
028 9441 3232

Discounts for NHS Staff

LGBTQ+ Forum
lgbtstaff@hscni.net

Financial Workshops
fw.service@northerntrust.hscni.net

Financial Wellbeing Handbook

the trussell trust
Food Bank Vouchers

Support for Carers
carer.hub@northerntrust.hscni.net

Equality, Diversity and Inclusion Support & Guidance

Parenting Family Hub
Use Code: NHSCTAUG

Visit our Directory of Services

Colour Key:

- Emotional
- Financial
- Physical
- Inclusivity

Search Staffnet or i-matter for more info

HSC Northern Health
and Social Care Trust

#teamNORTH

EXCELLENCE
OPENNESS & HONESTY
PASSION



Enablers

Culture

- Open, just and learning environment
- Skilled and visible leadership
- Shared values
- Trauma-informed practice

Communication

- Clear and consistent messaging and branding
- Multi-channel communication
- Engaging and open two-way communication with staff

Infrastructure

- People e.g. OH, TU, OD, Champions and regional networks
- Governance
- Digital and data focused
- Physical environment

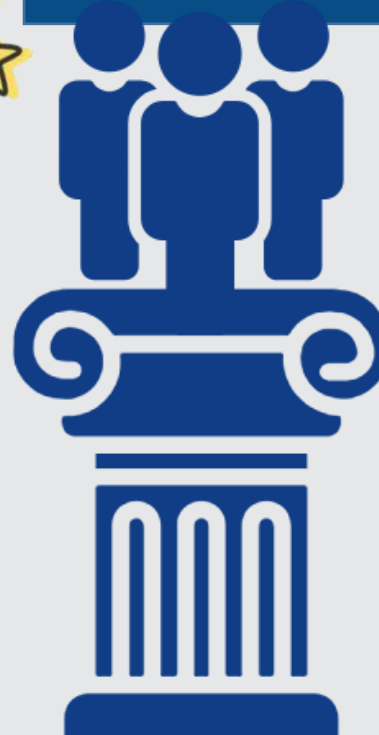


Pillars

Personal
Health and
Wellbeing



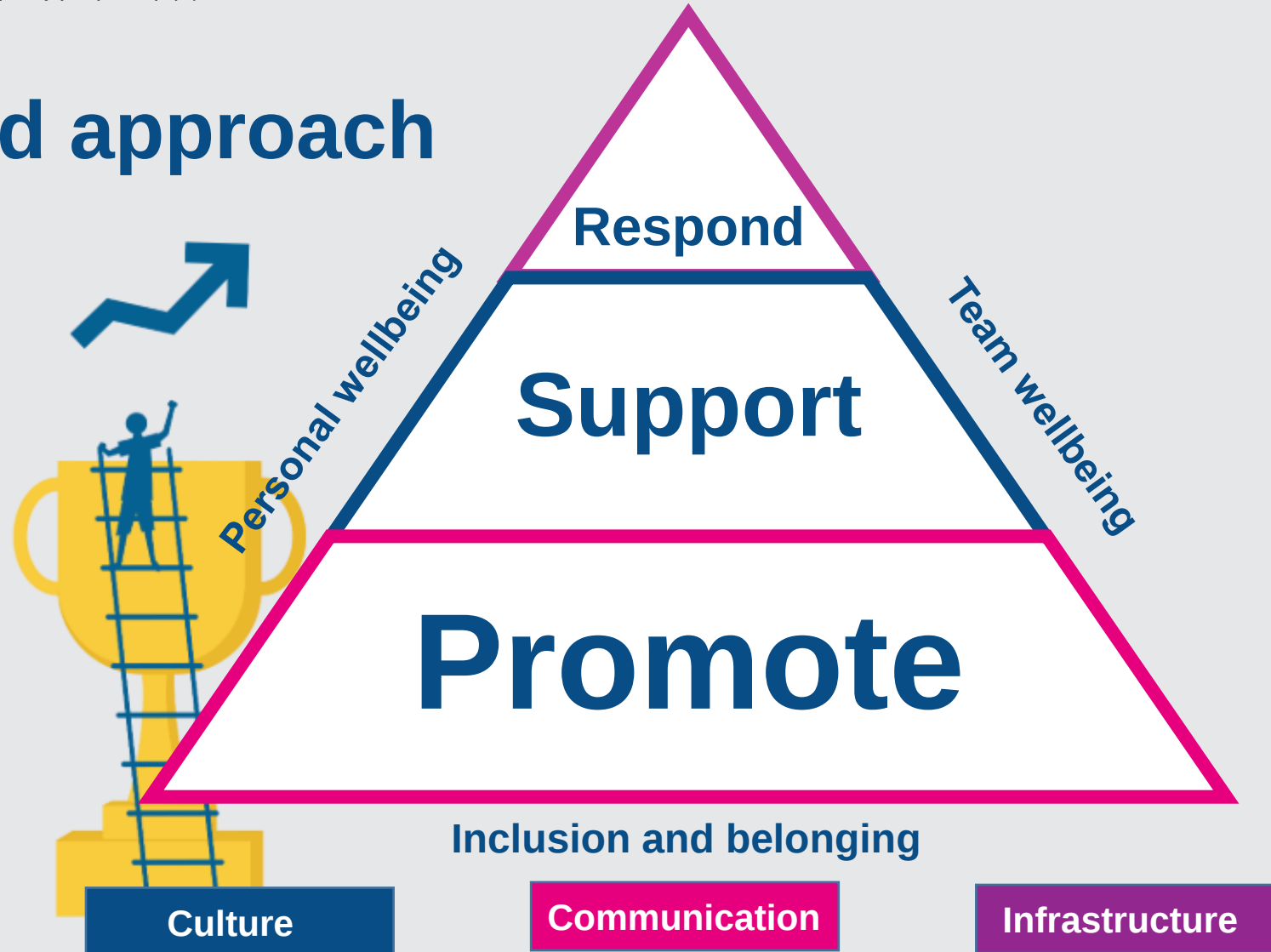
Team
Health and
Wellbeing



Inclusion
and
Belonging



Stepped approach





Northern Health
and Social Care Trust

#teamNORTH 

Year 1 update



STAFF
Health, Wellbeing & Inclusion
CHAMPIONS
380+ registered

i-matter
Increase of 67.5%
users



Arts and wellbeing
programmes fully
booked

Fatigue management –
43 registered for Feb 25
programme

Roadmap launch and
dissemination
campaign



encompass
DELIVERING CARE TOGETHER
'Get Ready for
Change' – 250
attended sessions

**well
at work**
Finalist at upcoming
PRCA Dare Awards

Domestic and Sexual
Abuse –
commendation for
Marketing Campaign at
Hummingbird Awards

233 members of staff
registered for Burnout
/ Stress sessions in
early 2025

Take5
steps to wellbeing
Take 5 for teams
continues to take
referrals with waiting
list

595 registrations for
summer 24 wellbeing
sessions

Fuel Up for Free
financial wellbeing
initiative – 4,715 free
breakfasts given out

Physio self-referral –
596 staff referred
during 24 – 25 period



1,000+ staff entered i-
matter monthly
competitions from Feb-
May

Over 600 staff availed
of free will writing
service during summer
24



Year 2 action planning





Next steps



■ Thoughts and feedback

