



Humber Teaching
NHS Foundation Trust

365 DAYS OF IMPACT

Social Values Report
2022-2023

iStock
Credit: abzei



Caring, Learning
& Growing Together

Measuring Impact 2022/23



Carbon emissions reduced by **1,138 t/CO2e**



£39.5 million spent with suppliers Humber and North Yorkshire



300% increase in interventions from Perinatal Mental Health Team



£69,520,000 value to the local economy



£273,600 economic benefit



£965,000 value to the individuals, society and the exchequer



£5.6m Contracts awards to Voluntary and Social enterprises



95 active volunteers



70 sign ups to Active Brain research study



450 delegates at our annual Research Conference



£660K research funding received



**As an anchor institution,
we are rooted in and
connected to the
communities that
we are a part of**



welcome

This report demonstrates how we support health, wellbeing, growth, and jobs across the Humber and North Yorkshire regions as well as the vital role we play in the NHS England's commitment to reaching net zero by 2045.

We are proud to again share some outstanding examples of our commitment to delivering social values through projects designed to make a positive difference.

These examples demonstrate how we reach beyond our core purpose of delivering high quality care, to impact our whole community and the wider economy using our six strategic goals. They tell the story of the good that we do within our communities, whether that has an environmental, economic, or social impact.

Our dedicated teams across Hull, East Yorkshire and North Yorkshire continue to enhance the lives of our patients, service users, their families and one another. Our people use their knowledge, skills, and experience to go above and beyond, to deliver social value and help shape the future, alongside maintaining high quality care across our services. This reflects our culture of 'Being Humber'. Our Being Humber behaviours and values recognise and celebrate diversity, value the contribution of everyone. And put patients at the centre of all we do.

However big or small, our people make an enormous difference to the lives of those they work with and play a vital role in helping us to create a better life for our communities.

We are mindful that there will always be more we can do. Social value will remain a golden thread running throughout our planning and delivery in 2023/24.

Michele Moran,
Chief Executive

Kwame Fofie,
Executive Medical Director



About Us

As a multi-specialty health provider with a broad out-of-hospital portfolio, we're proud of our role in leading service integration across all six places in the Humber and North Yorkshire Health and Care Partnership area and beyond.

We are passionate about using our high-quality research and our proven track record in co-producing services with our staff, patients, and carers, to drive innovation.

We are a leading integrated health and care provider, delivering safe, responsive, and accessible care across mental health, forensic services, community services, primary care and services for children, young people and people with learning disabilities and autism.



Our Mission

We are a multi-specialty health and social care teaching provider committed to Caring, Learning and Growing.



Our Vision

We aim to be a leading provider of integrated health services, recognised for the care, compassion and commitment of our staff and known as a great employer and a valued partner.



Our Values

Our internal values shape our behaviours and guide the way we work with our patients, service users, staff, partners, our communities and with each other.

- Caring for people while ensuring that they are always at the heart of everything we do
- Learning and using proven research as a basis for delivering safe, effective, and integrated care
- Growing our reputation for being a provider of high-quality services and a great place to work



Our Strategic Themes

Our strategy describes the building blocks we will put in place to grow and innovate services which meet the needs of our patients, service users, families and communities.

The strategy sets out our six strategic goals and explains how we will achieve them and just as importantly, how we will know we have achieved them.



Theme One:

Innovating for quality & patient safety



300% increase
in interventions



95% of
delegates rated
conference as
excellent/good



257.5 hours of
involvement

Our ambitious target of achieving a CQC rating of 'Outstanding' for safety demonstrates our commitment to delivering high quality care. We will continually strive to improve our care, using research, quality improvement methodologies and co-production to drive innovation.



Championing research

We are proud of our research-positive culture which offers our patients access to clinical research which can improve patient care and treatment options.

We know from participant feedback that being involved in research gives people hope, makes them feel valued and empowered.

Each year, our involvement in research is celebrated and showcased at our annual conference.

One of the projects celebrated this year was the Active Brains research study funded by the National Institute for Health and Care Research (NIHR) and sponsored by the University of Southampton.

The Active Brains website is design to help prevent problems with things like remembering, concentrating, or reasoning. It will help older adults to make simple changes such as getting more active, playing brain training games and finding ways to eat more healthily.

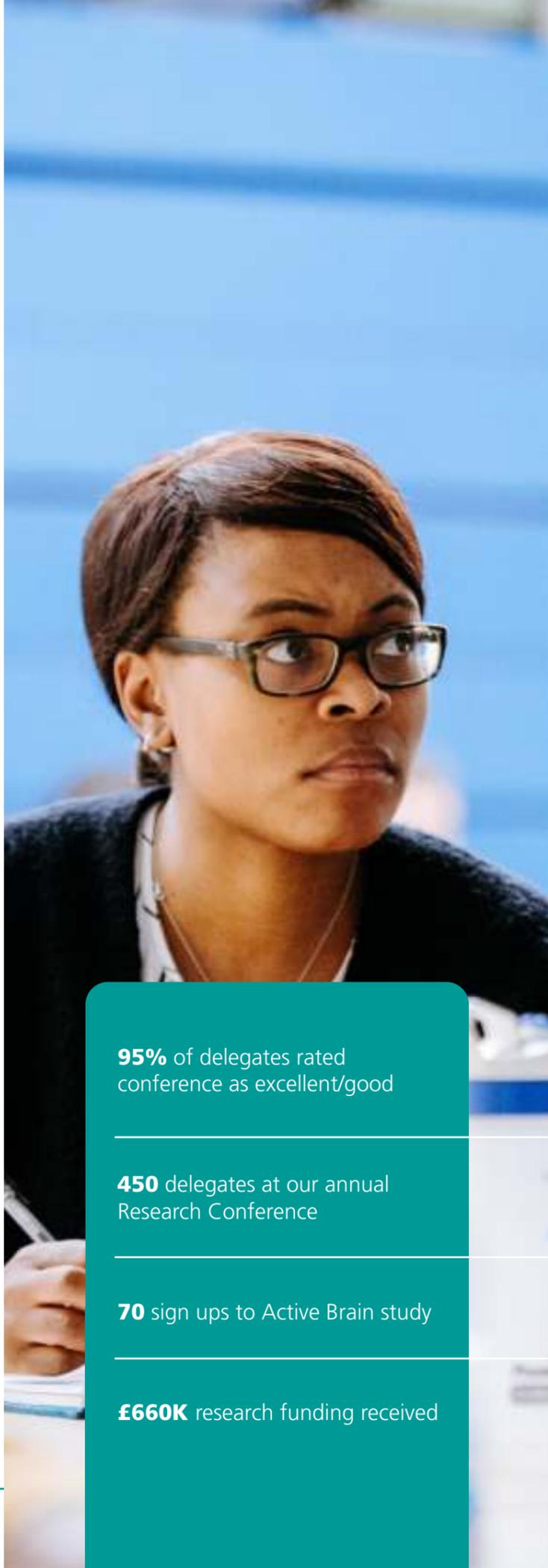
The findings of this study will mean that we can tell whether the website helps the people who use it to avoid or delay cognitive decline.



Our Practice has recently supported the Active Brains study and the support we have received from the research team has been great. Having had a good number of our patients already signed up to get involved, we are hopeful that they will find this a beneficial experience and that this will be the start of more positive research engagement in the future."

Sue Smith

Senior Practice Manager at Market Weighton Practice



Experts by Experience

In February 2023, we launched Experts by Experience (EbE). A new initiative which values the efforts of patients, service users, carers and members of the public who give their time to be involved in projects and pieces of work through payment.

EbE's bring 'lived experience' such as having used NHS services in the past, caring or having cared for someone in a particular situation, or identifying with a particular group or community. Other experts bring lived experience of living with a condition or impairment, experiencing physical or mental health issues, or a combination of the two. Experts help us understand what it's like to access and experience health and social care services from an individual perspective.

Engaging EbE in paid work allows experts and staff to work together as equal partners, to develop and improve services overall. Their contribution to our workstreams also strengthens our connections with our local communities, as we listen to their experiences to improve and develop current and future services within the Trust.



8 registered 'Experts by Experience'

18 applications in progress

257.5 hours of involvement



Working alongside our experts helps to ensure service provision is person-centred and improves outcomes and the sustainability of a project. It has shown to have wellbeing benefits which bring a sense of value, equality and purpose, all of which could potentially lead to employment.

Mandy Dawley

Assistant Director of Patient and Carer Experience and Co-production,

95% of delegates rated conference as excellent/good

450 delegates at our annual Research Conference

70 sign ups to Active Brain study

£660K research funding received



Every Mum Matters

Our Specialist Perinatal Mental Health Team was remodelled in 2022 to improve access for families.

Perinatal Mental Health problems occur during pregnancy, or in the first year following childbirth, affecting up to 27% of new and expectant mums. If left untreated, these issues have significant and long-lasting effects. Suicide remains the leading cause of death in this population.

A new referral and triage system enables health and social care professionals to refer directly to the service, enabling direct access to specialist advice for colleagues and patients across the maternity system, whilst also reducing waiting teams for women and their families.

Improved access to perinatal mental health support has a clear economic benefit. In the UK, the long-term cost to society is estimated to be about £8 billion for each one-year cohort of births, with 72% of the cost to services resulting from adverse impacts on the child.

To promote the service, a marketing campaign called 'Every Mum Matters' was co-produced with women with lived experience of maternal mental health problems. It supports new and expectant mums and their families, helping them recognise symptoms of perinatal mental health problems early and encouraging them to seek help quickly.

All new service developments are co-produced with the involvement of women and families at the heart of what we do. Their lived experience when accessing support from our services helps us to improve. It also ensures excellent communication and processes are in place, particularly when dealing with challenging situations.



100% would recommend our service to family and friends



100% felt that staff had listened to them and understood their problems

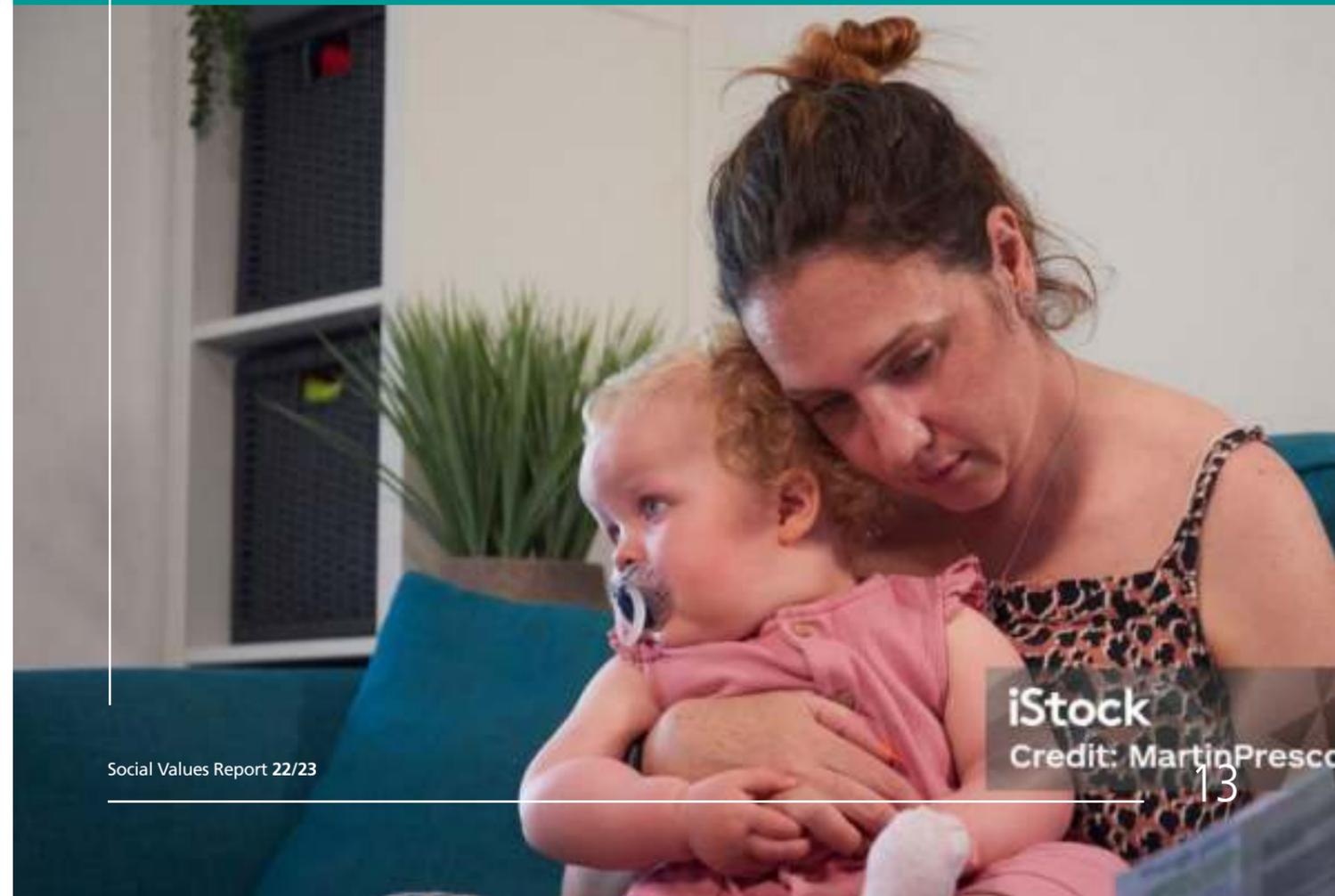


300% increase in interventions



Over the period of nearly 16 months, I saw a member of the team each week. I learnt how to deal with the feelings of anxiety, how to play and interact with my baby, and how to deal with having a strict routine what was nearly taking over my day. I am now no longer under any mental health service. Even though I can still struggle with my anxiety and depression, I keep up with my medication and still use the strategies that I learnt from the perinatal team.

Nicola



iStock
Credit: MartinPresco

Theme Two:

Enhancing prevention, wellbeing & recovery



£965,000 value to the individuals, society and the exchequer



115 wishes granted



95 active volunteers

We will continue to put recovery at the heart of our care and support our people, using services to build meaningful and satisfying lives based on their own strengths and personal aims.

Our clinical models and our approach to supporting our staff will be trauma informed.



New routes to employment

People with a long-term mental health condition can experience difficulties with their employment, from making it into work, to deteriorating relationships with colleagues, or an increased need for reduced hours.

Launched in 2023, our Wellbeing Recovery Employment Service aims to enhance access to employment for people with mental health issues living and working in Hull and East Yorkshire.

For the service user, the benefits of being in employment includes an income and a greater sense of purpose and improved wellbeing. For the health system, there is an overall reduction in the use of primary and secondary mental health services, leading to improved efficiency and savings.



£965,000 value to the individuals, society and the exchequer

This two-year European Social Funded project offers support to facilitate people's engagement (or re-engagement) with the labour market, such as individual support to tackle barriers to employment. This includes access to advisors and a Recovery and Wellbeing College Practitioner, who can support them with CV writing and job searches, as well as assist with applications.



65% reduction in clinical contacts in the six-month period following initial intervention



200 referrals



Before WRES I really lacked the belief I would be able to secure a job. I felt like it was never going to happen for me but the skills I gained mean I have stopped being so hard on myself when I don't succeed and have given me the belief that I would find a job if I kept working at it. The resilience, motivation and confidence I built through my time with WRES really helped me overcome my fears.

Without the support of the WRES team I would probably still be unemployed, still on Universal Credit and being moved from service to service for support. Instead, I am really enjoying my time with Tesco and have ambitions to develop myself and work in media at some point in the future!

Matty Service User





Adding that extra sparkle

Our Trust Charity invests funds in programmes, environments and initiatives that go beyond NHS core funding.

One area of funding that services can access is the wishes programme, which allows staff to submit ideas for items or events that go beyond normal NHS services. Two wishes that made a difference this year focused on improving patients' recovery and contributing to our environmental goals.



£2,300+ donated to green projects

Spending time outdoors is proven to have a positive impact on a person's mental and physical wellbeing. The plant-person relationship is also said to enable people to experience and develop self-care, a transferable skill for other important areas of an individual's life.

One wish acknowledged this by supporting the improvement of our green space at Miranda House, which houses our Psychiatric Intensive Care and Clinical Decisions Unit. A total of 52 shrubs, of all different shapes and sizes, were planted by their fantastic gardener volunteer, adding colour and interest to their gardens.

Elsewhere, our Haven Allotments, home to our Occupational Therapy Allotment Group support people with severe and enduring mental health conditions in the local area. The allotments provide a place where people can develop new skills, create a meaningful routine, and socialise and connect with others in a safe and supportive environment. It's also a way for people to learn to manage their symptoms, which may ordinarily prevent them from engaging in their communities.

The wish supported the group with donations of tools and soil, which will allow them to continue to support people in taking up a fulfilling new hobby, securing employment, volunteering, and education.



£107,000 given back to staff and patients

Service user to staff member



In January, Luke Scott, a member of staff from our forensic services shared his experience of going from a service user to volunteer and now joining us as a staff member.

Luke is a Peer Support Worker, and just one of our colleagues who uses their own unique lived experience for the benefit of our current and future service users.

Accessing volunteering opportunities, like those offered by our own Voluntary Services team, are important to recovery. Helping other people in need is great for self-esteem, supports recovery and can build the confidence needed to support accessing full-time work after a period of illness.



I have battled with my mental health for years and, in my late teens and early twenties, I increasingly used alcohol to try and take away the pain and drown out the sadness within. I struggled to hold a job down and was often changing employer.

I attempted to take my own life multiple times as I had convinced myself that I was a burden to everyone around me. I could even envision my children's lives better off without me. The reason behind this was very simple – I wanted to ease everybody of the pain and hassle I felt I was causing them.

Over time, I built good relationships with the staff and they encouraged me to volunteer for the Trust. Eventually, through the connections I made, I was told about a new Peer Support Worker role, within which I could use my lived experience to help and support other people that may be in similar situations to what I had previously been in.

Thankfully, all of my attempts were 'unsuccessful' and I now know these feelings were not true.

During a short stay in Miranda House some years ago, I was diagnosed with severe depression and anxiety. I was slightly relieved at this as it made a little more sense as to why I felt the way that I did. I knew in this moment that I needed to work on myself and that I needed support.

When I found out that I was successful in my application to the role, I chose to work out in the community as I had built up some good connections regarding mental health support within the local area. At first, it felt odd to be working within the same team that I was once seeking care from, but once I settled in I knew this was a job that I was really suited for. Since then, I have sought career development opportunities within the Trust and now work in a forensic mental health setting, which I am thoroughly enjoying.

Luke Scott

Fostering integration, partnerships & alliances



£5.6m

Contracts awards to Voluntary and Social enterprises

Delivering our ambitions for outstanding care is only possible through collaboration. We are committed to working alongside our partners in health, social care, the voluntary, community and social enterprise sector, Healthwatch, local government and other fields, to develop integrated services as part of the Humber and North Yorkshire Health and Care Partnership.

We pride ourselves on being a good partner that works across organisational boundaries to innovate services, address health inequalities, and maximise the effective use of resources across health and care services.



Film premier breaks stigma

Following the success of the award nominated film 'My Stammering Tap', our Speech and Language Therapists premiered their latest film 'My Stammering Child' in October 2022.

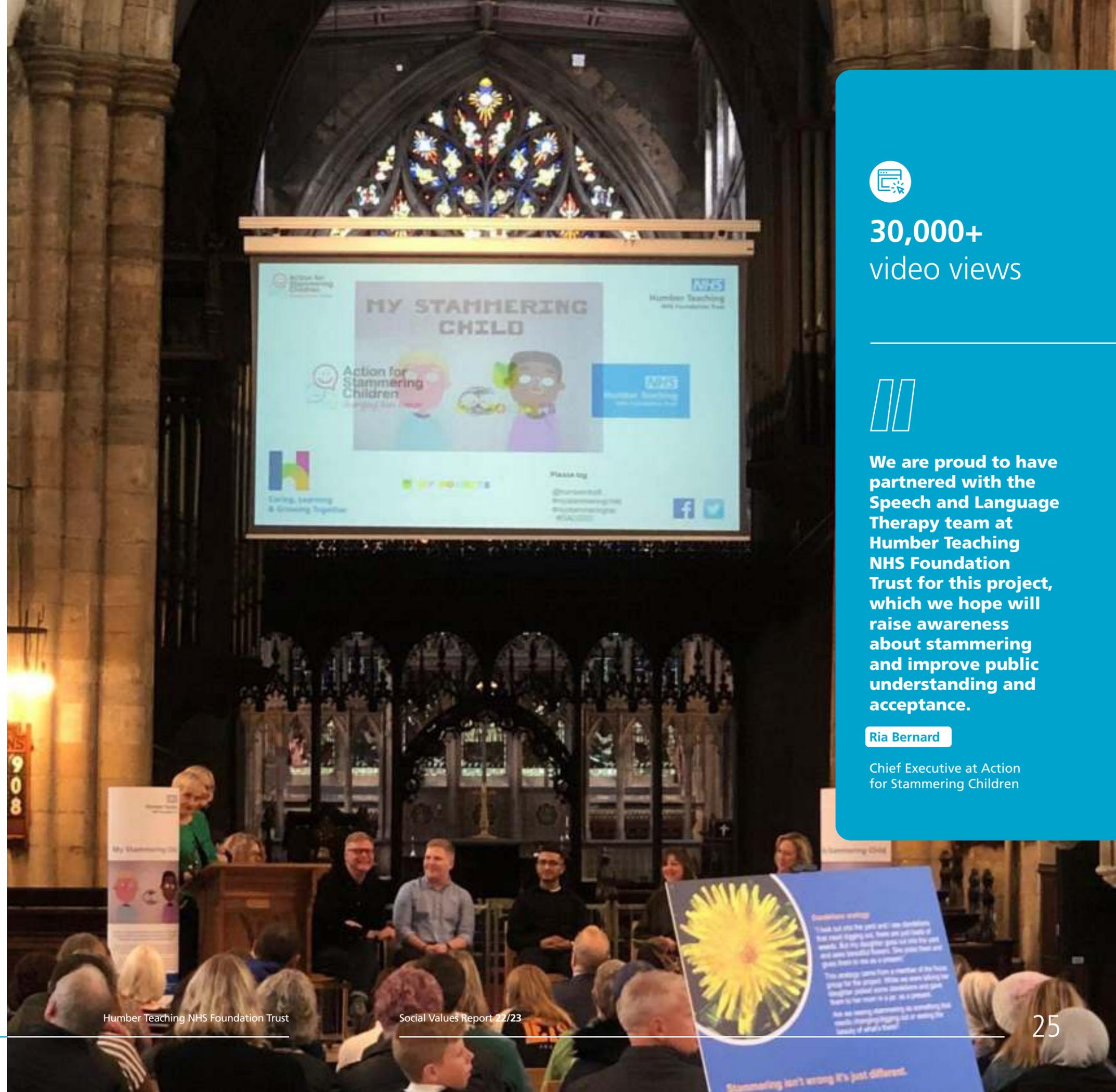
Developed in partnership with Action for Stammering Children and My Pockets Films, the new film focuses on the concerns of parents with stammering children and puts their unique role in supporting those young people in the spotlight.

The film was created together with people with lived experience of stammering. It aims to raise awareness of stammering and give a voice to just some of the people that have been on this journey before and want to share their thoughts to help others.

The launch was attended by special guests, including Nick Hower, who took on the role of President at the Royal College of Speech and Language in 2019. For eight years, Nick was the host of Channel 4's Countdown television programme and previously famous as Lord Sugar's right-hand-man on the BBC's Apprentice.

Video messages of support were also received from Helen Rutter, Author of the children's book 'The Boy Who Made Everyone Laugh', Luke Ayling, Professional Footballer and Captain for Premier League Club Leeds United, and Sir Michael Palin, whose father had a stammer and is the Vice-President of Action for Stammering Children.

The film was made possible through sponsorship and partnership from charitable Trusts and businesses.



30,000+
video views



We are proud to have partnered with the Speech and Language Therapy team at Humber Teaching NHS Foundation Trust for this project, which we hope will raise awareness about stammering and improve public understanding and acceptance.

Ria Bernard

Chief Executive at Action for Stammering Children



Connecting communities

In April 2022, our YOURhealth service, in partnership with the East Riding of Yorkshire Council, launched a new Health and Wellbeing Advisor and Connector service.

The East Riding has high levels of rurality and some areas experience high levels of deprivation, loneliness and isolation. Improvements were needed to reach certain groups of people and reduce health inequalities.

The service specialises in promoting healthier lifestyle habits including weight management and stopping smoking, as well as tackling isolation and loneliness which can help people live longer, healthier and happier lives. The support can be accessed via one-to-one sessions in community venues, GP and home visits, and the option of telephone or telemedicine intervention when appropriate.



The team worked with local Children's Centres, Job Centres, food banks and other organisations who gave us the space to provide events, where people could learn about the referral process and what support they could access to feel well. An outreach vehicle also enabled the team to get to people even in the most rural locations, ensuring all residents have an opportunity to access vital health and wellbeing support in the right way, at the right time.



We strive to tackle the inequalities residents commonly face in the East Riding, connecting them with locally placed services and facilities to improve their overall health and wellbeing.

Ryan Nicholls

Team Leader at Your Health, Humber Teaching NHS Foundation Trust



1400
referrals



Breastfeeding Bridlington

In partnership with the East Riding Children's Centres, we launched our Breastfeeding Bridlington campaign, which committed to enhancing safe spaces for mothers to breastfeed their children in their local community.

The campaign was developed due to the low number of mothers choosing to breastfeed in the town. It aimed to increase support for new parents locally, reduce barriers to breastfeeding and increase the areas where parents could feel safe and comfortable to feed their baby when out and about.

In January 2023, the team celebrated reaching 100 breastfeeding friendly locations across Bridlington. 100 business owners in the town have now signed up to the local partnership scheme. This involves the implementation of the Breastfeeding Friendly Network (BfN) scheme's core principles on their premises.



100 Breastfeeding friendly locations in Bridlington

"I signed up to the scheme straight away as breastfeeding is promoting the health of future generations and I want the families who visit my café to feel a 100% comfortable when Mum needs to breastfeed. I already have a changing area for families and so this scheme was perfect in expanding the family environment I already provide to my customers."

Iain Garner

Owner of Ruby SoHo Café, Bridlington,



Theme Four:

Promoting people, communities & social values



1900 trees planted



£39.5 million spent within Humber and North Yorkshire.



£104,695 Funds distributed

We aspire to be an anchor institution which supports and works in partnership with all our communities. We will ensure that our investments in facilities and services benefit local communities and offer routes into good employment for local people.



Connecting young people with nature

In January 2022, the Social Mediation and Self Help (SMASH) service in schools launched the next phase of their Trees4Life project. The project uses nature to help children and young people re-connect with their schools, teachers and environment whilst learning about the eco system and the positive impact trees have on our everyday life.

The project was created by Tony Henderson, Lead SMASH Practitioner, inspired by his experience of connecting with nature to improve his own mental wellbeing. Tony worked through local charity Beverley Cherry Tree Community Centre to source over 400 trees funded by the Woodland Trust to be planted on school grounds.

Children and young people involved in the project learnt about trees and the positive impact they have on our environment. The project aimed to boost self-esteem, empathy and resilience skills and build trusting relationships with staff and peers.

“Since I started working in the SMASH team three years ago and from my own experiences, I realised the strength of the connection between nature, positive mental health and emotional wellbeing. It has therefore been extremely important to me to weave this into the work I do with young people every day.”

Tony Henderson

Lead SMASH Practitioner at Humber Teaching NHS Foundation Trust



1,900
trees planted



1,860
students engaged



Young People Take Action on Health

The Humber Youth Action Group offers young people an opportunity to use their voice and experiences to improve health services, ensuring they are delivered in a way that is right for young people.

Launched in 2021, we now have 45 young people to the group, all with different backgrounds and experiences that will help to influence and shape physical and mental health care for our young communities.

“I would urge any other young people who want to get into healthcare but aren’t sure how to, to look into joining the Humber Youth Action Group. I think so many more people could benefit from this to help them with their next step or just to meet a great group of people.”

Ailsa Moan

Humber Youth Action Group Member

The group has also helped to create opportunities within the Trust for young people to learn more about the NHS and its services, develop new skills, volunteer, participate in work experience, grow in confidence and contribute to many activities within the Trust.

In February the group gained experience in online marketing working in partnership with our Communications Team to develop content for Children’s Mental Health Week.

The theme for 2023 was ‘Let’s Connect’. Meaningful connections are important for people of all ages. People thrive in communities and feeling a part of something is vital for our wellbeing.

The group shared how they deal with challenging moments and what they find helps them when looking after their own mental health to create engaging content that would connect with our online audiences.





Keeping our spending local

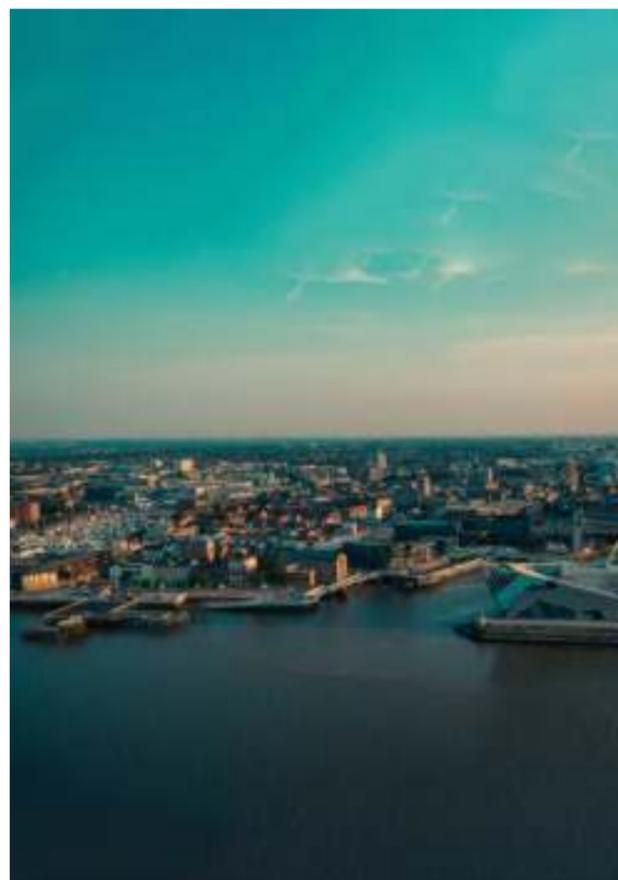
As an anchor institution, we are committed to maximising the positive impact we have on our local communities, contributing to improving the economic, social and environmental well-being of the community we serve.

Supporting our local businesses is an important part of this role. The money we invest in our local economy helps our communities by boosting local employment, which in turn has a positive impact on health and wellbeing. Working with local companies also benefits the Trust, as it enables us to build lasting relationships with suppliers who understand our infrastructure and the services we provide.

We support local businesses by encouraging early market engagement to raise awareness of potential opportunities and frequently break large contracts down into smaller lots, which helps small, local businesses to compete effectively for work. We also meet with local public sector bodies, such as other local NHS organisations and local councils, to collaborate and open opportunities to local suppliers.

Additionally, we work alongside local suppliers to maximise the benefit to our communities. For example, by embedding social values and sustainability in our tendering process and promoting apprenticeships throughout our supply chain, we can offer local people employment opportunities.

Our spend within the local area plays an important role in supporting local jobs and boosting the local economy.



£39.5 million spent with suppliers within Humber and North Yorkshire



£69,520,000 value to the local economy



Reinvesting in our community

The Trust has strong working relationships with local Voluntary and Social enterprises and holds contracts with many of these organisations who support the Trust in the delivery of our health care provision.

By working with these organisations, we not only ensure provision of high quality locally developed services but are also helping to secure and retain investment within the local economy.

One example of this is the Alcohol Drugs Service (ADS) who provide the East Riding Partnership. This offers prescribing and psychological interventions to support service users in their recovery.

Part of this is the 'Juice Bar' – a free and confidential service which advises people on a wide range of image and performance enhancing drugs, including steroids, HGH and tanning agents.

The use of such substances is growing and differs from the use of other illicit substances, as it is not initially driven by an immediate euphoria, but by the desire to change appearance and performance.

The service runs pharmacy-based clinics as well as sessions at local colleges and other locations through their health inclusion vehicle.





Improving accessibility for a cultural landmark

The council-led Hull Maritime project has teamed up with our Trust to evaluate accessibility within the collections and artefacts at Hull Maritime Museum.

The project's learning and development team contacted our Speech and Language Therapy service within the Community Team for Learning Disabilities. They sought our advice regarding display content and, more specifically, how it can be made more accessible through the use of symbols and easy read.

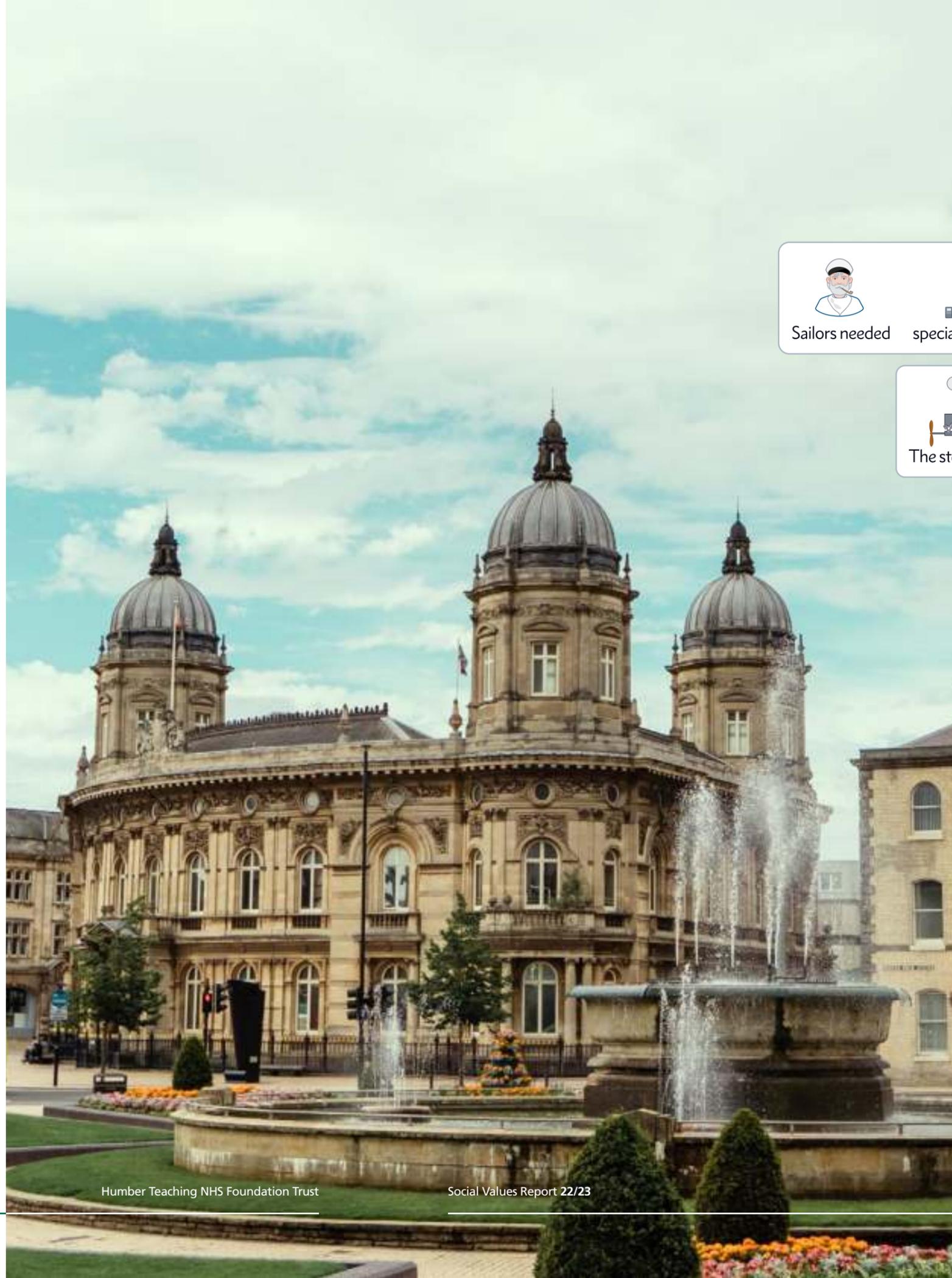


The team tested a bespoke series of access symbols and phrases with potential users, before sharing feedback and advice with the Curator of Social and Maritime History and project exhibition designers.

By showing how the expertise and opinions of our service users are valued and acted upon, the project has improved their confidence and instilled a great sense of pride.

We hope that this will have relevance for people with learning disabilities, the Special Educational Needs and Disability (SEND), English as a second language and dementia communities, as well as for those supporting people with low literacy levels.

The museum will reopen following renovation work in 2025.



100+ symbols tested



Sailors needed



special instruments



to find their way at sea.



The steam engine



made ships



faster.



90,000+ museum visitors annually



It's great that this trial will enable a greater level of understanding for many people who previously found it difficult to understand to the stories and the meaning of artefacts. We want to take away any barriers that may prevent people enjoying our museums, so that more and more people can use them.

Councillor Mike Ross

Leader of Hull City Council

Mental health grants scheme

In June 2022, we launched a community mental health grant scheme with the support of the HEY Smile Foundation. The grants fund projects that reach older and isolated people, vulnerable and marginalised communities, and hard-to-reach groups.

The programme aimed to enable local level, peer-led activities to respond to the mental health needs of residents living across Hull and the East Riding of Yorkshire.

The 27 funded projects included educational sessions, arts projects, gardening schemes and wellbeing and movement classes, with groups reporting higher than expected attendance figures and lots of positive feedback.



Toranj Tuition is a book and film club in Hull aimed at reducing social isolation and boosting confidence amongst immigrants.

The group received a community mental health grant of £5,000, to deliver weekly sessions which reached over 50 participants over a six-month period.

The sessions mostly attracted refugees and asylum seekers, including a group of people who have fled Ukraine after the outbreak of war.



I am mother of four children and have been living in the UK for more than 20 years. I have been a housewife all these years and been busy doing the jobs around the house to support the household. Since my children have left the house, I began to feel loneliness and isolation. I was also diagnosed that I am suffering from mild to moderate symptom of depression. My English is not good enough to enable me to communicate effectively with British people. I found the clubs very helpful as it provides a venue to meet people and socialise and at the same time improve my English language.

Torani Tuition Participant



27 projects established



£104 695 funds distributed

Theme Five:

Townend
Cou

Developing an effective & empowered workforce



379 Health and Wellbeing MOT's



141 staff currently on apprenticeships



+10,000 campaign engagements

We will continue to attract, recruit, and retain the best people to work as part of our team. Our diverse and inclusive workforce will be supported to thrive and to fulfil their potential so that they are happy and proud to work for Humber.



Supporting employee wellbeing

Supporting NHS staff to ensure they are physically and mentally well is vital to bringing down waiting lists and ensuring the highest standards of care.

Following a successful pilot in 2021, our Workforce Wellbeing Team was launched in October 2022. The dedicated team delivers a programme of initiatives aimed to supporting retention, employee satisfaction including a focus on areas such as sickness and turnover, due to its impact on patient care.

Staff can book Health and Wellbeing MOT's, Lifestyle and Emotional 1:1 Wellbeing Support sessions and access a range of digital health tools and wellbeing activities.

"I think that the thoroughness and the quality of information was absolutely fantastic. I have already recommended the service to all of my colleagues. I found this very holistic and healing compared to previous health experiences. I am really grateful to have had the opportunity to have this MOT and hope these appointments continue in the future as they are fantastic"

Staff Member



In January 2023, we launched our first 28 Days of Wellbeing staff challenge, which offered a month of daily activities aimed to encourage all staff to embrace a healthier lifestyle, and to support the launch of the Workforce Wellbeing Team.

An online calendar opened daily to reveal a health, nutrition, fitness, or wellbeing activity for our people to take part in. This included lunchtime workouts and introductions to digital health tools.

379 Health and Wellbeing MOT's

240 121 One to One Health and Wellbeing Sessions



Enhancing our workforce

Recruitment from outside of the UK continues to feature as an important part of the workforce supply strategy of NHS organisations.

Since the first cohort of internationally educated nurses joined our Trust in September 2021, there have been 25 successful appointments into RGN and RNMH nursing roles.

The nurses have all had access to a bespoke preceptorship programme to ease the transition into nursing in the UK.

Thomas Tinashe is a Trainee Practice Nurse in one of our GP Practices who arrived to the UK from Zimbabwe in 2021 to complete his international nursing training.

Thomas tells us that he is very much enjoying his new role as a Trainee Practice Nurse in the East Riding of Yorkshire, and that he has much bigger ambitions for his career. We are delighted to be able to support fantastic and talented people like Thomas to provide unique opportunities and achieve their professional goals.

"I enjoy working for Humber because I'm able to progress in my career with the trainings that they offer. The staff at my workplace are all friendly and my seniors are always willing to help and offer support."

Thomas Tinashe

Trainee Practice Nurse,
Hallgate Medical Centre



25 international nurses recruited



Meet Ruby

Ruby, our Meet and Greet Volunteer, is a familiar face at the Market Weighton Practice. She draws on her personal experience, including many years as a care worker, to guide and support patients in the waiting area as they wait to see reception and clinical staff. Ruby also supports other Trust teams as a Research Champion and has made a huge contribution to the success of research projects at the Practice.

“Ruby is a truly wonderful example of selfless dedication to helping others. She has a very caring disposition and a great deal of knowledge. Without being intrusive, she is able to help and support people who benefit from her presence. She brings a great deal to the experience of being a patient at the Practice.”

Clive Nicholson

Primary Care Research Nurse



Valuing volunteering

We are very lucky to have a fantastic team of volunteers that work hard to improve the services we offer and enrich the lives of our patients and service users.

As well as the direct impact on the outcomes for our patients, volunteering also has an important role building relationships with staff and patients. It bridges the gap between patients and clinical teams. For the volunteers themselves, the activities and support they receive can increase their sense of social connectedness, self-worth, and confidence. Volunteering can also provide opportunities to develop a sense of purpose and enhance skills and resources.

This year our volunteering team have developed their processes to focus on recruiting people into specific volunteer roles, which match their skills and interests, rather than building a general pool of volunteers.

One of the new roles they have been supporting is the Meet and Greet Volunteers who work in our three GP practices across East Yorkshire. These volunteers are responsible for welcoming visitors and patients to the clinic, ensuring check-in is completed, and helping to direct people to and from the waiting area.





A dose of development

Like many other NHS careers, Pharmacy is facing recruitment challenges. Professional apprenticeships offer a solution to this challenge, by providing a pathway for individuals to enter the healthcare profession and gain the necessary skills and qualifications.

In 2022, our Pharmacy team embarked on a new project to train and develop our pharmacy technician workforce through the apprenticeship scheme.

By offering apprenticeships, we're able to attract a diverse range of candidates who may not have considered a career in healthcare otherwise. They help to address the issue of underrepresentation within the workforce and ensure we are able to deliver high-quality care to patients from all backgrounds.

Pharmacy technicians are vital to the accurate and safe dispensing of medications. They work closely with pharmacists to prepare and dispense prescription medications to patients, ensuring that the right drug, dose, and instructions are provided.

The first student technicians, who were appointed in November 2022, enrolled onto the apprenticeship in March 2023 with the University of East Anglia.

Current technicians have been able to share their knowledge and experiences with the apprentices, as well as benefit from the support the students offer to them when working on a ward. As the apprentices qualify, we hope to fill vacant Pharmacy Technician roles with applicants that have trained with us, and who have knowledge of our Trust services.



3 Apprentice Pharmacy Technicians



169 members of staff have completed their apprenticeships with the Trust



141 staff currently on apprenticeships



The programme has been of great benefit to the pharmacy department. It brings the team together to help, support and develop the students. The students are also sharing their learning with the experienced members of the pharmacy team increasing their knowledge of areas they may not have worked in.

Leanne Bloor

Chief Technician



Theme Six:

Optimising an efficient & sustainable organisation



10% net zero and social value weighting for all tenders (by April 2023)



37 t/CO₂e carbon offset per year

To achieve our aims, our Trust needs to be efficient, sustainable and our staff need to be empowered to make change happen. We will continue to invest in environmentally sustainable, clinically effective environments and design digital solutions around people's needs.



Branching out



In February 2023, we planted 228 Trees donated by NHS Forest across our estate. Tree planting activities not only have environmental benefits, but also a social and economic impact by working closely with local communities.

The planting was assisted by our Green Champions, staff, families, friends, contractors BACB renewables, and our local sports team, Cottingham Tigers Rugby club.

72 trees were planted at the Rosedale Community Unit in Hedon, 10 trees were planted at the East Riding Community Hospital in Beverley, and a further 50 trees have been planted on a disused bowling green at College House in Willerby, to create a small woodland. In addition, a larger area of planting took place at our Willerby Hill site on the playing fields.

Contractor, Country Wide, held a special training session for those involved to demonstrate how to use the 'T planting' method which supported staff to plant their own trees locally.

In the coming years, these trees will offset some of our carbon production alongside the over 1,500 mature trees which are already in place.



iStock
Credit: SolStock



228 trees planted



£273,600 economic benefit



37 t/CO2e carbon offset per year



The tree planting, along with the rest of the work being carried out by our Environmental Team and Green Champions, is so important to the Trust's aim to support our environment. Thank you to all who are organising the planting, the local ICS for donating the trees, and to those who take part in planting them.

Michele Moran

Chief Executive



Act local, think global

From April 2023, we introduced a new set of social value related metrics within our tenders and contract awards.

A new toolkit includes social and environmental performance criteria, covering areas including carbon reduction, equality and diversity, and modern slavery. These metrics enable us to measure the social value impact of our contract awards amongst suppliers.

Within tenders, we have seen great examples of how suppliers have responded to our requests and adjusted their ways of working.

A tender for secure transport services asked providers to include environmental considerations within their proposal. Bidders demonstrated how they were reducing carbon emissions using journey scheduling, fleet telematics and within their plans for electrification of fleet. A grounds and gardens tender included provision for local apprenticeships, electrification of fleet, machinery and tools.



10% net zero and social value weighting for all tenders (by April 2023)



Carbon emissions reduced from **19,260 t/CO2e (21/22)** to **17,934 t/CO2e (22/23)**



Driving change

As part of our commitment to sustainability, a fleet of new electric vehicles have hit the road, helping our estates and facilities team get around while also cutting the Trust's carbon footprint.

Our investment in the fleet supports the wider NHS goal of becoming the first health service in the world to commit to reaching net zero by 2040. With each Trust agreeing a plan to achieve huge carbon savings in the coming years, that's the equivalent to taking over half a million cars off the road.

"Our EV Fleet helps us be more efficient whilst being more environmentally friendly"

Rob Atkinson,
Deputy Director of Estates and Facilities



14 EV Vehicles



22 Electric Charging Points



Measuring Impact 2022/23



£273,600

economic benefit



228 trees planted



14 EV Vehicles



257.5 hours of involvement from experts by experience



141 staff currently on apprenticeships



+10,000 campaign engagements



25 international nurses recruited



200 referrals to the Wellbeing Recovery Wellbeing Service



240 one to one staff health and wellbeing sessions



65% reduction in clinical contacts following intervention from the Wellbeing Recovery Employment Service



37 t/CO2e carbon offset per year



379 staff health and wellbeing MOT's



Contact us

Humber Teaching NHS Foundation Trust
Willerby Hill, Beverley Road
Willerby HU10 6ED

01482 336 200
hnf-tr.proud@nhs.net

 @HumberNHSFT
www.humber.nhs.uk