



TRUST AWARDS 2019

Awards Ceremony Programme

Friday 8 November

A look back at 2018

The Trust Awards event is a night of loud celebration and provides the perfect opportunity for our staff and volunteers to take time out to acknowledge all that they've achieved over the past year.



Trust Awards 2019

Share your photos and messages from tonight's event on Twitter!

Tag @LeedsandYorkPFT

#TrustAwards19

Running Order

6.30-7.00pm	Drinks reception
7.20pm	Welcome from Dr Sara Munro, Chief Executive
7.30pm	Host performance, comedian Justin Moorhouse
7.45pm	Award winners announced
	Non-Clinical Employee of the Year Award Presented by Dawn Hanwell, Chief Financial Officer
	Clinical Employee of the Year Award Presented by Joanna Forster Adams, Chief Operating Officer
8.00pm	Starter served
8.30pm	Award winners announced
	Health and Wellbeing Award Presented by Cathy Woffendin, Director of Nursing, Quality and Professions
	Bank Employee of the Year Award Presented by Claire Holmes, Director of Organisational Development and Workforce
8.45pm	Main course served
9.25pm	Award winners announced
	Non-Clinical Team of the Year Award Presented by Martin Wright, Non-Executive Director
	Clinical Team of the Year Award Presented by Cathy Woffendin, Director of Nursing, Quality and Professions
	Partnership Award Presented by Helen Grantham, Non-Executive Director
	Volunteer of the Year Award Presented by Joanna Forster Adams, Chief Operating Officer
9.45pm	Dessert and coffee served
10.00pm	Award winners announced
	Equality and Inclusion Award Presented by Claire Holmes, Director of Organisational Development and Workforce
	Inspiring Leader Award Presented by Dr Sara Munro, Chief Executive
	Chair and CEO Award Presented by Dr Sara Munro, Chief Executive and Prof Sue Proctor, Chair
10.20pm	Final words from our host
10.30pm	DJ begins
Midnight	Bar closes
00.30am	Event finishes

Star Award Winners

Tonight's awards recognise and celebrate the achievements of our colleagues and teams over the last 12 months. But celebrating excellence isn't just an annual event.

The Star Award is the Trust's monthly staff recognition scheme. It recognises those teams and individuals who go above and beyond the call of duty and are passionate about providing the best possible service to service users, carers and staff throughout the year.

Congratulations to all the Star Award winners during 2018/19.

Ward 2 Women's Team

The Newsam Centre, Forensic Services

Joanne Bolton

Health Support Worker on Ward 2
at The Newsam Centre

Ashleigh Beal

Senior Support Worker at Chapel Fold
and 1 Woodland Square

Isobel Lack

Team Secretary with Liaison Psychiatry
for Older People

James Cook

Health Support Worker at Parkside Lodge

Siobhan Carolan

Staff Nurse on the Mother and Baby Unit
at The Mount

Susan Clayton

Health Support Worker for Older People's
Services at Ward 2, The Mount

Joanna Szczuraszek

Health Support Worker at Parkside Lodge

David Ndisang

Clinical Team Leader for Rehab and
Recovery Inpatients at Asket House

Mick Haskell-Raisin

Healthcare Assistant on Westerdale Ward
at Clifton House

Irena Tyler

Health Support Worker on Ward 1,
The Mount

Emma Oldham-Fox

Professional Practice Lead within Nursing,
Professions and Quality

Lori Jackson

Volunteer for CAMHS at Mill Lodge

CFS/ME Service

CFS/ME Service based at The Becklin Centre

Nominate a colleague

- Do you know someone who goes beyond the call of duty at work?
- Is there someone in your team whose values and behaviours you aspire to?
- Do you want to highlight their contribution to your team?

Visit the '**Recognising Success**' page on **Staffnet** to download a Star Award Nomination Form.

The winner of each month's award will receive £100 of High Street Gift Vouchers and a framed certificate at a surprise presentation.



Welcome

Every one of our staff is improving the health and lives of the communities we service – whether you're in a clinical or support service. The Trust Awards celebrates the role you've all played this year and you should all be incredibly proud.

We received nearly 160 nominations this year, which is a testament to the fantastic people we have on our team. I am proud to lead some truly inspirational individuals who are prepared to go the extra mile and work together to put our service users first.

However, I'm certain there are many more than 160 stories of achievement, improvement and innovation and I'm well aware that Trust Awards provides only a snapshot of everything we do that's great.

Over the past year, there have been so many reasons to be proud of our people's achievements and I'd like to share a few achievements which showcase the incredible work we do.

We involved thousands of staff, service users, carers and partners in shaping the new community mental health services which were launched in March 2019. This has been a huge project, and I'm really grateful to everyone who has contributed.

We got some positive initial feedback about our CQC inspection – at the time of writing we are awaiting our results. It really was a team effort from across all departments and teams in the Trust and I want to reiterate our appreciation to everyone involved. Our values of caring, integrity and simplicity really shone through along with passion and professionalism.

There has been a great deal of external recognition for our teams and individuals this year from industry peers and journals. For example, our junior doctors continue to be recognised and supported in achieving outstanding work. There have been contributions to articles and books from our Leeds Autism Diagnostic Service and Forensics Service.

Some of our teams have been shortlisted for national awards, including Deaf CAMHS for a Royal College of Psychiatrists Award, Easy On The I for the Learning Disabilities and Autism Awards, Specialist Personality Disorder Service for a national Positive Practice in Mental Health Award and the Veterans Complex Mental Health Service were up for a Nursing Times Award at the end of October.

And finally, it's been a big year for our regional eating disorders service CONNECT who won a Positive Practice in Mental Health Award and hosted the BBC's Victoria Derbyshire live programme in July.

So, I want to take this opportunity to say thank you for the commitment, care and passion you bring to your work every day. Your ongoing enthusiasm, resilience and team spirit makes a difference, not only to your colleagues and to the performance of your departments and the Trust, but also to people's lives.



A handwritten signature in black ink, which appears to read 'Sara' followed by a stylized flourish.

Dr Sara Munro
Chief Executive

Non-Clinical Employee of the Year



Angela Lee, Estates Officer

Angela works tirelessly across her massive portfolio of locations across the Trust to try and get any estates jobs completed in a timely manner. She always has a personable and friendly attitude and has an excellent work ethic. She is honest and does try to keep things as simple as possible despite processes sometimes being complicated.

She cares about the services she supports and this is evident in the way she thinks about the practicalities of jobs being completed and how this might impact on service user care.

Angela goes out of her way to develop relationships with frontline staff so they can approach her about estates issues or concerns.



Annmarie Reed, Graphic Designer

The amount of work Annmarie is involved in is huge, however her work is completed quickly and with a cheerful demeanour every time – she is always friendly, chatty and embodies the Trust values to their fullest extent.

Annmarie truly partners with teams when working on a project, offering her own feedback and suggestions on what might work, ensuring that the final product is of the highest quality.

She turns drafts and concepts into faultless designs which are always clear and concise and provide the information in a professional and simplified format which ensures easy accessibility for the reader; this is crucial in helping us to communicate with Trust audiences.



Vanessa Williamson and Tracey Williams, Housekeeping

Vanessa and Tracey are an outstanding duo at Mill Lodge – they go above and beyond on a daily basis. They are welcoming, humorous and have an approach that puts people at ease. They have a presence on the ward that demonstrates compassion but is not intrusive.

They are proactive, seeking creative solutions to improve service delivery and efficiency and to ensure the unit is cared for. They strive to involve the young people in the process of ordering food and promote the catering within the unit – which is invaluable especially for those who are on the eating disorder pathway.

Vanessa and Tracey are vital members of the wider team, who have a great relationship with young people, staff, carers and visitors.

Vanessa pictured while Tracey was sunning herself in Barbados!

Clinical Employee of the Year



Dr Nadadhur Dasarathi, Speciality Doctor

Dr Dasarathi (known as Dr Das) works on Becklin Ward 5 and maintains a good sense of humour with staff and service users, is approachable and very understanding.

For some time Das was the only regular doctor on the ward, and there was no single day he didn't show passion for his staff and service users. He is always supportive when new approaches are introduced and takes pride in explaining them further.

Das finds it easy to build therapeutic relationships with services users, which makes it possible to carry out effective assessments. In his busy schedule, Das finds time to involve family members and loved ones and makes them feel important.



Jayne Langdale, Occupational Therapist/Mental Health Practitioner

Jayne, who is profoundly deaf, works for National Deaf CAMHS. She is dedicated, enthusiastic, extremely motivated and hard-working and is a highly regarded member of the team.

She promotes being deaf as positive which helps deaf children and young people to achieve their goals. Jayne has had many successful outcomes for the children she supports, using her skills to build therapeutic relationships and helping to build their confidence.

Jayne has great integrity and the biggest heart – she cares enormously about deaf children and young people. She is an advocate for keeping things simple and is often the 'go to' person for ensuring communications sent to young people and their families are accessible.



Zoe Gazard, Clinical Psychologist

Zoe constantly demonstrates integrity in her work both with staff and service users, and she goes above and beyond for the people she works with.

There have been numerous occasions where service users have requested to work with her, which shows what an enormous impact she makes as a psychologist.

Zoe is passionate about others achieving their potential and will support them with mentoring, supervision and coaching. It is testament to her encouragement and ability to support staff that many of these return to work in the Forensic Psychology team later in their career journey. Many single out Zoe as critical in their career choices.

Health and Wellbeing Award



Amanda Bailey, Physical Health and Smokefree Lead

Amanda is leading the Smokefree pilot at The Newsam Centre and there are many barriers that she has had to overcome. She has worked considerably hard to promote utilising e-cigarettes.

Amanda is an experienced and caring nurse. She uses her down to earth approach to connect with people and alleviate anxieties as they make major changes to improve either their own health and wellbeing or that of the people they work with.

It is Amanda's quiet tenacity and refusal to give up when things get difficult that have led to the piloting of e-cigarettes in the Trust and improved, evidence led management of nicotine addiction. The benefits for service users and staff have been evident to see.



Daniel Norton, Health Support Worker

Daniel has done some truly great work on Becklin Ward 3 to promote better health and wellbeing for both staff and service users. He is a caring, compassionate, proactive, creative and thoughtful person.

He has helped improve the physical environment of the ward with a tree of reflection, mood wall and an LGBT+ awareness board. The ward is welcoming and bright and filled with positivity and warmth which helps comfort people. He has also been involved in the safe wards plan promoting ways of reducing distress and conflict.

Daniel's work will not only benefit his ward, but through his social media presence will also benefit others as he continues to share his innovative ideas and projects.



Flu Vaccination Team

For the first time in many years the Trust achieved the 100% CQUINN target total to immunise as many front line staff as possible against flu in order to safeguard the safety of service users.

The Infection Control Team worked collaboratively to ensure that the message regarding the importance of having the flu jab was heard by all staff in the run up to the flu season.

Many peer to peer vaccinators engaged in additional training to ensure that all staff who wished to receive the jab did so in a timely manner. Many of the flu team educated staff around the importance of having the flu jab and the benefits versus the risks, ensuring that staff were fully informed.

Bank Employee of the Year



Brenda Connell, Health Support Worker

Brenda retired as a permanent member of staff and now works on bank mainly on Ward 1 at The Mount. She is very skilled and competent in her job and is passionate about service user care.

She is caring towards her colleagues, always cheers people up when they are feeling down and is well liked and respected in the team. Brenda is an unsung hero who is so unassuming and does a good honest day's work.

Brenda brings joy to service users, putting a smile on the lips of many vulnerable people and supports them with whatever needs they have. Bank staff like Brenda keep our core services functioning and she is very much a vital part of the team.



Henrietta Forichi, Nursing Assistant

Henrietta has worked at Austhorpe Road for about 10 years. She brings a smile to faces at the end of the day and after a difficult shift has colleagues laughing hysterically with her stories and tales.

Henrietta is a valuable member of staff who shows great care and compassion. She has developed a really good relationship with everyone the team supports.

She has even volunteered to support the service users on holiday at short notice so they didn't miss out. She will come in early on her night shift to celebrate Christmas with the service users and brings a present for everyone.



Olanrewaju Obakoya, Health Care Assistant

Olan has been on bank since June 2015 and works across services in Leeds. He is well-respected and gives 100% to his work.

His attitude to service user care is second to none: he is very patient centred and offers personalised care, with kindness and compassion. He is skilled in managing aggression and agitation from service users with his kind and respectful attitude towards them even when faced with hostile and challenging situations.

Olan is a great team player and is the eyes and ears of a shift co-ordinator who delivers safe and effective care and reports back any concerns or issues.

Non-Clinical Team of the Year



Gender Identity Services Admin Team

This team deal with negative press, social media stories and calls and emails from people who are upset at the length of the waiting list, but they still come to work to do the best they can for a social group with many disadvantages.

People don't see the stress they face but they still do it with a smile, because they know how positively it benefits the service users, most of whom are at a very stressful and scary time in their life.

This is all whilst providing an effective system of support to the clinical team. To sum them up in one word is difficult, but simply 'wow' can offer a beginning to expressing their ability and dedication.



Recruitment Team

Recruitment is not only about customer service but also policy and procedure compliance, applying critical NHS and Trust standards. This creates a conflict between wanting to help and get as many staff members in to fill the services and making sure that we are getting the right people for our teams and our service users.

The team is caring and understanding and continues to work with managers to help everyone understand the 'why'. The team do this balancing act amazingly.

The complex recruitment process is something the team are experts on and provide excellent customer service to make it simple, transparent and clear.



Voluntary Services Team

A team of two, Christine and Caroline recruit, place and support 150+ volunteers across our services. They support a wide range of volunteers from diverse backgrounds including those who have used our services to support their recovery journey. Recently this included volunteers being successfully supported to access paid roles.

The team have encountered many obstacles, but through their innovative and inclusive approaches have increased volunteer initiatives that enhance the range of support and activities. At all times they have demonstrated and lived by our values, always putting the needs of our service users, carers, volunteers and staff first.

Clinical Team of the Year



Leeds Autism Diagnosis Service (LADS)

LADS is a small but very impactful clinical team in the Trust. The team have built considerable expertise, nationally recognised in the assessment and support for adults with Autism.

The whole team have engaged actively and positively in a continuous improvement exercise, involving service users, in developing a better pathway and process so that they can work more efficiently, but maintain high quality clinical assessments.

Despite the ongoing pressure for new assessments, the team have been a consistent source of expertise and resource for other clinicians in the Trust. These regular requests are always responded to, both in terms of visits to see people but also the offer of training to staff teams.



Parkside Lodge Inpatient Team

The clinical team at Parkside Lodge has worked immensely hard over the past 18 months in bringing about strong leadership and outstanding teamwork, thereby enhancing service user care and safety.

Staff ensure that service users get the best experience at Parkside Lodge and carer feedback is consistently sought and acted upon. A novel way of working is adopted on the ward with clinical support workers being encouraged to champion various aspects of clinical care.

The positivity within the team has translated to better service user outcomes and the service impact is evidenced by a greater reduction in the use of bank and agency staff.



Veterans' Mental Health Complex Treatment Service

The Veterans' Service was commissioned in April 2018 by NHS England to provide intensive support and intervention to military veterans struggling with complex mental health issues.

The team has accepted over 150 referrals to date, with a number of veterans having been successfully discharged from the service having achieved their treatment goals. The team were extremely pleased to have their initial 2 year contract extended for an additional 2 years, taking them to March 2022.

The team are passionate about wanting to improve the mental health journey and recovery for our veterans, seeking creative opportunities to engage with veterans in the community, including 1-1 sessions taking place at local fire stations and military charity venues.

Partnership Award



Ellie Maycock and Cornell Nolana-Nova, Peer Support Workers, CONNECT

The Peer Support Workers are part of a partnership between CONNECT and Community Links. Both Ellie and Cornell have been a brilliant addition to the service.

They have personal experience of eating disorders which provides them with a unique position and skill to support and empathise with those people who are in the CONNECT service, sharing their positivity and hope for future.

Ellie and Cornell have played key roles in the development of initiatives supporting service users. They are really enthusiastic and passionate about their work and having their presence in the team has been hugely helpful and inspiring for staff, service users and the Trust as a whole.



Jamie Scott, Operational Manager, Personality Disorder Service

All aspects of the Personality Disorder Service are based on partnership and collaboration. Jamie leads and steers with strength, agility and compassion in addition to his well-developed organisational and operational leadership skill.

He is well liked and admired by all partners and he manages relationships with an impressive balance of authority, capability and flair.

Jamie is at the heart of all aspects of his services, leading highly specialist teams of expert clinicians which he does with humility and conviction. He is an exemplar of the leadership of partnership and provides a helpful blueprint for how to do it effectively with the right values.



Matthew Gaskell, Consultant Psychologist, Addictions Service

Matt is a great example of a passionate and determined clinical leader who genuinely cares for people in need and is ambitious on their behalf.

He is at the heart of our Addictions Service and works with, supports and leads a great team of people who provide care and treatment for some of the most vulnerable people in society, working in partnership with Forward Leeds and with partners on the NHS Northern Gambling Service.

Matt builds relationships, leads by example and has achieved great results. He is a clinical leader who makes partnership working look easy. Yet he does this by investing himself in relationships, hard work and determination.

Volunteer of the Year



Amy Calvert

Amy has been volunteering as a befriender with the Asket Croft Inpatient Team for nearly a year and has developed a very good therapeutic relationship with a service user.

The service user is always discussing their time spent with Amy and is constantly talking about what they are planning to do on their next meeting and their eyes light up with excitement whilst discussing their plans. Their confidence has grown unbelievably well - even venturing out into the city centre by themselves to regain independence.

Amy is an amazing credit to the Volunteers Department and is a shining example of the amazing work that can be achieved by volunteers.



Eunice Oguwuike

Since starting on Newsam Ward 3, Eunice has consistently shown how much she values service user involvement when planning and facilitating her cookery sessions. Her enthusiasm is next to none and her passion for cooking has spread amongst numerous service users over the past few months.

Eunice is approachable and compassionate, and it is evident that service users feel comfortable asking for her support and guidance throughout the sessions.

Eunice is committed to volunteering and she has positively influenced the experience of numerous individuals on Ward 3 - the service users really look forward to her sessions every week.



Melanie Hardwick

Melanie volunteers for the Rainbow Alliance and has built effective working relationship with other organisations.

She has been proactive in visiting our services and encouraging and helping staff to set up an LGBT+ information board. Melanie has lived experience of being transgender and is committed to ensuring the experience of trans people is taken into account in healthcare initiatives.

Melanie has been shaping her volunteering role and ensures that it is tailored to her strengths. Her opinions and views are valued greatly and the Rainbow Alliance is all the better for having her as a part of it.

Equality and Inclusion Award



James Wilson, Lead Professional, Gender Identity Services

James has invested considerable time into being a 'face' of the service. He has stayed late virtually every night sending out letters signposting each individual to their local gender outreach worker.

The team are inspired by James's unwavering passion, dedication and motivation to improve the support on offer to trans and non-binary people. Service users really value their personal expertise being acknowledged and included to make positive changes.

James does all of this, including often spending a number of days a week travelling to Lancashire, while still effectively managing his own caseload as Lead Professional and even recently completing a nurse prescriber course so he can run hormone clinics.



Sajimon Madathil, Clinical Lead, Bank Staff

Saj has been instrumental in leading a campaign of change and transformation starting with bank forums which now have flourishing attendance figures, giving a voice to bank workers. The feedback received has enabled a reimagining of the temporary staffing policy and benefits package.

The level of respect that Saj holds in the bank community is phenomenal and is testament to his compassion, diligence, integrity and drive to ensure that colleagues on the bank are valued and respected for their contribution.

Saj continues to move the bank story forward and his impact is undeniably positive and demonstrates living the Trust values of Integrity, Caring and Simplicity at every step.



Wendy Tangen, Clinical Engagement, Access and Inclusion Development Lead

Wendy has always challenged inequality and promoted diversity in everything she does. She tackles attitudes and behaviours with humour, grace, integrity, and just the right amount of steel.

She has improved the experience of service users and staff over the years and has always been approachable and knowledgeable. She is willing to work flexibly and creatively to provide support and her care for others is always evident.

Wendy has consistently and positively made an impact through her everyday interactions with everyone she meets. Passion and determination is evidenced by the new team she has set up to improve the experience of Black, Asian and Ethnic Minority (BAME) service users, carers and staff.

Inspiring Leader Award



Eddie Devine, Interim Associate Director, Leeds Care Group

Eddie has really grown as a leader over the past 12 months evidenced most through his oversight of Leeds care services and in the redesign of our community services, keeping staff and service users at the heart of everything he does.

This is a huge achievement and it is testament to his expertise, experience and resilience that he has achieved so much and always with a professional, human and positive demeanour.

Eddie is a high quality, values driven leader who continues to deliver improvements, change and great services – he always rewards and gives others the credit and he deserves the credit too.



Elaine McMullan, Senior Clinical Psychologist, The Becklin Centre

Elaine works across Becklin Wards 1 and 5 and has transformed how teams work with service users – particularly more challenging presentations often rooted in complex trauma.

She has provided the leadership to drive the change to a more therapeutic and less medicalised way of working. The ward feels calmer when Elaine is around – not only does she help the patients to manage emotions, but also supports staff.

Elaine is a strong female role model not only for the team, but the women they work with every day. She is honest, true to her values, and practices with a level of courage and integrity which should be recognised, commended, and then bottled and distributed out.



Lyndsey Charles, Clinical Lead, Learning Disability Services

Lyndsey has made a huge impact on the service in terms of offering stability and true staff and service user engagement to drive forward the quality and improvement agenda.

Lyndsey's mantra is 'work smarter not harder', which is something that she instils in others. She is passionate about people with learning disability. She has absolutely flourished in the leadership role, although there have been challenges.

She is a key member of the team of service clinical leads and shares her learning and experience with others. She really cares about the service users, the staff and the organisation and brings a rigour of theoretical knowledge about service improvement alongside a talent for helping people to change.

Chair and CEO Award



Danielle Booth, Staff Nurse, The Newsam Centre

Danielle was nominated for a Star Award for her actions on her way to work in August when she observed an individual who had climbed over a road bridge. Without a thought for her own safety, Danielle pulled over and went to talk to the man and stayed with him until the police arrived.

Danielle qualified less than a year ago and has just completed preceptorship. That she stopped to offer assistance and take charge of the situation until further resources became available shows a maturity beyond her years.

She used the skills and experiences that she has gained on PICU; an environment that is extremely challenging, to help successfully resolve a situation where someone was in crisis.



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The positivity within the team has translated to better outcomes for service users and the service impact is evidenced by a greater reduction in use of bank and agency staff.



Dr Sharon Nightingale, Consultant Psychiatrist and Director for Medical Education

Sharon is very experienced and passionate, and day in day out delivers a fantastic service to older adults and is a valued member of the team.

Sharon has led for some time on the Trust's support, development and training of junior doctors which involves significant liaison with the universities and Health Education England (HEE) and internal work. She is fantastic at showing care towards our trainees and their consultants, giving recognition where there has been a job well done.

Sharon is very humble about her own contribution to medical education preferring to celebrate the success of others which is a fantastic leadership quality to have but she is also overdue some recognition herself.

TRUST AWARDS 2019





integrity



simplicity



caring

