

## Board of Directors - Private

**8<sup>th</sup> September 2022**

<b>Paper title:</b>	Learning from your Stories – Staff Story – <i>iCare</i> Innovation Awards	<b>Agenda item</b>  <b>3</b>
<b>Presented by:</b>	Bob Champion, Chief People Officer	
<b>Prepared by:</b>	Farhan Rafiq, Head of Business Development & Innovation	

Purpose of the report		
This report provides a summary of the <i>iCare</i> Innovation Awards that were run for the first time between October 2021 and March 2022.	For approval	
	For discussion	
	For information	X

Executive summary		
<p>The report summarises the approach taken for the <i>iCare</i> Innovation Awards and provides a headline summary of the winning ideas that were funded and sets a plan to run the Innovation Awards again in September 2022. <i>iCare</i> is BDCFTs innovation support channel that is part of the Care Trust Way. At the meeting on 8<sup>th</sup> September, 5 short videos will be played and shared where the staff who have taken part in the programme will offer an insight in to their <i>iCare</i> journey as of April 2022.</p>		
Do the recommendations in this paper have any impact upon the requirements of the protected groups identified by the Equality Act?	<p><b>State below 'Yes' or 'No'</b></p> <p><b>No</b></p>	If yes please set out what action has been taken to address this in your paper

Recommendation
<p>The Board of Directors is asked to:</p> <ul style="list-style-type: none"> <li>• Note the progress made on this initiative in the last 12 months</li> <li>• Comment on the approach taken and the individual video stories (that will be presented)</li> <li>• Offer any advice to be considered in the next round of <i>iCare</i> Innovation Awards in 2022</li> </ul>

<b>Strategic vision</b>				
Please mark those that apply with an X				
Providing excellent quality services and seamless access	Creating the best place to work	Supporting people to live to their fullest potential	Financial sustainability growth and innovation	Governance and well-led
X	X	X	X	X

<b>Care Quality Commission domains</b>				
Please mark those that apply with an X				
Safe	Effective	Responsive	Caring	Well Led
				X

<b>Relationship to the Board Assurance Framework (BAF)</b>	<p>The work contained with this report links to the following strategic risk(s) as identified in the BAF:</p> <ul style="list-style-type: none"> <li>Strategic Objective 2: Prioritising our people, ensuring they have the tools, skills and right environment to be effective leaders within a culture that is open, compassionate, improvement-focused and inclusive</li> <li>Strategic Objective 3: Maximising the potential of services to deliver outstanding care to our communities</li> </ul>
<b>Links to the Strategic Organisational Risk Register (SORR)</b>	<p>The work contained with this report links to the following corporate risk(s) as identified in the SORR:</p> <ul style="list-style-type: none"> <li>Not applicable</li> </ul>
<b>Compliance and regulatory implications</b>	<p>The following compliance and regulatory implications have been identified as a result of the work outlined in this report:</p> <ul style="list-style-type: none"> <li>Not applicable</li> </ul>

## **Meeting of the Board of Directors - Private**

**8th September 2022**

### **Learning from your Stories – Staff Story iCare Innovation Awards**

#### **1 Purpose**

In 2021 launched Innovation Quest which set out a new and exciting approach to innovation in BDCFT focusing on a range of education and training events and development opportunities and harnessed support for and interest in innovation across the Trust. For the first time our new competition – the Innovation Awards – made available small funding allocations of up to £2,000 to develop, run, experiment or pilot innovative projects which supported delivery of the Trust’s strategic objectives in 2021/22.

We were interested in funding ideas and projects that could make a positive change at the Trust and have the potential to impact the wider healthcare sector in mental health and/or community services provision – be that for service users, patients, carers, staff or even our stakeholders. The programme was purposefully open and flexible to support engagement with the scheme.

Our ‘Innovation Panel’ made up of key Executive and Senior Management Leads with expertise in improvement, innovation and research respectively, mad awarding decision on applications for Innovation Awards in September 2021. This report summarises what ideas were supported and mentions what is planned next.

#### **2 Outcome**

From October 2021 through to March 2022 the ‘winning projects’ that were developed and commenced implementation were:

**Coping Skills Group – Joanne Frankland, Senior Psychological Therapist, Adult Mental Health**

Project aims to engage people at risk of crisis in a digital intervention through the loaning of IT devices. Service users who have no access to smart phones/tablets and the internet are being targeted so that clients within our Intensive Home Treatment Service have access to much needed psychological interventions via online groups.

**CAMHS Voluntary Peer Support, Kehksha Azam, Assistant Psychologist**

Recruitment and training of four volunteer peer support workers in Child and Adolescent Mental Health Services. The peer support workers will run groups with young people within CAMHS, providing insight to our service users experiences and opportunities to influence service development and clinical practice.

**Effective Learning Environments, Speech and Language Therapist**

Project focusing on expanding clinical placement capacity with speech and language therapy using new technology. Using Hololens, a virtual reality headset the aim is to enhance the student experience, increase student numbers and enhance clinical learning within the team.

**Life Skills – Rachel Jones, Therapeutic Volunteer Coordinator, Adult Mental Health**

Design and print of a prototype of Life Skills resources that enable service users with mental health problems increase their independence in readiness for discharge. Development of the resources has been co-produced with service users and provides a baseline for future work around the development of a digital offer. This is a bespoke tool for BDCFT service users.

**Virtual Tour Films – Chris North, Dementia Lead and Stephen Simpson, Autism Lead**

Creation of a virtual tour for the older people's memory assessment service at Westbourne Green Health Centre and the BANDS team/CMHT at Horton Park. Patients will be able to access the video to give them a clear idea of what to expect when attending appointments. The idea has been informed by clinical knowledge about how patients with dementia and autism struggle with new environments and has been developed in collaboration with the Society for Neurodiversity.

A short summary videos for each staff story relating to their iCare journey will be presented at the Board Meeting on 8<sup>th</sup> September 2022.

### 3 What's next?

Following completion of the initial 6-month development cycle and supervision that was offered, all participants will regroup in October 2022 to undertake a 6-month post programme check-in to offer additional support and guidance as might be needed.

Following a presentation of the iCare Innovation Awards to the Senior Leadership Team in June, there was widespread support to run the programme again and would form an essential part of the People Plan as a cross-organisational approach to support innovation.

Following feedback and consultation, we are excited to report that, for the Innovation Awards in 2022/23 we will be collaborating with our colleagues at the Better Lives Charity, the BDCFT Research & Development Team and the Bradford District and Craven Innovation Hub to offer a more flexible and supportive programme.

Up to £20,000 will be made available this coming year to support individual or team-led innovative ideas that link to the Trust's strategic objectives for 2022/23. We will be looking for ideas that can focus on improving a process, scaling up existing work, growing and extending influence outside BDCFT or developing good evidence-based practice. The Awards open on 5<sup>th</sup> September 2022 and awards will be made and announced by end of October 2022.

**Farhan Rafiq**  
**Head of Business Development & Innovation**  
**24<sup>th</sup> August 2022**