



WINTER 2022 LONDON PPN NEWSLETTER

Welcome to all PPN network members!



As 2022 draws to a calendar close, we are sending **SEASON'S GREETINGS** from the London PPN and taking stock of a year full of activity across the psychological professions, and sharing some dates of events to look out for early in the new year!

Celebrating the Psychological Professions Week Conference in 2022

Thank you to all those who were able to attend the sessions of this year's Psychological Professions Week. Over the week, colleagues presented from all over the country, with support from our growing team of Experts by Experience throughout the week.

For those who missed the sessions, being registered, via [PPN \(ppweek22.com\)](https://ppweek22.com), will provide you access to the recordings. The following sessions are all available for review:

- Next Steps for the Psychological Professions - Realising Our Vision
- Experts by Experience (EBE) in the Psychological Professions - Adding Value and Transforming Lives
- What can the Psychological Professions Networks do for me, and What can I do for the Psychological Professions Network (PPN)?
- Reflecting On Equality and Diversity in The Psychological Professions
- Progressing Your Career in The Psychological Professions
- Showcasing Alternative Career Routes: Experiences of The New Psychological Practitioner Roles
- Where Next for Psychological Practice in Physical Healthcare?

In London there were two additional events: a review of the Aspiring Psychologists Programme in the Capital (with five Trusts – Barnet Enfield and Haringey Mental Health Trust (BEH), Central & North West London NHS Foundation Trust, (CNWL), North East London NHS Foundation Trust (NELFT), South London and Maudsley Foundation Trust, (SLAM), South West London & St George's NHS Mental Health (SWLSTG) and West London NHS Trust (WLT), presenting) and some workforce data on the impact CAPS roles with the London team. Additionally, CNWL hosted a fantastic event, featuring many psychological professions describing their roles and an interview between Ryan Kemp and Charlotte Benjamin, Chief Medical Officer (CMO) for the North West London (NWL) Integrated Care System (ICS) Board.

If you would like access to reviews of these presentations, please get in contact (email below).

HEE Funding Allocation Update end of 2022:

A summary of the recent funding allocations across London for the three workforce development programmes is presented below:

- Clinical Neuropsychology Training Funding Offer
- Paid Clinical Work Experience Opportunities for Disadvantaged Aspiring Clinical Psychologists
- Mentoring Scheme for Ethnic Minority Aspiring Leaders in the Psychological Professions

Bids for each programme were invited from NHS organisations, jointly reviewed by (local and national) Health Education England teams, and available places for London have been allocated as follows:

Clinical Neuropsychology Training Funding Offer for 2022/23

Five trusts in London submitted bids, with a total request of **15 places**: Ten for the Knowledge Component and five for the Practice Component. The available **six** places were awarded in the region. For **Knowledge** training: ELFT, University College Hospital, London (UCLH) and CNWL were successful; for **Practice**: London North West Hospital (LNWH), UCLH and SLAM. HEE will arrange funding to these organisations who will apply directly to the Education providers.

Paid Clinical Work Experience Opportunities for Disadvantaged Aspiring Clinical Psychologists

The London Region was awarded over £1M for this scheme: seven Trusts submitted bids requesting **85 places**. Compared to last year, this scheme will include higher numbers of placements than ever previously: CNWL (10); NEFT (28); SLAM (10); SWLST (15); WLT (12) and Southwark Children's Social Care (2). There is additional funding from HEE for an Assistant Psychologist fixed term to support a London-based charity who work on an EDI agenda, increasing access for Muslims in the capital to therapy resources.

Mentoring Scheme for Ethnic Minority Aspiring Leaders in the Psychological Professions

The funding for this scheme this year was smaller than last: seven Trusts submitted bids. The following Trusts/organisations were successful with at least one mentorship: BEH, CNWL, NELFT, SLAM, SWLSGT and WLT. A total of 91 places were requested, with **17 commissioned**, totalling £36,100.



Clinical Associates in Psychology (CAPs):

WINNERS: 'HSJ Workforce Initiative of the Year' Award



Enormous congratulations to this amazing team at East London NHS Foundation Trust (ELFT), alongside Essex Partnership University NHS Foundation Trust and Sheffield Health and Social Care NHS Foundation, for WINNING the **Workforce Initiative of the Year accolade at the Health Service Journal Awards** for their work in developing the CAPs role. The Trust has been involved as one of the pilot sites for the apprenticeship scheme. Congratulations to all those involved!



The event was hosted by David Walliams, and **Dr Ravi Rana (Director of Therapies & CAPS Trailblazer team)** is pictured centrally with her thumbs up surrounded by members of the team, who include: **Brian Sreenan (Eating Disorders); Danielle D’Mello (Maternity & Ocean programme); Kellie Gordon (A&E)** and **Sharen Hayre (Diabetes management)**. This award brings huge recognition to the psychological professions: the Director of Development and Employment at NHS Employers has requested permission to feature the CAPs on their website in order to promote the role nationally.

A last chance to have your say on the IAPT Brand Refresh

The Improving Access to Psychological Therapies (IAPT) programme started in October 2008 with the ambition to provide NICE recommended psychological therapy for people struggling with anxiety and depression. **IAPT is now one the flagship programmes of the NHS Long Term Plan, with more than 1.2 million people accessing its services in 2021/22**, however the IAPT brand has become a barrier to access, with the public struggling to understand the acronym. A brand refresh has been a long standing discussion for the programme that started a number of years ago, when the NHS England campaign team worked with an agency to commission the first ‘IAPT’ name options.

On that basis NHS England and Health Educational England National IAPT Programme Teams are commencing a final period of engagement with our stakeholders on the new name for IAPT services, and associated messaging.

How you can get involved:

- We have launched an **online survey** to gather views on the proposed elements of the brand refresh and to understand potential implications at a local level. To complete the survey, please follow this [link](#). The survey takes just a couple of minutes to complete and is open from 1 November 2022 to **16 December 2022**.
- The NHS England and Health Educational England National IAPT Programme Teams are also utilising existing meetings and forums throughout November and December to engage with key stakeholders. For further information, please don't hesitate to contact the team on England.MentalHealth@nhs.net

Alongside the engagement outlined, the programme teams have also commissioned three public-facing focus groups, representative of our population and who have no prior knowledge of IAPT services.

Delivery of Psychological Therapies in Community mental health teams:

Baseline Survey 2022-23

Please find below some information on the community mental health baseline survey. This has been developed to [help us understand levels of access to evidence-based psychological therapies for working age and older adults being supported within community mental health services](#). Data will help to inform national investment in psychological therapies for severe mental health problems, as well as support local discussions and planning.

There are two levels to the survey this year – one to be completed by team leads (or the lead for psychological professions in each team), and a second practitioner level survey. You can access the surveys via the links below:

- [Team Survey](#)
- [Practitioner Survey](#)
- Both surveys are also available via [FutureNHS](#)

The surveys will be launched today and shared with CPPOs to pass on to teams. Please could you engage with CPPOs to encourage completion so we can build a more complete picture.

What is the scope of the survey?

In scope: Adult and MHSOP CMHTs, Recovery Teams, Eating Disorder Services, Community Rehab Teams, Psychological Therapy Teams and Primary Care based Mental Health Services (offering support to those with SMI).

Out of scope: EIP (as data is collected separately), children and young people, acute, perinatal, crisis, organic, assertive outreach, neurodiversity and IAPT services.

How will you know if teams have completed the survey?

We will be sending regular summaries of response rates to all CPPO's via the PPN so you will know when Teams have submitted their response.

There is supporting material that will help complete the survey:

- **FAQs** - The baseline survey can generate numerous queries and questions. This document aims to address FAQs received from stakeholders.
- **PDF versions of both surveys** – both the Team and Practitioner Survey are available to view via PDF.
- **Survey guidance** – A guidance document is available to support successful completion of both of the surveys which provides further information and links to relevant resources. Including:
 - Therapy competency requirements
 - Therapy training requirements
 - Therapy accreditation and certification details

The timelines are as follows:

- 06 December 2022 – National team share survey links and supporting document with *regional leads and CPPOs*
- 06 December 2022-27 January 2023 – Teams and Practitioners complete the surveys
- **27 January 2023 – surveys close**
- February/March – analysis/results reports produced and shared with regional leads and CPPO's.

Please don't hesitate to the team via england.adultmh@nhs.net if you have any questions or queries.

National Menopause Workforce Guidance

The national retention programme has developed [menopause workforce guidance](#) aimed at line managers and colleagues experiencing menopause.

The NHS employs over 1.3 million people and around 1 million of these people are women. Three in five of those experiencing menopausal symptoms say it has a negative impact on their work, so it is essential that the right support is in place.

The guidance covers advice on how to record menopause related absence, as well as practical tips for line managers on the benefits of having regular health and wellbeing conversations with their teams.

Bloody Good Employers - menstrual equity within the NHS

Bloody Good Employers is a bold, person-centred HR initiative aimed at creating better, safer workplaces for people who menstruate and everyone else! They are on a mission to create long-term positive change by normalising menstruation in our workplaces and support everyone who menstruates at work. BGE are already working with forward-thinking NHS Trusts like Barnet Enfield and Haringey Mental Health Trust to improve their communications, culture, and policies to ultimately improve the lives of employees across Trusts. Find out more [here](#)

Supporting a(nother) good cause this season:

Fundraising for LDN's Air Ambulance doing the **Action Challenge Winter Walk in aid of London Air Ambulance**, walking a full Marathon on Jan 29th come rain, hail or snow. (And definitely wearing a bobble hat!)

You can find out more and donate via this link:

<https://www.justgiving.com/fundraising/andiejohnsonhse>

As a charity, LAA relies on our generous support to keep the service running. The funds raised will be used across the charity, where it is needed most, including supporting their appeal to raise £15million to replace the two helicopters. LAA provides around the clock advanced trauma care to the 10 million people who live, work and commute within the M25. The service provides advanced medical care to critically injured people at the scene of the incident, by delivering a Senior Trauma Doctor and a specially trained Paramedic all of which would not be possible without your help.



Return to Practice: contact point

Natasha Pisarski is our Return to Practice National Programme Lead: Health and Care Professions Council (HCPC) at Health Education England. The HEE Return to Practice Share Point site is (only) accessible by returners on the programme so that they have a point of contact in their region if they are struggling to get supervised practice experience as part of their return to practice journey, as their local connections would be very valuable to a returner. Do get in contact if you want to discuss this.

Equality, Diversity, Inclusion & Belonging in Forensic Psychology

For those wishing to challenge inequality, understand diversity, and make their practices more inclusive, a number of events, papers and other resources from around the British Psychological Society (BPS) (and beyond) may be of interest. This is a new section of the newsletter, and feedback is welcomed:

MemberNetworkServices@bps.org.uk

FAO Division of Forensic Psychology Committee.

Other Training, CoPs, Events & Opportunities

The HALT (Homicide Abuse Learning Together) research group are hosting the "Gender-based Violence Seminar Series: Focus on Domestic Homicide". There are four webinars planned as part of this series – two have passed and two are upcoming in December. Below are the details of the two upcoming webinars:

- Intimate partner homicide-suicide: an exploration of characteristics and contexts using domestic homicide reviews (England and Wales) - (Dr Vicky Baker, Manchester Metropolitan University). Tuesday 13th December 4-5 p.m. Click [here](#) to sign up.

The Public Policy Exchange is hosting a webinar on "Student Sexual Health and Wellbeing: Supporting Students in Education, from Student Sex Workers to Sex Education to Sexual Harassment". The webinar will take place on the **19th January 2023 from 9.30am-1pm**. To find out more and register your attendance click [here](#).

Our **Community of Practice (CoP) for Trauma Informed Care (TIC)** has launched a survey to review how services are getting on with the TIC journey. The London Safety in Mental Health Settings project is a learning and improvement collaborative which aims to reduce incidents of violence and aggression in adult PICUs and acute in-patient wards and improve safety for all. The collaborative has been funded by NHS E/I and Health Education England.

Building on project work over the last three years, the project is offering a series of four half-day virtual leadership webinars focused on strengthening safety in mental health services. The webinars are available to leaders from all of London's mental health Trusts:



Webinar 1 – Tuesday 14 February

'As leaders, how do we know services are safe?'

This webinar will be focused on:

- How leaders can apply the Health Foundation's Measurement and Monitoring of Safety Framework to gain insights into past, present, and future harm
- Broadening our understanding of harm – considering psychological harm, dehumanisation, moral injury etc.
- Using appreciative inquiry to explore what quantitative and qualitative safety information is telling us about levels of safety.

Webinar 2 – Tuesday 14 March

'Adopting a trauma informed approach to enhance safety culture'

This webinar will be focused on:

- An introduction to trauma informed approach including a lived experience perspective
- Examples of adoption within services and across organisation
- Exploration of the leadership role in developing a trauma informed approach
- Sharing useful tools and resources

Webinar 3 – Tuesday 18 April

'Improving safety through relational security and the See Think Act Framework'

This webinar will be focused on:

- An introduction to relational security and the See Think Act framework, including learning from serious incidents

- A lived experience perspective on relational security
- Examples of applying the See Think Act Framework within services and across an organisation
- Exploration of the leadership role - opportunities and challenges
- Sharing useful tools and resources

Webinar 4 – Monday 24 April

‘Vital voices: staff wellbeing, and building inclusive and open cultures’

This webinar will be focused on:

- An introduction to the research literature and implications related to staff team and organisation cultures, including learning from when things go wrong (Safety I) and when things go well (Safety II)
- Sharing experiences and perspectives on staff wellbeing and staff engagement
- Thinking about the impact of violence and aggression on staff and post-incident support
- Exploration of the leadership role in fostering and enabling open trusting and inclusive cultures
- Sharing useful tools and resources

Who are these webinars for ?

These leadership webinars are for service and clinical directors, service managers, clinical leads, matrons, and ward/team leaders whose roles include oversight of inpatient and community mental health services in any London mental health trust. We also welcome colleagues in corporate or educational leadership roles and we are keen to ensure a multi-professional mix of leaders within the programme. Trusts may also wish to nominate colleagues with lived experience roles. We will be involving lived experience colleagues in co-delivery of the webinars.

Our Safety in Mental Health Settings project workspace can be found at <https://future.nhs.uk/LondonSafetyMH/grouphome> - if you have an NHS email address you can register directly on this web page.

Emails requesting access should be directed to networksinfo@nhselect.org.uk

Launching London’s **Psycho-oncology Equality, Diversity & Inclusion Community of Practice:**

What is it? Led by Dr Sahil Suleman (Lead for Macmillan Cancer Psychological Support (CaPS) Team, Cancer Services (SNCT) and Department of Neuropsychology & Clinical Health Psychology, St Georges, and & Dr Justin Grayer, Head of Psychological Services for Adult Patients and Staff at the Royal Marsden, this is an opportunity to bring people together to explore equality, diversity and inclusion within psycho-oncology.

A group of colleagues in London are really keen for people to share experiences of what has and hasn't worked in their local areas and to ask questions about Equality Diversity & Inclusion (EDI). The community of practice is not about anyone being positioned as having done things 'correctly' or anyone having the 'answers'. We hope to create a space that will feel safe enough for people that they can be brave enough to share their thoughts/ ideas.

Who is it for? Anyone working in psycho-oncology, whether it is in an academic/ clinical/ policy role, across professional groups (e.g. mental health nurses, psychiatrists, psychological practitioners, social workers...), across settings (e.g. NHS, 3rd Sector, Private Care...)

When is it? We are currently planning quarterly meetings for an hour. The first meeting will be on **Thursday 12th January 2023 at 4-5pm** – please email the LondonPPN (email address below) if you are interested

PPN Membership

The Psychological Professions Network brings together all psychological professionals working in NHS commissioned services and associated higher education institutions, as well as other key stakeholders, in regional multi-professional networks across England.

Keep up to date with regional and national psychological professions news, events and current issues through a regular newsletter and the Psychological Professions Network website. London will host an (second year) update event on **31st January 2023 – SAVE THE DATE** – a link will be shared in the new year!

Influence workforce development and contribute to decision making on current and future policy and service development at regional and national level. We would **value your view/reflections on a forthcoming National PPN EDI position statement**; more on this in the new year. Registration to the network is free: [PPN - How To Become a Member](#)

Do you have any stories to share?

We are keen to hear about any work and/or networking initiatives which support our drive to raise awareness and expand the psychological professions workforce! If you would like to get in touch or be included in our next newsletter please contact us at our *new PPN London team email*:

wlm-tr.ppnlondon@nhs.net

If you prefer, you can also get in touch with us via our twitter page [@LondonPPN](#) and give us a follow for more regular updates about the work we are doing. Also, if you want some of your work to be seen by our team, don't forget to tag us for a re-tweet **#LondonPPN!**

