

PWYLLGOR CRONFA ELUSENNOL CHARITABLE FUNDS COMMITTEE

DYDDIAD Y CYFARFOD: DATE OF MEETING:	26 September 2023
TEITL YR ADRODDIAD: TITLE OF REPORT:	Creative Activities for Staff Wellbeing – Arts in Health
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Mandy Rayani, Director of Nursing, Quality and Patient Experience
SWYDDOG ADRODD: REPORTING OFFICER:	Louise O'Connor, Assistant Director (Legal and Patient Support) Kathryn Lambert, Arts in Health Coordinator

Pwrpas yr Adroddiad (dewiswch fel yn addas)

Purpose of the Report (select as appropriate)

Ar Gyfer Penderfyniad/For Decision

ADRODDIAD SCAA SBAR REPORT

Sefyllfa / Situation

This report sets out proposals to continue and extend the provision of creative activities for staff wellbeing at Hywel Dda to build upon:

- the growing evidence base that demonstrates that the arts have an important role to play in our health and wellbeing,
- the findings and feedback from the successful delivery of Hywel Dda's pilot programme of creative activities for staff wellbeing (2021-2023, funded by NHS Charities Together),
- Hywel Dda's forthcoming Arts & Health Charter the Health Board's emerging vision 'to put creativity at the heart of healthcare',
- findings and recommendations from the recent staff wellbeing needs survey (prepared by the staff psychological wellbeing service, June 2023),
- the accepted evidence base that demonstrates that improved staff wellbeing is linked to improved patient outcomes.

A vibrant, accessible and diverse 2-year programme of creative activities for staff wellbeing has been designed to support the Health Board to deliver its plans for staff wellbeing. The programme aligns with current Hywel Dda staff workforce and wellbeing Strategies and provides an added value approach by demonstrating that the Health Board cares, listens to and acts and will go above and beyond in the best interests and welfare of its staff.

We are still at the start of our Arts & Health journey at Hywel Dda. Many other health boards or trusts deliver this provision for staff across the UK. However, due to economic pressures on the Welsh NHS, these activities reflect an above and beyond approach to staff wellbeing at Hywel Dda.

The Charitable Funds Committee is asked to note the Creative Activities for Staff Wellbeing proposal and to approve an application for £35,000 of charitable funding to support the cost of the provision over 2 years.

Cefndir / Background

Hywel Dda Arts & Health Team has successfully delivered a 2-year pilot programme of creative activities for staff wellbeing that has begun to show that the arts have an important role to play in staff wellbeing, staff retention, healthy working cultures and patient care. The programme has highlighted great potential for creative activities for staff wellbeing to provide support for staff.

Since October 2021, Hywel Dda staff have had access to over 63 creative activity workshops and activities with nearly 1500 members of staff benefitting. Hywel Dda's Creative Collective has over 150 members who regularly receive invitations to creative activity provision. All feedback has been positive, with staff taking part from a wide range of professional groups and geographies.

According to the Staff Wellbeing Needs Survey, 15.1% of staff are already aware of the creative activities for staff wellbeing offer as a key aspect of sustaining wellbeing at work.

According to the Workforce Directorate, Hywel Dda has seen an increase in staff retention in the last year up to 9.4% from 8% the previous year and according to data shared by the Nursing Retention Group, during the 12 months up to March 2023, our nursing and midwifery turnover across the Health Board reduced by 1.67% and up to June 2023 it continued to reduce by 1.83%.

Although we cannot directly make a link between these figures and the creative provision for staff, we believe that the creative activities provision has helped contribute to a culture change across the Health Board, in which staff are being encouraged to bring their whole selves (including their creativity) to work, leading to improvements in staff retention.

Our key findings of delivery to date have shown that overall:

- The programme meets a gap in provision for staff wellbeing, highlighting great need and opportunity,
- Developing an accessible, high quality, safe and diverse provision of choices is complex, sensitive and resource hungry,
- Regular, ongoing, sustainable and accessible provision needs to be offered to staff to enable new routines,
- A change in working culture is needed with creative activities being able to help to promote the role of healthy break taking, cultures of care and kindness and creative coping skills in a fun, unique and engaging ways,
- The practicalities of artists, space, online, access, communications are all important - Ensuring the right offer is available as and when it's needed, is paramount.

Feedback from staff has also shown:

"Shifting to a positive mindset can have knock on effects throughout your life."

"Lovely doing an activity and being part of the NHS outside of work."

"Good to calm down and reflect when we don't get time to."

"A negative mindset can easily become the default setting for the brain, and any activity which helps to override this is a real 'must' in my opinion."

“The workshops have been a tremendous help to me this year and I am very grateful to you and all the creators that have taken time.”

“I’ve been thinking about it, and I think the most memorable thing was knowing that I work for a company that cares for staff and presents activities such as these to help with good mental wellbeing.”

“I can recommend to people that we support as well as the unpaid carers or those receiving therapeutic treatment.”

“Feel more relaxed so perform better at work.”

What next?

Hywel Dda Arts in Health Team plan to consolidate and deliver a further 2 years (October 2023 – October 2025) of creative activities for staff wellbeing. This provision is above and beyond the core work of the Hywel Dda Workforce Directorate.

The proposed programme will enable staff to be able to access kind, compassionate, safe and welcoming creative opportunities together, on their own and as part of their team to improve staff wellbeing.

Nothing else like this is available to Hywel Dda staff and the offer of creative activities for staff wellbeing will help to demonstrate the added value the health board places on staff wellbeing.

In addition, the programme helps to encourage prioritising time for self-care, healthy break taking and developing creative coping skills for life, which in turn improves staff wellbeing, morale, team dynamics and contributes to better patient care. We want to Support the OD Team in the vision to develop a compassionate culture where our staff are at the centre.

The programme also helps to demonstrate to staff the value of arts in health which may help staff to better articulate and motivate their own patients to take up similar activities.

Aims and objectives of the creative activities for staff wellbeing programme:

- Improve staff wellbeing through the provision of a vibrant, diverse and accessible programme of creative activities as a key and unique component of Hywel Dda’s wide range of services and resources available in Hywel Dda to support staff health and wellbeing.
- Improve patient care – by enabling staff to ‘feel good and function well’ – ensuring the best outcomes for our patients.
- Contribute to staff retention & cultural change across the Health Board whereby staff have ‘more good days at work’ and are encouraged to bring their whole selves to work (including their creativity).
- Help the Health Board to achieve a culture change in self-care, healthy break taking and supporting staff in building new habits and creative coping skills.
- Demonstrate that the health board cares, listens to and acts in the best interests of its staff and staff welfare (using a ‘you said, we did’ model)
- Support the Health Board in its vision to achieve a ‘Healthier Mid and West Wales’ by demonstrating/showcasing an approach to Living Well – empowering Hywel Dda staff to take personal responsibility for their own health and wellbeing and delivering on our strategic objective to 1) Putting people at the heart of everything we do.

We will:

- Promote choice, offering a wide range of activities in different artforms, on different days at different times by different artists, makers, musicians, writers and arts partners.
- Deliver a vibrant, regular, accessible and effective creative activities for staff wellbeing programme to capitalise on the power of the arts to help to improve staff wellbeing.
- Collaborate with Workforce and Organisational Development (W&OD) and Staff psychological Wellbeing (SPWB) colleagues, other staff teams and staff networks to ensure provision of/access to a wide range of choices of appropriate, safe, high quality, kind and compassionate creative opportunities for staff.
- Work with artists - providing a wide range of creative activities to do together, on your own, in your team led by professional artists, makers, writers, musicians, dancers and singers etc at different times and days to suit different needs.
- Evaluate the impact of the programme on staff and patient care.
- Design the programme based on the **6 Ways to Wellbeing Model** (outlined on page 4).

Alignment with Hywel Dda Workforce and Wellbeing Strategies:

We will deliver a programme of work aligned to current strategies around staff workforce and wellbeing as described above and align with staff psychological wellbeing objectives following their recent Staff Wellbeing Needs Survey as follows:

Key Objective/the me	Staff psychological Wellbeing Objective	Arts & Health Objective
Raising Awareness	To continue to raise awareness across all areas and staff groups of the range of services and resources that are available to support mental health and wellbeing at work	Wide ranging promotion of the programme that seeks to change the culture to enable and encourage staff to take part.
Rest & Recovery	To create a culture across Hywel Dda in which taking good breaks is prioritised, supported and enabled	Provide programmes of work that encourage healthy break taking – eg Creative Collective Breakfast Club and Brave Breaks & Kind Minds
Mental Health Check ins	To promote wellbeing check-ins (awareness raising, building skill) as a means of picking up early warning signs	Continue to use wellbeing check-ins as part of delivery model. Identify a way forward for staff with early warning signs in conjunction with the Staff Psychological service.
Tackling Stigma	To create a culture in Hywel Dda in which saying you are struggling and asking for emotional support is normalised and a safe thing to do	Programme content and activities that help staff to share emotional moments and be guided by artists and their unique perspectives. Bring creative coping skills out into the open.
System Solutions	To support the underlying workplace conditions in teams that enable good mental health and the experience of good work	Support the work of the Organisational Development Team in its vision to develop a compassionate culture where our staff are at the centre, with the provision of creative activities for staff wellbeing that

		encourages staff to bring their whole 'authentic' selves to work.
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The Creative Activities for Staff Wellbeing Programme will provide an above and beyond approach to the Health Boards provision for staff wellbeing.

It will

- support the delivery of the vision of the Health Board's forthcoming Arts & Health Charter 'to put creativity at the heart of healthcare' by "mainstreaming the arts within healthcare".
- be developed in line with our new Arts & Health Principles and deliver upon the priority to improve healthcare staff wellbeing.
- dovetail with Hywel Dda Staff Psychological Wellbeing Team's Service Objectives and Organisational Development Objectives 2022/23 for 'More good days at work'.
- align with Hywel Dda's forthcoming Discovery Report 2 (Why staff chose to stay with Us) – Being an Employer of Choice and aims to improve staff retention rates.
- align with Hywel Dda Health Board priorities:
 - Healthier Mid and West Wales – Starting Well, Living Well, Ageing Well
 - IMTP - Integrated Medium-Term Plan and strategic objective 1 "Putting people at the heart of everything we do".
 - Health Board Values.
 - Respond to the findings of Hywel Dda's recent Staff Wellbeing Needs Survey (Prepared for the People, Organisational Development and Culture Committee (PODCC) on 19 June 2023).

The programme would also allow further testing of the potential for arts & health/creative activities for staff wellbeing to form a core component of Hywel Dda's offer to support staff health and wellbeing.

Asesiad / Assessment

We will aim to develop and deliver a programme of a minimum of 50 creative activities for staff wellbeing reaching over 2000 members of Hywel Dda staff over 2 years.

With a regular programme of creative activities to do together, on your own, in/for/with your team, online, outside & inside.

We will devise and develop a programme of creative activities that staff can access on demand, via a menu of choices and co-created with staff.

The programme will continue to be run by Hywel Dda's Arts & Health Team and Coordinator. Now with a full time Administrator, the arts and health team have greater capacity to deliver this programme as part of a wider programme of work. Support from other teams to deliver and administer elements of the programme will also be sought.

The programme will be developed and delivered in a safe and effective manner, based on local needs, engagement and interest.

Due consideration will be given to the promotion of choice – including a range of timings, artforms and models on offer, safeguarding and staff care.

Accessibility, diversity and the Welsh language will be fully considered in the programme's development.

Artist recruitment, briefing and induction, work with arts partners, venues and settings will also form part of our plans.

We will develop the programme based on the new **6 Ways to Wellbeing Model** ([6 ways of wellbeing | Mental Health Resource](#)) with:

1. **Connect** - Create opportunities for staff to come together and share unique creative and kind moments – eg Creative Collective and Hywel Dda Singing Bursaries.
2. **Be active** - Deliver programmes that encourage staff to get up and active - Connect art with nature and movement.
3. **Take notice** - Art is about looking/observation/taking notice, taking care. Develop creative and mindful activities on themes of care, kindness, hope and compassion.
4. **Keep Learning** - Provide staff with opportunities to try new things, learn new skills, take up new hobbies.
5. **Give** - Encourage staff to share with others, give positive feedback to their peers, run their own groups, share their creativity & Promote Arts & Health Volunteering opportunities.
6. **Care for the planet** – Provide creative opportunities for staff to connect thoughtfully with nature, inspiring staff through creativity & nature to make small steps to a greener life.

Budget/Costs

Within the 2-year funding period, it is our aim to capture the findings and best understand the impact on staff wellbeing and patient care through a coherent and well evaluated programme. This approach forms part of the Health Boards emerging vision to put creativity at the heart of healthcare.

By the end of the 2-year programme produce a report which helps to demonstrate the impact of the work on staff wellbeing and patient care and helps find a way to sustain the provision that is not reliant on charitable funds. Our Arts & Health work programme for 2024/25 will include the development of a sustainable funding plan for Arts & Health and the findings of this project will help to inform this work. The funding plan will be developed in conjunction with the Head of Hywel Dda Charities and representatives from the Finance Directorate.

We are requesting £35,000 worth of charitable funding. The Arts in Health Team will manage this budget flexibly and responsibly.

This means that the activities to be delivered using this budget will be planned on a quarterly basis in response to local needs. The approved budget of £35,000 will be monitored by the Arts in Health Coordinator, the Head of Hywel Dda Charities and Assistant Director (Legal and Patient Experience). This has worked well over the previous programme (funded by NHS CT) which has provided us with the ability to respond to need as and when it has arisen.

Hywel Dda will commission artists and musicians according to best practice in line with the new Arts & Health principles which will be set out within the Arts & Health Charter.

The Health Board will pay artists and musicians fairly, based on national accepted fair rates of pay for artists which are set by the Arts Council of Wales and Artist Newsletter at circa £250 per day depending on experience. Best practice means we need to pay for artist preparation, evaluation, materials and expenses. All expenditure will be in line with all Hywel Dda Procurement processes and financial procedures.

For example, in years 1 and 2 we spent circa £150 on a ½ hour workshop and £300 on a 1 hour workshop.

We would like to continue the following:

- Creative Collective – weekly workshops across the year in a wide range of artforms such as visual arts and crafts, storytelling, photography, creative writing etc.
- Activities to do as a team - Other bespoke project offers for teams, for example our Movement for Wellbeing workshops, Story Care & Share and Sand Art activities cost circa £1000 per workshop.
- Provision for staff wellbeing days/live music, these cost at least £150 for a solo performer to play.

Expenditure

		Per year	Over 2 years	Totals
Artist & Musician Fees and materials	£300 per session	£7500	X 50 weekly short sessions	£15,000
Bespoke projects to offer staff & teams	£3000 per project x 3	£9000	X 2 per year totalling 18 team workshops	£18,000
Evaluation	Commissioning of external evaluator		£2000	£2000
Total				£35,000

Evaluation

We have also included a fee for a creative evaluation partner to help us to evaluate the project. The Arts & Health Team will still be responsible for monitoring and collecting all the data and feedback and findings, although we would like to outsource the analysis, preparation of the report and expertise in connecting the findings with a better understanding of the wider impact from a human-centred perspective.

We will try to understand the effectiveness of creative activities on staff wellbeing and ultimately the impact it may have on patient care, staff wellbeing and staff retention.

We will work with support from the Head of Research, Innovation & Improvement to try to help us to understand the impact of this work and share the findings wider.

A human-centred mixed-methods approach will be used to evaluate the project with data gathered from a range of sources and based on the delivery of activities, together with observation and reflection.

We will measure and collect:

- Take up, sign up, attendance, drop-out rates, representation from professional groups.
- Evaluation Reports and feedback will be collected for all activities.
- Anecdotal data and staff quotes and feedback.

- Feedback reports from delivering artists.
- Observation and participation from the Arts & Health Team.

We will also work more closely with the Staff psychological wellbeing team to explore ways in which to best understand what works and test the most appropriate wellbeing measures and tools to monitor the impact on:

- Staff wellbeing
- Staff retention
- Barriers to take up
- Changes in routine
- Links/Improvements in patient care

This opportunity will allow us to document the impact and effectiveness of the creative activities to help accelerate our arts and health provision for our workforce.

We will invite a small group of staff who regularly take up the provision to act as case studies who we can monitor more closely and monitor change over time. **Availability and appropriateness of Charitable Funds**

It is proposed that the following charitable fund is used to support this request:

- T600 Support for Life Response Fund (balance: £174,360)

This funding application complies with the charitable fund eligibility criteria as follows:

- Staff benefit: Initiatives that promote staff wellbeing which demonstrate a clear improvement in the wellbeing of staff that translate to improved care to patients.

Argymhelliad / Recommendation

The Charitable Funds Committee is asked to note the Creative Activities for Staff Wellbeing Plans and to approve an application for £35,000 of charitable funding to support the cost of the provision.

Amcanion: (rhaid cwblhau)

Objectives: (must be completed)

Committee ToR Reference:

Cyfeirnod Cylch Gorchwyl y Pwyllgor:

4.22 The following expenditure types also require Charitable Funds Sub-Committee consideration and approval:

- Unusual or novel expenditure requests under £50,000.
- Overseas training requests including conferences and seminars requiring the attendance of participants outside of the UK.

	<ul style="list-style-type: none"> Higher award and academic studies for which significant benefit to the Health Board can be quantified through training and development objectives.
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Not Applicable
Parthau Ansawdd: Domains of Quality Quality and Engagement Act (sharepoint.com)	7. All apply
Galluogwyr Ansawdd: Enablers of Quality: Quality and Engagement Act (sharepoint.com)	2. Culture and valuing people 4. Learning, improvement and research
Amcanion Strategol y BIP: UHB Strategic Objectives:	1. Putting people at the heart of everything we do
Amcanion Cynllunio Planning Objectives	2a Staff health and wellbeing
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022	9. All HDdUHB Well-being Objectives apply

Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	<p>The Arts & Health work is built on a growing body of evidence which shows the benefits of the arts in healthcare.</p> <p>Hywel Dda have commissioned a film for health professionals which tells this story here https://heiw.nhs.wales/news/the-benefits-of-art-in-healthcare/</p> <p>There is a growing body of local, national and global evidence.</p>
Rhestr Termiau: Glossary of Terms:	Contained within the body of the report

Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Grŵp Cyfeirio Rhanddeiliaid: Parties / Committees consulted prior to Stakeholder Reference Group:	Arts in Health Steering Group Staff Psychological Wellbeing Service Organisational Workforce and Development Team Co-production - Working with a wide range of staff and artists
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Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	No current funds available to support a project of this nature hence a submission being made to the Charitable Funds Committee.
Ansawdd / Gofal Claf: Quality / Patient Care:	Patient experience will be enhanced as a result of the programme with overall care improved based on the accepted evidence base that demonstrates that improved staff wellbeing is linked to improved patient outcomes. Staff will be 'feeling good and functioning well'.
Gweithlu: Workforce:	Staff wellbeing will be improved through the access to creative activities that enable staff to have 'more good days at work' and to encourage staff to bring their whole selves to work (including their creativity).
Risg: Risk:	A risk assessment will be undertaken to ensure that any potential risks are mitigated before the establishment of the project and lessons learnt from the pilot programme.
Cyfreithiol: Legal:	Not applicable
Enw Da: Reputational:	Not applicable - As the programme directly benefits patients and NHS staff there is no likelihood of public/patient opposition.
Gyfrinachedd: Privacy:	We will follow Hywel Dda Privacy Policy to ensure that we protect staff data and identities at all times. We will not share staff data with any external agencies without express permission. We will always ensure that we gain consent from staff for any photography.

**Cydraddoldeb:
Equality:**

The programme will ensure that access is appropriate and equitable for all staff, through working closely with Hywel Dda Diversity and Inclusion Team and Staff Networks.