



November 2021



## Welcome to your November Membership Newsletter

Under the governments COVID-19 response, autumn and winter plan, COVID booster jabs are being offered to around 30 million people, including over 50s, younger adults with health conditions and frontline health and social care workers. Healthy 12-15 year olds are being offered a single dose and if you are still yet to receive your vaccine, we do encourage you all to get this as soon as possible.

Last year saw the roll out of the biggest NHS influenza vaccination programme event, with the aim of offering protection to as many eligible people as possible. Seasonal influenza and COVID-19 viruses have the potential to add even further pressure to the usual winter pressures faced by the NHS, particularly if infection waves from both viruses coincide. Influenza vaccination is therefore an important priority this autumn to reduce morbidity and mortality associated with influenza, and to reduce hospitalisation during a time when the NHS and social care may also be managing wider outbreaks of COVID-19.

To see if you are eligible for the flu jab please [click here](#)



## Guy Fawkes Night: 5th November

Guy Fawkes Night is annually held on 5th November, also known as Bonfire Night and marks the anniversary of the discovery of a plot organised by conspirators to blow up the Houses of Parliament in London in 1605.

Fireworks displays are exciting events for children and adults alike. The night sky bursts into a rainbow of colours accompanied by orchestra of pops, bangs and whistles. As fun as a display is, fireworks and bonfires must be treated with respect and care. It's important to have fun while keeping yourself and others safe – and look out for your pets too! It's a scary time for them and provides an excuse to cuddle them close and keep them safe.

Whatever you do this November whether its walking in the crisp autumnal leaves, visiting a bonfire event or Christmas shopping in the bustling shops, take care have fun and remember to stay safe.



## Remembrance Sunday: 14th November

Remembrance Sunday always falls on the second weekend of November, which means this year's memorial takes place on Sunday 14th November. A national opportunity to remember the service and sacrifice of all those that have defended our freedoms and protected our way of life. The reasons poppies are used to remember those who have given their lives in battle, is because they are the flowers which grew on the battlefields after World War One ended. The poppy should be worn with respect on the left side, over the heart.



## Sarah Troughton from our Veterans Service

In this period of remembrance, we consider especially the impact of the evacuation of Afghanistan on our armed forces veterans. What we expected and have already started to see in veterans' services is the impact being one of moral injury due to this event. A morally injurious event includes perpetrating, failing to prevent and bearing witness to acts that transgress one's own deeply held moral beliefs and expectations. This moral/ethical violation can result in lasting psychological, biological, spiritual, behavioural, and social impact. It is not a diagnosis but can compound conditions like Post Stress Traumatic Disorder (PSTD), and lead to depression, suicide and increased alcohol use.

The veterans of the Afghanistan conflict supported and empowered the people of Afghanistan (particularly the women) only to see them, because of this empowerment, become targets/victims of the Taliban. The veterans who previously deployed to Afghanistan may feel that they asked the population to trust them only for them to let them down when they needed it most.

These veterans also may have lost friends and suffered injuries in this conflict but had understood that this sacrifice happened while 'doing something good'. Now the good work they achieved appears to have been destroyed and they may feel that their efforts and losses have been for nothing. In addition, and because of the above, they feel betrayed, especially by those in authority, leading to further distress and disillusionment.

We know that moral injury is more likely to lead to psychiatric morbidity if events involve vulnerable people-children and women, civilians etc. and we know that the risk of suicide is higher if there is a sense of betrayal- both of these circumstances we see in the narrative of the Afghanistan evacuation.

The veterans of Afghanistan may not be the only ones affected by the Taliban victory as veterans of past conflicts might be re-traumatised too. These recent events may reignite similar feelings in older veterans with similar experiences in the past.

We must also not forget veterans of the future i.e., those involved in the conflict itself undoubtedly will have to deal with potential moral injuries from their own experiences such as not being able to prevent what is happening around them, thus the impact of this evacuation will resonate for some time to come.

As a Trust we aim to be there for those veterans who will need us. In CNTW we value the contribution of our armed forces and endeavour to provide the best services that we can for the veterans' population. We continue to support veterans with mental health issues through the work of the Transition Intervention and Liaison service. Also, more recently the work of the Integrated Care Systems- Suicide Prevention Programme has identified veterans as an at-risk group. Through this we are working across services to support and improve outcomes for veterans this includes supporting armed forces awareness and health training programmes, developing events including webinars e.g., Awareness through Remembrance on the 11th of November 2021, supporting the development veterans' addictions pathways and, looking towards research on veterans' health outcomes.

We also strive to support those veterans and reservists working in our Trust including through the Armed Forces Staff Network. This work has been recognised recently with CNTW being awarded silver by the Defence Employer Recognition Scheme.

We continue as a Trust to endeavour to commit to the Armed Forces Covenant - a promise by the nation ensuring that those who serve or who have served in the armed forces, and their families, are treated fairly.

We will remember them.



## Council of Governor Elections 2021

### Make a difference – become a Governor

This is an exciting opportunity to represent the interests of Foundation Trust members and partner organisations making sure that the views of the wider community are taken into account in developing our services.

We are now holding elections in the following constituencies:

- Carer: Adult Services (2 seats)
- Carer: Learning Disabilities and Autism Services (1 seat)
- Carer: Neuro-Disability Service (1 seat)
- Carer: Children and Young People's Service (1 seat)
- Service User: Learning Disability and Autism Services (1 seat)
- Service User: Neuro-Disability Service (1 seat)
- Public: Adult Services (1 seat)
- Public: Newcastle upon Tyne, rest of England and Wales (1 seats)
- Public: Northumberland (1 seat)
- Public: Sunderland (1 seat)
- Staff: Non-Clinical (1 seats)
- Staff: Clinical (1 seat)
- Staff: Medical (1 seat)

If you would like more information on how to apply to become a Governor, or would like to take about the role please email: [corporateaffairs@cntw.nhs.uk](mailto:corporateaffairs@cntw.nhs.uk). A nomination form to stand for election to these positions can be obtained [here](#) and can also be obtained from the Returning Officer in the following ways:

Telephone: 0208 899 9203  
 Email: [fnominationenquiries@cesvotes.com](mailto:fnominationenquiries@cesvotes.com)  
 Text: Text 2FT NW and your name and address to 8802  
 Post: Civica Election Services, The Election Centre, 33 Clarendon Road, London, N8 0NW

**Deadline for completed nomination applications is 5pm on Tuesday 9th November 2021**



## International Stress Awareness Week: 1 - 5 November 2021

Stress is something that all of us will experience, but there are ways to reduce the effects. On Stress Awareness week we want you not only learn about what can happen when our stress levels get too high – from mental health issues or making existing issues worse – but also how it affects people differently in their day-to-day lives, so they know if anything seems amiss with regards coping skills.

Millions of people in the UK experience stress and it is damaging to our health. For example, at some point last year 74% of people felt so stressed that they couldn't cope (Mental Health Foundation). Stress can be described as feeling under too much mental or emotional pressure – when this happens your body releases hormones such as adrenaline along with cortisol which can lead not only physical symptoms such as headaches or stomach pains but also emotional ones like anxiety attacks if left untreated.

### What is stress and why is it important?

Stress is your body's reaction to help you deal with pressure or threats. This is sometimes called a "fight or flight" response. Your stress hormone levels usually return to normal once the pressure or threat has passed.

A small amount of stress can be useful. It can motivate you to take action and get tasks completed. It can also make you feel alive and excited. But too much stress can cause negative effects such as a change in your mood, your body and relationship issues.

Stress is a response to demands on the body and life, a response to crisis and fears. If stress gets overwhelming it can cause other mental health problems, emotional exhaustion and physical illness and can impact on work, relationships, families, and every aspect of life. When someone is suffering from negative or overwhelming stress, they may not act or react normally in some situations, for example driving or in an argument, with disastrous consequences. The aim is to raise awareness, publicity and profile of stress and its impact, and reduce stigma while promoting the importance of well-being and stress reduction for individuals and organisations. Remember to, if you think someone may be suffering from stress, ask them if they're okay.....then ask them again! They may need your support.

For more information on international stress awareness click [here](#)



## New mural brightening up inpatient unit

Service users on a Northumberland inpatient unit have been getting creative to give their environment a new lease of life. Service users to Tyne Unit, a mental health and learning disability service at Northgate Hospital in Morpeth, have brightened up the ward by creating a mural in their courtyard.

Nurses from the unit approached the Trust's Art Hub Service to facilitate a creative project that would create a more welcoming and colourful space.

Service users and staff collaborated on the design and decided on a flora and fauna landscape for the mural. Over the course of three months, the group met every Monday with paints, palettes and pictures for inspiration to develop the artwork.

Eric Rothwell, artist within the Trust's Art Hub, said: "We were so fortunate in getting good weather each week which helped the project's progress. The development of the mural could be seen through the windows and corridors which was a source of conversation for everyone.

"The courtyard now looks much brighter, and we are confident that it will have a positive impact on the wellbeing of the people who see it. The project supported service users in gaining experience in different art approaches and served as an opportunity to communicate, express, and develop skills, and learn new ones. "Art helps encourage a sense of achievement and social inclusion for service users, as well as a focus for recovery."

A number of staff from different disciplines helped in the project including nursing assistants, sports staff, occupational therapists and students.

Tyne Unit delivers two separate services, a rehabilitation service for men with a learning disability and other complex needs and a service for men who present with mental health conditions who either have offended or displayed offending type behaviour. Both services provide treatment that is focused on recovery. The Art Hub works with mental health service users with learning disabilities. They participate in a range of activities from drawing and painting to sculpture, animation, creative writing and music.

Service user artwork has been on display in hospitals and galleries across the region and at exhibitions at Woodhorn Museum, BALTIC, Gateshead Library Gallery and London's South Bank Centre.



## Anti-Bullying Week 2021: One Kind Word

Bullying is a serious issue that affects many children, teenagers and adults.

One of the most important things we can do to fight bullying is to raise awareness about it among all people involved in this process – parents, teachers, and students. It's also crucial for everyone to know what they should do if they witness or experience bullying. Anti-Bullying Week is coordinated in England and Wales by the Anti-Bullying Alliance, an international organisation that aims to eliminate bullying from society. One of their main initiatives for this year's event has been Odd Socks Day on November 15th which was supported by CBBC star Andy Day with his band "Andy and The Odd socks."

Kindness has never been more important than right now. It's a time where kindness can break down barriers and brighten the lives of those around us! That's why "One Kind Word" was chosen as our Anti-bullying week theme this year – from November 15th to 19th, you'll be able take part in all sorts of activities with other people who want their communities filled up by love instead hate. Anti-Bullying Week was started in 2005 and since then has grown into one of the biggest anti-bullying events in England with thousands of schools taking part each year. The idea behind this week is simple – bring together as many people as possible under one umbrella so that we can work together on this common problem and make our world a better place for everyone!

### When is Anti Bullying Week?

Anti-bullying week is a nationwide event that takes place in England from November 15th to 19th. This annual campaign, organised by the Anti Bullying Alliance and supported by schools across Great Britain aims at raising awareness among children about the issue of bullying, especially within their own neighbourhood or school community.

Parents, carers and teachers will also be asked to play an active role in preventing bullying, with the main focus this time around is demonstrating different ways to support young people and provide an open platform for them to talk about any issues they have with bullying. The main role that carers can provide is creating a safe environment where young people can feel like they are able to talk about their feelings and problems and will receive support.

### How can I help raise awareness for Anti Bullying Week?

One word can change someone's day. One kind phrase, and it could be the difference between feeling hopeful for a moment or sinking into depression all day long- we should say "Hey" more often!

One gentle sentence spoken aloud has an astonishing power: It impacts us as much (if not more) than those around us; because once that person feels seen by us—and heard too—their mood improves exponentially.

For more information [here](#)



Internally, we have also launched our 'Give Respect, Get Respect' campaign which aims to reduce all kinds of bullying, discrimination and harassment by educating staff to reduce unconscious bias and raise awareness of the different issues facing different groups, and empowering staff who experience or witness discrimination to report this, highlighting the different avenues available and that it will be taken seriously.



## Imagining our future, together

### Trust launches CNTW2030 project

#### CNTW2030 – Imagining our future, together

It's been a time like no other. We have all experienced so much in our work and personal lives over the last 18 months and at times it can feel endless. It can feel like we need to keep our heads down and persevere. But this is precisely the time we need to look up and think about what we have experienced, what we have learnt and what we can do to positively re-think and re-imagine our future... to meet the needs of our communities, the people who need us, our colleagues and ourselves.

I'm delighted to announce that we are launching our 'CNTW2030' campaign. This is a conversation to enable us to think about what we want to be, and what part we, as CNTW, should play in improving the health of our local communities. We want to create a set of guiding principles and ambitions so that we can work together towards a shared vision of how we want to be by the year 2030.

CNTW2030 is about:

- creating a positive, realistic vision of the future we want to create together
- the things we have in common
- the values we hold and the way we behave
- who we are, who we help, and how we want to be
- We know that things are tough right now at work.

We know that there are plans to address our pressures, yet these will take a little while to take effect, and in themselves will not be enough to cope in a rapidly changing world. Let's think about how we can reach out and work with people and partners to re-think some of the systems and processes that prevent us from giving our best. Let's not accept this is the way it is, let's think together about how we can create something better. Let's work for a future where it's easier to meet the needs of our communities, and those that need our support in a way that reflects our core NHS values and principles.

By developing a shared vision of our future, we can do what we do best and pull together to make it happen. Having that hope and sense of purpose and enthusiasm for what we can create together may just help to make today feel a little less overwhelming.

So, what core principles, values and ways of working would we hope to see in CNTW by the year 2030? We want to understand this by asking four core questions:

- What matters to you?
- What must we protect?
- How would you like us to work together?
- What would make the biggest difference to you?

We will be putting in place lots of ways to have these discussions and we invite you to talk about this with colleagues, with people around you, with the people you work with from other organisations, and most importantly, with service users and with carers. There will be some forums that we set up to enable these conversations across the organisation, but we are also inviting you to respond to these questions in several ways:

- By visiting the [CNTW 2030 webpage](#)
- By attending one of the locally-focussed online stakeholder events\*
- By having a discussion in your team meeting (if you lead a team, please consider setting aside 20 minutes to discuss as part of your team meeting – guidance can be found on the webpage)

By scanning the QR code below



\* These events are intended to bring together staff, service users and carers and other organisations with an interest in each locality to think about how we can re-imagine the way we work together. These sessions won't be restricted so if you are interested, please hold one of these dates for now:

• Sunderland	Tuesday 9 November	1.00pm to 2.30pm
• Gateshead	Tuesday 9 November	3.30pm to 5.00pm
• North Tyneside	Monday 15 November	3.30pm to 5.00pm
• South Tyneside	Tuesday 16 November	1.00pm to 2.30pm
• Newcastle	Tuesday 16 November	3.30pm to 5.00pm
• Northumberland	Friday 19 November	11.30am to 1.00pm
• North Cumbria	Tuesday 23 November	2.00pm to 3.30pm

We really do want to hear from you! Even if you only have a couple of minutes to spare, please let us know your thoughts – you can respond as many times as you wish. We will let you know about what we are hearing and learning over the coming months, as we shape our future direction together.

Thanks for all you have done over the last 18 months. I know it can feel wearing, and difficult, but we know that it is better, we can learn, and we can make a better future. Let's all grab this opportunity to do just that.



## CNTW are Recruiting now – new opportunities to #JoinUs

Due to several exciting service developments and service expansion, we have a range of new opportunities for Registered and Non-Registered nursing staff, Allied Health Professionals and Peer Supporter roles across our inpatient and community services.

We have opportunities across our Trust footprint which covers Northumberland, North Tyneside, North Cumbria, Newcastle, Gateshead, South Tyneside, Sunderland, and Middlesbrough. Look out for our virtual open days taking place across our localities in the coming weeks or to find out more about the vacancies follow us on Twitter @cntw\_jobs or our website at <https://www.cntw.nhs.uk/careers/vacancies/>

## If you need urgent help, call 24 hours a day, 7 days a week

<b>North Tyneside and Northumberland</b> Adults - 0800 652 2861 Children and young people - 0800 652 2861 Text number for people who are Deaf and/or have communication difficulties - 07789 956 8226	<b>North Cumbria</b> Adults - 0800 652 2865 Children and young people - 0800 652 2865 Text number for people who are Deaf and/or have communication difficulties - 07789 956 8226
<b>Newcastle and Gateshead</b> Adults - 0800 652 2863 Children and young people - 0800 652 2864 Text number for people who are Deaf and/or have communication difficulties - 07789 956 848	<b>Sunderland and North Tyneside</b> Adults - 0800 652 2867 Children and young people - 0800 652 2868 Text number for people who are Deaf and/or have communication difficulties - 07789 956 286

Caring | Discovering | Growing | Together

## Free Mental Health and Wellbeing Resources

The Patient Information Centre has produced some free mental health and wellbeing resources. All resources are available to download or order [here](#).

### Not a Member?

To receive regular copies of this newsletter, sign up for membership! Either visit our website, [www.cntw.nhs.uk/membership](http://www.cntw.nhs.uk/membership), e-mail [members@cntw.nhs.uk](mailto:members@cntw.nhs.uk) or complete this slip to receive an application form.

Name: ..... Address: .....  
 and send to The Membership Office, FREEPOST CNTW MEMBERSHIP (no stamp required)



Caring  
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 Together

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