



St Andrew's
HEALTHCARE

Board Public Update

December 2024



We are St Andrew's

A thriving Charity with a proud history of helping those with a mental health need, find hope

Message from the Chair



Paul Burstow

"Welcome to our Board Public Update which highlights the recent achievements within St Andrew's. We hope you find it both interesting and informative."

In November, the Charity held its AGM, which gave our Members updates on the Charity's Thrive Programme and other initiatives undertaken through the year. The Thrive Programme has delivered its expectations and has laid the important foundations for the future. In addition, our new staffing model, recently announced, will be critical to drive quality and financial sustainability across the Charity.

I am proud of the fact that complex mental health is now being embraced by the Charity, identifying a significant move forward for the future. Those living with severe and enduring mental health illness features quite significantly in the media at the moment, together with the challenged financial state of the NHS. Following recent discussions at our Board meetings, where our 10 year vision was debated, the underlying theme was to ensure the lived culture of the Charity was grounded in its CARE values.

In our last update, the staff survey, Your Voice had just been launched. I am pleased to report an improved staff engagement score with the highest score relating to the statement: "St Andrew's has a clear vision for the future".

Towards the end of the summer, the Charity hosted FestiVol, its annual celebration of everything volunteer related. A successful day was had by all with 25 charity stalls, 19 craft stalls and food vendors.

We are also delighted to celebrate the receipt of the highest award that a voluntary group can receive in the UK., the King's Award for Voluntary Service. The accolade, equivalent to an MBE was awarded in recognition of the work of the Volunteer Team and the impact they have on the lives of hundreds of our patients. The announcement was made by the Deputy Lieutenant of Northampton, Miranda Wixen.



“Over the last 6 months, the Executive Team have been working on further developing our Strategy and launching the two current priorities – Getting to Good and Growth and Innovation, which will help us progress towards the achievement of our strategic mission”



Dr Vivienne McVey

Our Priorities from now until March 2025



Priority 1: Getting to Good

Getting to Good is about ensuring we have the fundamentals in place to deliver high quality services every day, so that everyone knows what to do, why it needs doing and how to do it.

Priority 2: Growth and Innovation

Growth and Innovation is about developing new services, with a focus on helping people to live in the community. We must grow and innovate to remain a thriving, vibrant and relevant Charity.



People and Culture

Action planning as a result of the recent staff survey is well underway across the whole organisation, as well as improving leadership and communications. To support this, regular leadership and management engagement sessions with the Executives have been established.

We were pleased to report to staff in November that we were able to pay a total pay award of 5.5% following agreement with our recognised unions. This was very positive news and ensured that salaries remained competitive.

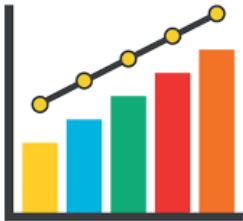


Our Commitment

We're committed to inclusion in all its forms. We know that diversity is one of our greatest strengths, contributing positively to our success and, most importantly, to the care we provide for our patients.

We are extremely proud of our diversity and promote equity through numerous different channels. We strive to create an environment where inclusion and diversity are part of our foundations. We live by our CARE values and these apply to each individual who comes into our Charity.

At the AGM, the members received the Diversity and Inclusion Annual Report which set out colleague inclusion and diversity data for 2023 – 2024 and included an update on the work to support inclusion.



Finance

At the recent AGM, the Annual Report and Accounts for the financial year ending 31 March 2024 were accepted by the members. The first half of the current financial year is currently reporting a positive position, which is continuing the trend from the previous year.

In November, the financial re-forecast noted a positive net surplus, achieved in the main via a mix of savings from both operational and non-operational activities.

Programmes & Projects

We continue to engage colleagues in the part we each play in delivering our two current priorities, 'Getting to Good' and 'Growth and Innovation' and in turn progressing towards the achievement of our strategic mission.

Across the last few weeks we have been bringing colour to the Getting to Good priority. We've shared with colleagues the Charity Quality Fundamentals. These set out the core activities for our inpatients services. When these are consistently completed well, we are confident that we are delivering high quality care.





Quality

The last half of the year has seen CQC inspections across the Charity, with Sycamore/Hawkins and our Neuro Division most recently inspected. We continue to keep a watching brief on the key changes being made to the Single Assessment Framework, and endeavour to keep our own internal methodology in line with the changes as much as possible.

November 18th saw the launch of Meaningful Activity week within in the Charity which focussed on what HCAs could provide to patients This followed the completion of phase 1 work from the Task and Finish Group, with phase 2 concentrating on workforce training and development to include recording and reporting and deepening clinical staff's understanding of and commitment to meaningful activity.

Following the appointment of our new Director of Nursing, Cat Vichare, an initial assessment of nursing capability for the organisation was undertaken. A Nursing Strategy has been developed as a result and was presented to the Board in November.

The planned year 1 Health and Safety workplace inspections have been concluded by Worknest. The priority focus on fire safety and health & safety improvement plans is being reviewed with a full mid-year progress report going to the Quality & Safety Committee in December.

Changes in the ways in which advocacy is delivered has been changed, with statutory advocacy now the remit of the Local Authority to ensure that it is independent of the organisation and is provided for all patients detained under either the Mental Health Act or the Mental Capacity Act where treatment is being provided within the geographical footprint of each Local Authority. We have already completed this process in Essex and Birmingham, so will be using our learning from there to ensure a seamless transition of service between providers for Northampton, ensuring those who need statutory support do not miss out.



Estates & Facilities

Following the review of the Main Building by CBRE, the final report has now been shared with all Board members and Governors. A question and answer session was held on 25th November, and was open to all. Discussions regarding the parameters of phase 2 are currently ongoing.

A condition survey of all our buildings is also planned for 2025.

Education, Research & Training (ERT)



The second half of the year has seen the launch of the Ward Manager Development Programme with 84% of managers already having completed it. The HCA Development Programme will see every HCA enrolled by the end of December 2024. Existing HCAs will be undergoing 'skills scans' and subsequent 12 –week individual development programmes aiming to complete by April 2025.

The University of Cambridge undertook their annual quality visit of St Andrew's in respect of placements provided to medical students. The team provided lots of positive feedback to St Andrew's on the quality of the education and the experience provided. The Charity has also started accepting medical students from a third institution, Anglia Ruskin University, in September. These students will have their placements in our Essex Hospital.

The Charity's Centre for Developmental and Complex Trauma (CDCT) hosted the 4th International Occupational Distress and Moral Injury Conference with some incredibly positive feedback from delegates.

The new Research Programme for Progressive Neuropsychiatric Conditions is making good progress with three papers submitted for publication as well as a further seven in the write up stage. There have been presentations at the UK Dementia Congress, as well as four other active projects in collaboration with other partners.

And finally.....



In October we held our Quarterly CARE and Long Service Awards. During the event we were joined by two patients from Tavener Ward who shared their recovery stories and thanked the teams at St Andrew's who have made such a difference to their lives.

Congratulations to our Healthcare Assistant, Shaun Hull who has celebrated a MASSIVE 40 years at St Andrew's. A fantastic achievement!



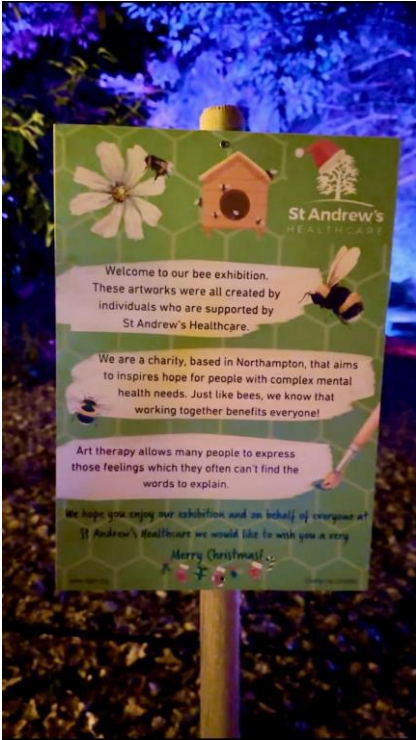
Meaningful Activity Week took place across the entire charity in November and attracted more than 100 Nurses and Healthcare Assistants.

The five-day long campaign was launched to raise awareness of the importance of meaningful activity and the role everyone plays in this.

Patient Engagement



Over the Summer and Autumn, there was a wide range of activities and events, making good use of the weather. In the run up to Christmas, there are Carol Services, Christmas Jumper Walks and Christmas Fayres planned.



Earlier this month, our patients were invited for the second time to create artwork for the Winter Light Trail at Delapre Abbey in Northampton. With the theme of bees uppermost in their minds, and aided by Art Therapists and Occupational Therapists, more than 50 pieces of art were submitted from people in our care in Northampton, Essex and Birmingham.



St Andrew's in the News



BBC
RADIO

A patient was interviewed by BBC Radio about how Rebound Therapy supports their recovery. The innovative approach has been shown to increase mobility, help with emotional regulation and boost muscle strength.

"I felt very nervous when staff suggested to me trying out a trampoline as I had never been on one before. But staff gave me lots of praise and encouragement. Now that I've built up my confidence I've started to learn some new movements. Once I've finished, I do feel more motivated and happier. I have also recently started to feel a lot more confident."



The Tropical Tunnel in our Northampton Workbridge garden has been bringing pleasure to our service users and staff alike since it opened last year, and now it's enchanted the nation, featuring on BBC Two's legendary Gardener's World show

Nursing
Times

Catherine Vichare's new senior appointment as our new Director of Nursing has also attracted a lot of media attention with the Nursing Times, LaingBuisson, the National Health Executive, Business in the Midlands, the Northamptonshire Chamber of Commerce and NR Times all covering the story.

NORTHAMPTON
Chronicle
& ECHO

Consultant Psychologist and Head of Progressive Neurological Conditions, Dr Inga Stewart, wrote a piece for the Chronicle and Echo to raise awareness of the importance of good wellbeing in the workplace for World Mental Health Day.



Committee Updates

Audit & Risk Committee

Chair: Sheryl Lawrence, Non-Executive Director

The Audit and Risk Committee (ARC) met in July and October to discuss and agree the following:

- Approval of the Senior Information Risk Owner
- Approval of the Caldicott Guardian Annual Report
- Internal Audit final assurance opinion
- Counter Fraud Annual Report
- Approve the Annual Report and Accounts for St Andrew's Healthcare

Quality & Safety Committee

Chair: Steve Shrubbs, Non-Executive Director

The Quality and Safety Committee (QSC) met in June and September and received and discussed the following:

- The Safeguarding Annual Report
- The IPC Annual Report
- The Complaints and Compliments Annual Report
- The Annual Mortality Report
- The Responsible Officer Re-validation Report



Committee Updates cont...

Finance Committee

Chair: Andrew Lee, Non-Executive Director

The Finance Committee (FinCom) met in July to discuss and agree the following:

- Financial forecasts and budgets
- Progress by Strategic sub-groups
- IT & Cyber
- Estates & Facilities

Contact Us



Billing Road, Northampton, NN1 5DG

Tel No: 01604 616339 (Company Secretary)

Email: Board@stah.org.

www.stah.org

Registered office: St Andrew's Healthcare, Northampton NN1 5DG.

Charity no. 1104951

We are St Andrew's

A thriving Charity with a proud history of helping those with a mental health need, find hope