

# Rookery Gardens



Annual Report 2020



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**Birmingham and Solihull**   
Mental Health NHS Foundation Trust

Working in  
partnership  
with

  
mind  
Birmingham



## *A Manager's Moment!*

Lets all pause for thought shall we, and reflect on the last 3 and a half years – even writing that sentence down just shocks me! How can it possibly be that long since we opened – but it is, and it is true that the time has simply flown.

We always said that it would take this amount of time for all of our protocols and processes to work their way through and for us to determine what works and what doesn't and what we do about it.

So we have made that journey and we have tried things, thrown things out and tried new things. It is all a work in progress and until this point I never really understood that phrase.

Every day here at Rookery Gardens is a new opportunity to try something different – it really depends on who is ringing the bell and wanting to have that conversation – having a flexible approach with the 25 people who access our service is crucial – a Person Centred Plan really does mean that here.

*And I wouldn't have it any other way!*

*It isn't all about the statistics of course, but I do like a good graph because it all looks very positive.*

*Read and enjoy*

**Rookery Gardens** we got this!

## Principles of work at Rookery Gardens

Now that Rookery Gardens is nearly 4 years old it becomes clearer what it is that we are striving to achieve and how do we achieve it.

In conversation with a Senior Manager a few months ago in relation to future developments within Recovery services within BSMHFT we began to identify all of those elements which form our core business and how we integrate these within the team.

In 2020/2021 we increased the number of Occupational therapists that we have working in the Team and we now have a Band 6, Band 5 and we have an OT Apprentice who will be with us for the next 4 years. This has greatly increased the capacity of the team to conduct assessments of Functional skills and for the development of programmes to learn, relearn or maintain functionality of service users and achieve more discharges

to less supported accommodation and their own homes.

Holistic Mental Health assessments carried out by Nurses who then deliver interventions: EWS, LIPi, and Medication Management, and Emotional Wellbeing, coordination of MDT care and comprehensive recording of care episode learning for an effective handover to community based services.

Practice for Recovery, supported by Recovery Navigators, based on Care Plans which are Person Centred and developed by collaborative working using our Wellbeing folders which build on the different pathway booklets we have co-produced with our client group.

A Consultant Psychiatrist and Team doctors to confirm diagnosis through thorough assessment, establish treatment regimens, monitoring the effects of treatment on

physical health and to evaluate ongoing level of risk, liaising with Community Psychiatrist regarding expected outcomes of in-patient rehabilitation episode.

Psychology staff to provide for service users' psycho-education, voice hearing work, mood management, CBT, self help strategies for on-going recovery. For staff teams – Reflective practice, case busting sessions, in-depth formulations, assistance with outcome measures for CPA Reports and professional consultation on complex referrals prior to assessments and a substantial resource of training opportunities for the Team as a whole.

All of the above is evaluated using

outcome measures such as S2R Assessment Suite, Recovery Star, Moving On Evaluations and

In-patient Satisfaction Surveys as well as any other assessment tools chosen by team and service user as flexibility of frameworks and approaches gains the best level of engagement.

Our greatest asset however is our

Street. The physical environment within which we deliver our service is the factor that creates the most measurable gain for service users. It doesn't look like a hospital and it doesn't make them feel that they are in a hospital. They can learn how to live in the community because we live and work in a community.

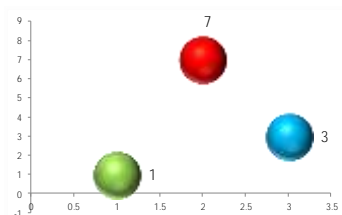


## Rookery Gardens we got this!

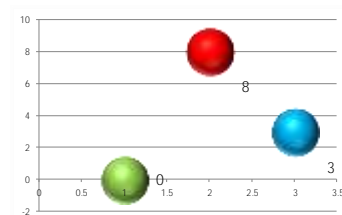
# Partnership Working with Birmingham Mind

## Birmingham Mind at ROOKERY GARDENS Service User Survey Results 2020

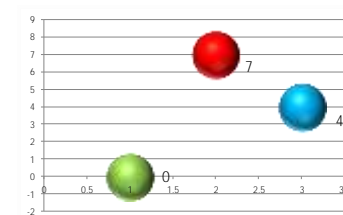
How would you rate the service you received from Birmingham Mind staff during the pandemic?



How would you rate the level of respect you receive from Birmingham Mind staff?

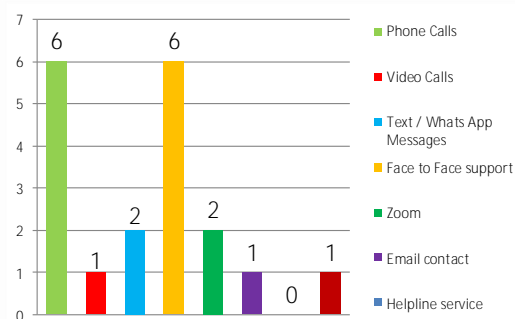


How would you rate the quality of communication with Birmingham Mind staff?

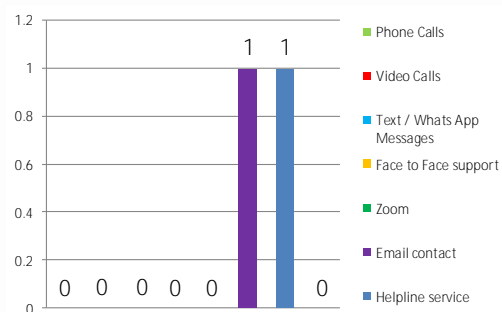


● Requires improvement ● Good ● Excellent

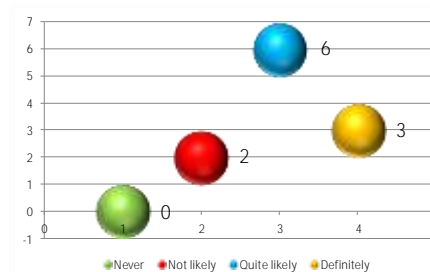
What actions put in place by Birmingham Mind has worked well for you during the pandemic?



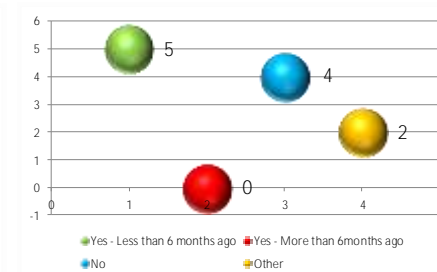
What actions put in place by Birmingham Mind has NOT worked well for you during the pandemic?



How likely are you to recommend our services to friends and family if they needed similar care or support?



Have you received a copy of the leaflet, telling you how you can complain?



Rookery Gardens we got this!

# Staff interviews

## An interview with Jil Farnworth , Ward Manager

*What 3 words would you use to describe Rookery Gardens?*

Hopeful, peaceful, and purposeful.

*Why don't staff wear a uniform?*

As staff we don't want to be separate from service users by wearing a uniform- we're all here to do the same thing.

*How has Rookery Gardens been managing through the Covid-19 pandemic?*

It has made a difference not being able to do community activities, and it has been difficult to implement our usual group activities here at Rookery Gardens. It's been difficult for everyone but we've tried to adapt, and we've had to be really strong. We don't want people to become isolated, and so we have tried to do things like parties to celebrate special occasions. That's

been important.

*If a service user wasn't feeling well what would you do?*

It would be important to spend time with the person, and so it would be helpful to see if there was anyone available to be with the person who needed help. It would be important to be sensitive, and have a conversation. Why aren't they well? Is it to do with their physical health or their mental health? That's where I'd start.

*What's been the best thing about working at Rookery Gardens?*

The best thing by far is being able to see people change- not just service users but staff as well. Everyone changes, grows, and develops and that is what I've really liked to see happen.

## An interview with Marie Holman , Occupational Therapist

*If a service user won a prize in Bingo and didn't like it, what would you do?*

I would get them an IOU, and ask what gift they would like instead.

*If a service user got into a fight, what would you do to help them?*

I would try and find out what the problem is and encourage them to engage in an enjoyable activity that would take their mind off what's happening/ upsetting them.

*How would you help a service user with having a healthy diet?*

I would ask if they want to be referred to a specialist service, like meeting with the dietician. If they didn't want to do that, I'd offer activities that involve increased physical activities such as walks, bike rides or gardening. I'd also encourage them to look at healthier alternatives such as sugar alternatives.

*How would you introduce a service user to gardening?*

First I would find out what their level of gardening was for example are they totally new to gardening? After that I'd figure out a plan for how they can carry out gardening activities. I'd also find out what they're interested in e.g. flowers, green shrubs, vegetables... I'd also look at education around soils and seeds.

*What's your favourite flower?*

Lilies and tulips.

*What 3 words would you use to describe Rookery Gardens?*

Community, rehabilitation, and togetherness.

*What have you done during Covid-19 to help keep service users stay well?*

I set up an allotment group, we did mocktails in the orchard during the summer, we had a VE day party, and we also had Halloween celebrations.

# Rookery Gardens we got this!

# Staff interviews

## An interview with Paul Walker, Occupational Therapist

*How would you help a service user to keep their house/flat tidy?*

We'd find out what it means to have a good and tidy area for the service user so we can gauge how best to support them. We might support a service user by helping them to tidy their room at the end of the day, or putting up visual prompts on their bedroom wall to remind them to do certain cleaning tasks.

*How would you help a service user with having a healthy diet?*

We'd look through their history for example, do they have allergies? It might be helpful to refer them to a dietician for specialist support but we'd support them with looking at what it means to have a balanced diet and have conversations about having certain foods, like junk food, in moderation.

*What 3 words would you use to describe Rookery Gardens?*

Innovate, progressive, structured.

*What have you done during Covid-19 to help keep service users stay well?*

We tried to keep as many activities as possible going by having gardening equipment available for example so that service users could garden in the orchard, encourage service users to utilise the picnic benches outside, run competitions. It's important to talk to you and find out what it is that you like doing. Some like drawing, going for walks, reading... we're in the process of buying DVD players for all the houses so that everyone can watch films.

We like hearing from service users what they would like to help keep them engaged in activities.

## An interview with Melannie Moxon, Senior Practitioner

*If a service user won a prize in Bingo and didn't like it, what would you do?*

Activities are integral to our community at Rookery Gardens- they help us to socialise and communicate with each other. We really like to have fun and I wouldn't want to spoil that so I would swap the prize like for like.

*How would you help a service user to keep their house/flat tidy?*

We can support people to clean, tidy and implement some structure that works for them. We might offer prompts, help with setting up a calendar schedule or mobile phone reminders, or any other management tool. Everyone differs, and we have preferred methods of keeping our own personal spaces tidy and so it would be led by the person- we're here to support you.

*What 3 words would you use to describe Rookery Gardens?*

Personalisation, hope, and recovery.

*What have you done during Covid-19 to help keep service users stay well?*

Covid-19 has presented many challenges for Rookery Gardens, especially as we are a community outwards service, and like to utilise community service hubs. Therefore we have pulled together an in-house programme which has been very creative thanks to you guys. Between the Recovery Navigators and yourselves you've been able to come up with some great activities such as bingo, quizzes and all the parties, popcorn evenings. You have done that

*How would you help a service user with having a healthy diet?*

I'd look into what we could do to implement food swaps or any other changes in the person's diet to make it more healthier. I'd also look at what tools were available that were trusted e.g. there are some helpful tools on the Trust website, we could also look at utilising the MDT ward round to put forward any concerns.

# Rookery Gardens we got this!



# Staff interviews

## An interview with Dr Sundeep Sandhu

Senior Clinical Psychologist - Accredited Cognitive Behavioural Psychotherapist

### *What's the best thing about your job?*

Making a difference in people's lives and being able to go above and beyond in helping people in their recovery journey, to have a good quality of life. Also, just being able to work with service users, and support them.

### *Who is your best service user?*

There's no such thing as a best service user. In my experience, everyone is different and everyone has different strengths and different positive aspects of their personality and so I'd have to say there's no such thing as a best service user!

### *Is it difficult doing your job?*

It is difficult doing my job but it's extremely rewarding.

### *How many tactics do you have to help service users?*

So many! There are an endless amount of techniques to help others. It also really helps to learn from service users, who have their own unique and helpful strategies.

### *Which tactic is best?*

The best technique is to provide a non-judgemental listening ear, and to take an empathic approach. So, trying to understand things from the service

user's perspective- it all goes together.

### *Do you get help from anyone?*

I do. I get help from my supervisor-I see him for 1.5 hours every month. There's also my line manager who I see for 1 hour every month. They help me with those I'm working with to make sure I can do my

best to help everyone, including staff and service users. It doesn't matter how high or senior you get, you always need help.

### *Do you like your job?*

I love my job. I love that I get to work directly with people, both service users and staff. I am grateful that service users trust me with their stories and to join them on their recovery journey. I love seeing service user's blossom and working with a hardworking, compassionate and fun team. I also enjoy the variety in my job and how I never stop learning from the service users and staff I work with.

### *How long have you been working as a psychologist?*

I have... let me add it up. 7 years as a qualified psychologist and 12 years of working in mental health.

## An interview with Gabrielle Browne, Recovery Navigator

*If a service user got into a fight, what would you do to help them?*

If possible, I'd try and take them to a quiet place so that they could share what it was that they weren't happy about, and see how we could find a way to move forward.

*How would you help a service user to keep their house/flat tidy?*

We might help the service user to create a realistic cleaning schedule, and support them with keeping on top of their cleaning/ tidying.

*How would you help a service user with having a healthy diet?*

Service users usually have to create a weekly meal planner and shopping list and so we would encourage them to have a balanced diet, and drink lots of water throughout the day.

*What 3 words would you use to describe Rookery Gardens?*

Community, person-centred, and peaceful.

*What have you done during Covid-19 to help keep service users stay well?*

We've been trying to keep the service users engaged by offering activities on site. During the first lockdown, I think we grew a lot closer as a community because of how much time we were able to spend together, getting to know one another; We have some fun memories because of the group activities we took part in.

Rookery Gardens we got this!

## Activities / Groups

Our aim is to keep the service users engaged by offering activities at Rookery Gardens.

However, due to the pandemic, this has brought with it, its own challenges, meaning we have had to come up with new ways to keep service users occupied.



**ROOKERY RIDERS CYCLING GROUP**



**CRAFTS**

**BAKING FOR LIFE**



**MOCKTAIL  
GARDEN  
PARTY**



**GARDENING**

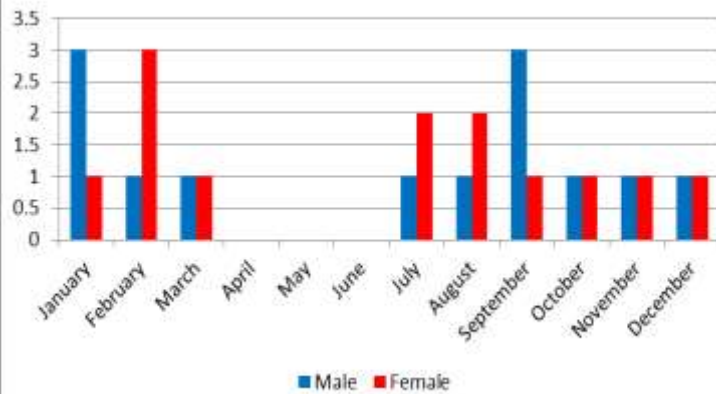


**Rookery Gardens** we got this!

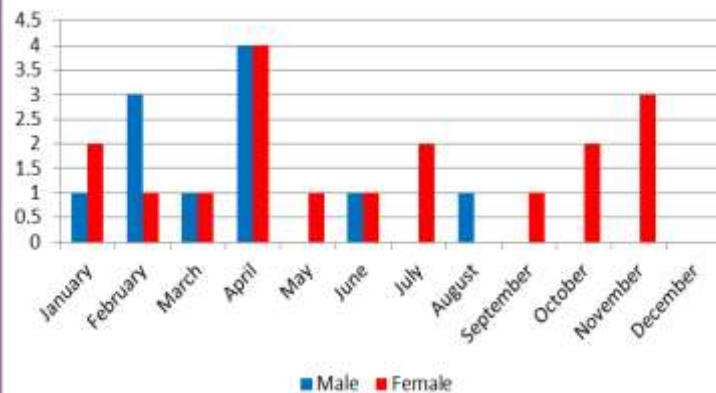


## Admissions / Discharges for Rookery Gardens in 2020

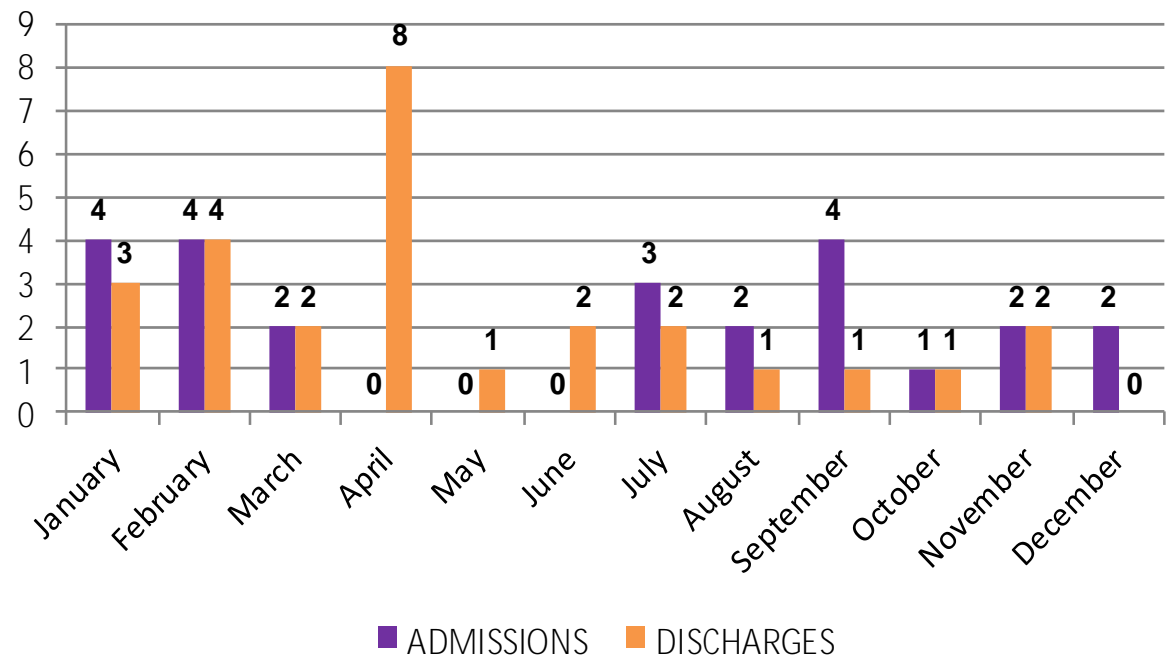
Admissions in 2020



Discharges in 2020



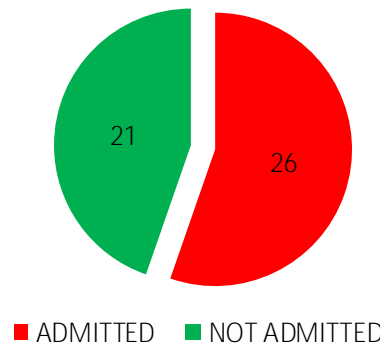
TOTAL ADMISSIONS & DISCHARGES IN 2020



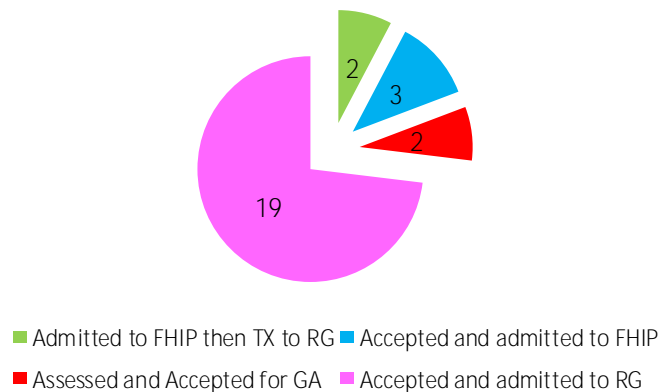
Rookery Gardens we got this!

## Referrals for Rookery Gardens

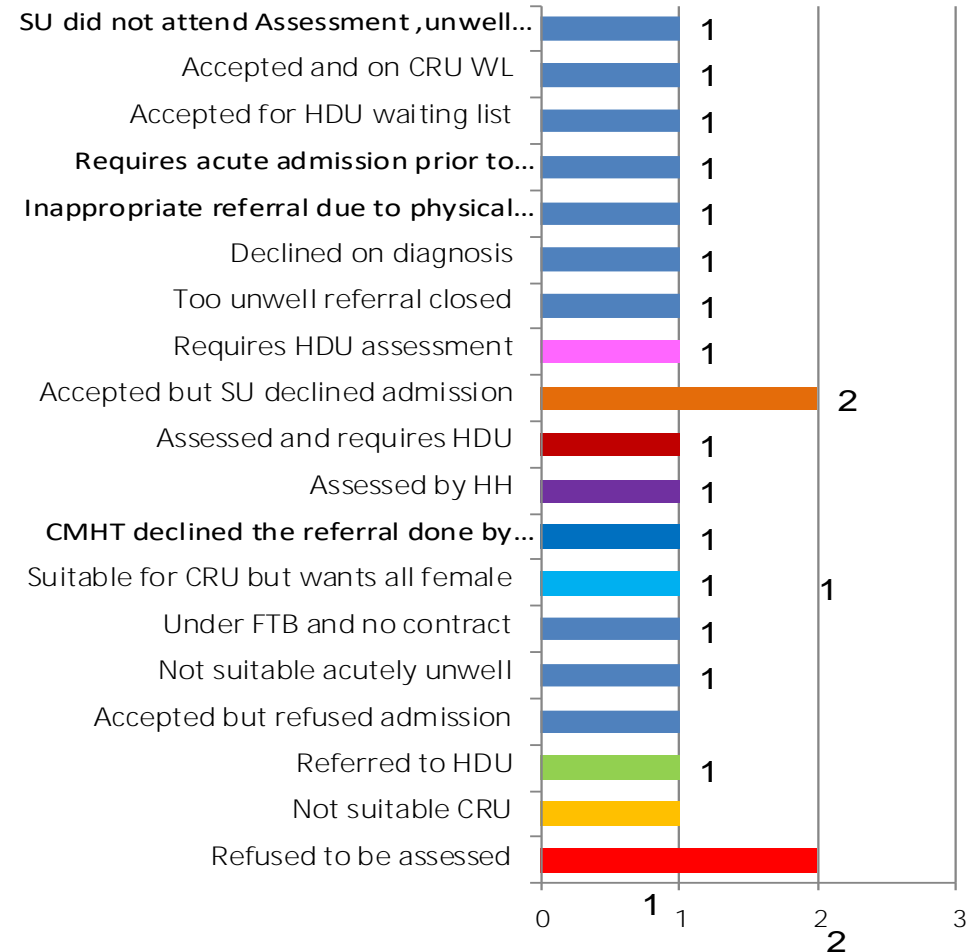
Accepted / Not Accepted Referrals in 2020



Admissions from Referrals in 2020



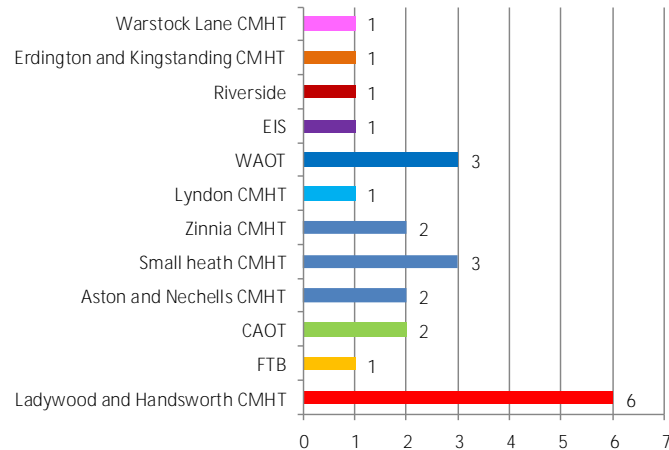
DECLINED REFERRALS 2020



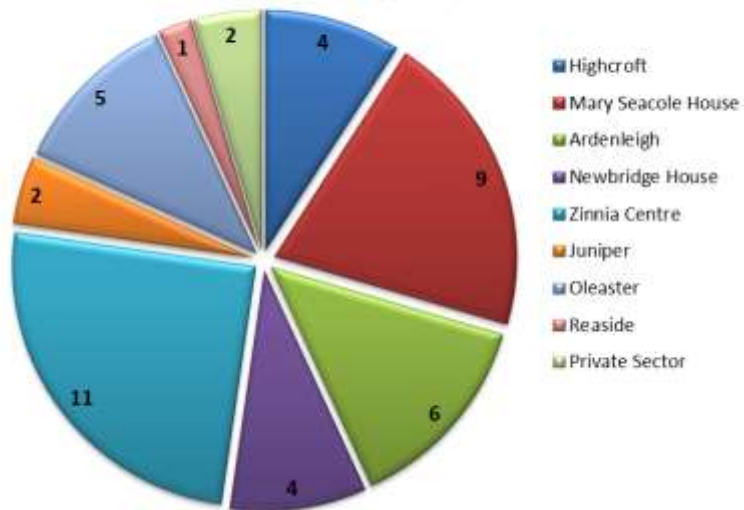
Rookery Gardens we got this!

# How Rookery Gardens serves the Community

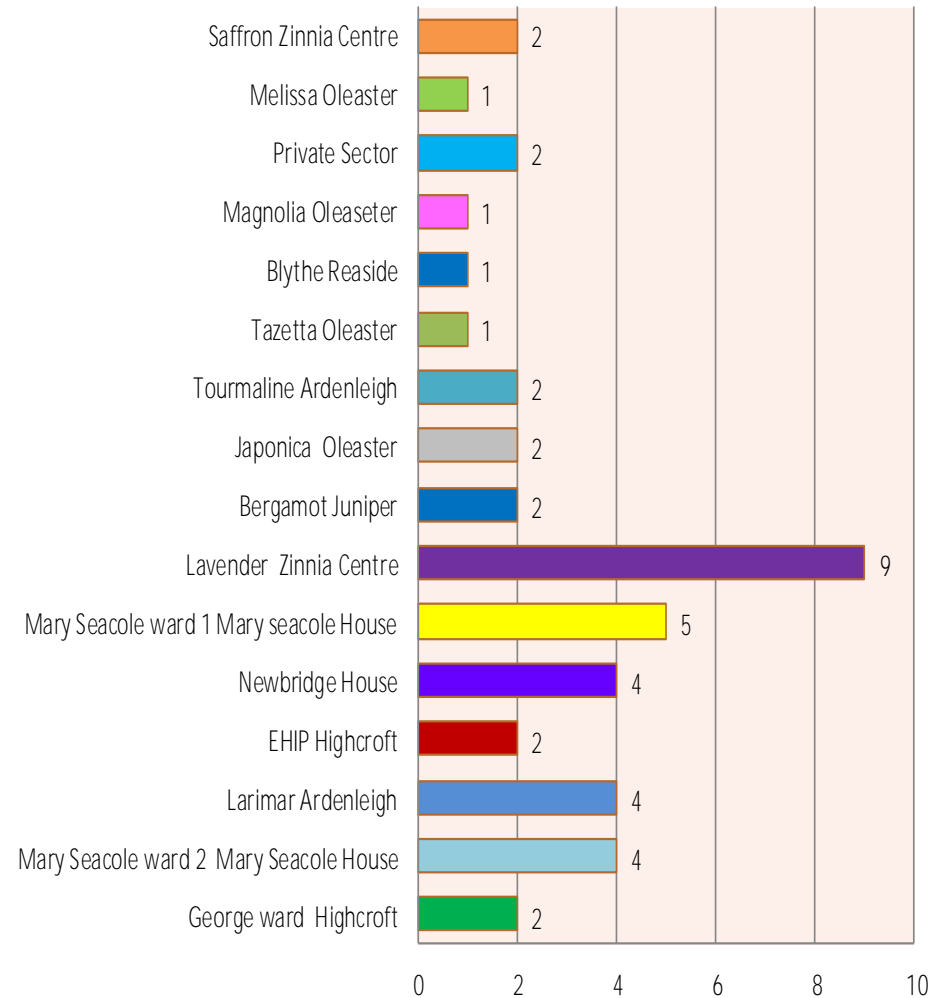
## COMMUNITY TEAMS SERVED 2020



## Site Locations Served in 2020 by number of admissions



## Wards Served in 2020 by number of admissions

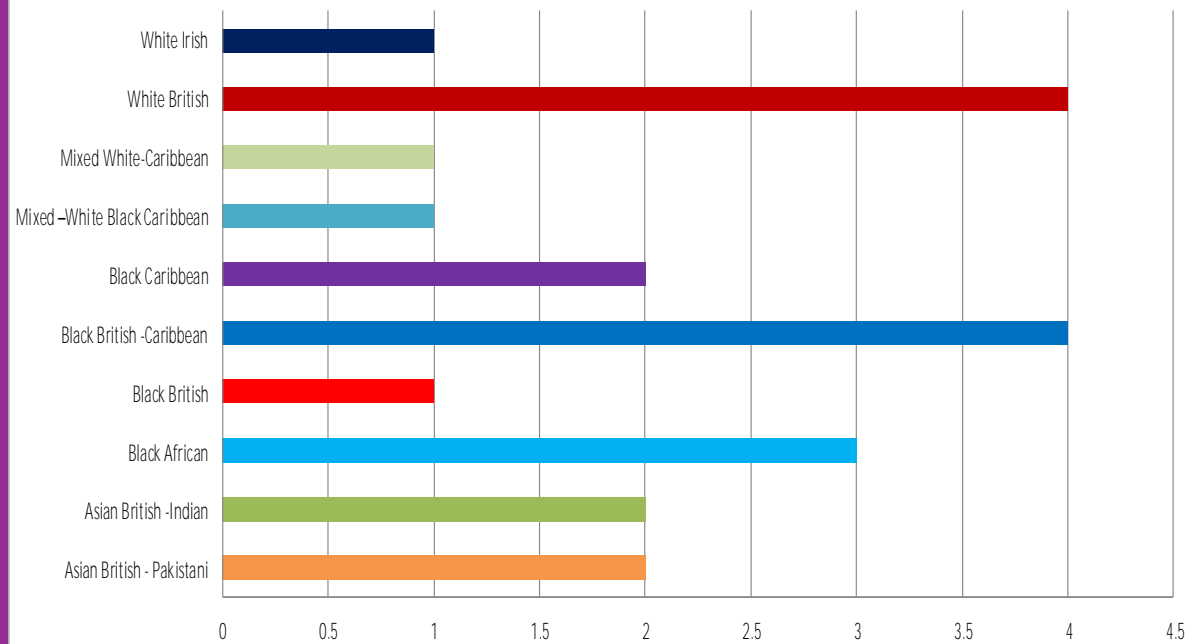


**Rookery Gardens** we got this!

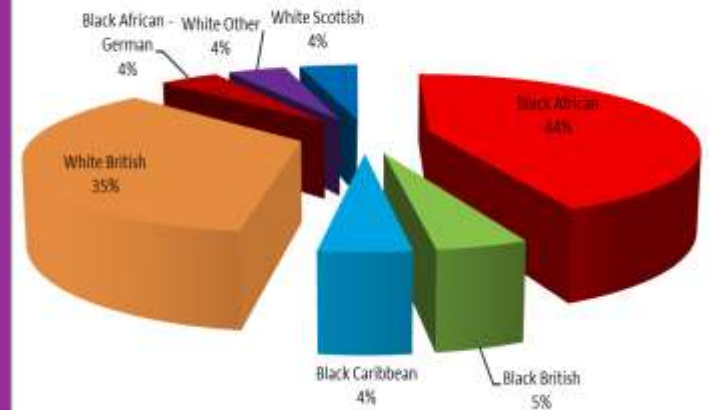


# Equality & Diversity at Rookery Gardens

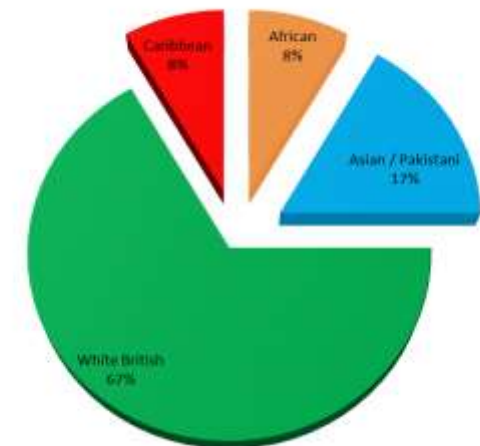
Ethnicity of Service Users in 2020



Ethnicity of NHS Staff at Rookery Gardens



Ethnicity for MIND Staff at Rookery Gardens



**Rookery Gardens** we got this!

# Looking after the health of our service users

Physical health is just as important as mental-health!



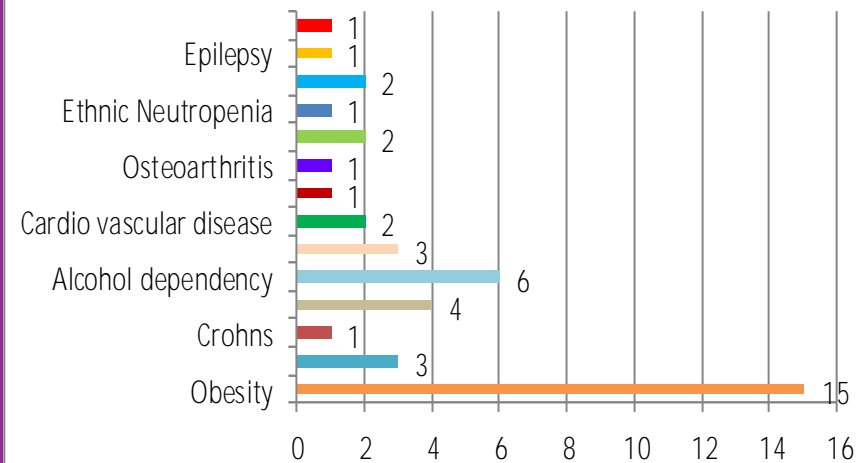
Birmingham and Solihull Mental Health Foundation Trust take the overall wellbeing of our service users very seriously. Therefore, during their recovery journey at Rookery Gardens we will support them as much as we can to stay fit and healthy.

When compared to the general population, those with mental illnesses are more likely to experience physical health conditions.

Some of the biggest contributing factors to poor physical health amongst mental health patients are higher rates of **obesity, smoking, poor diet** and **low levels of exercise**.

Here at Rookery Gardens the staffing team aim to support their service users to **identify, tackle and monitor** any physical health issues or concerns that they have.

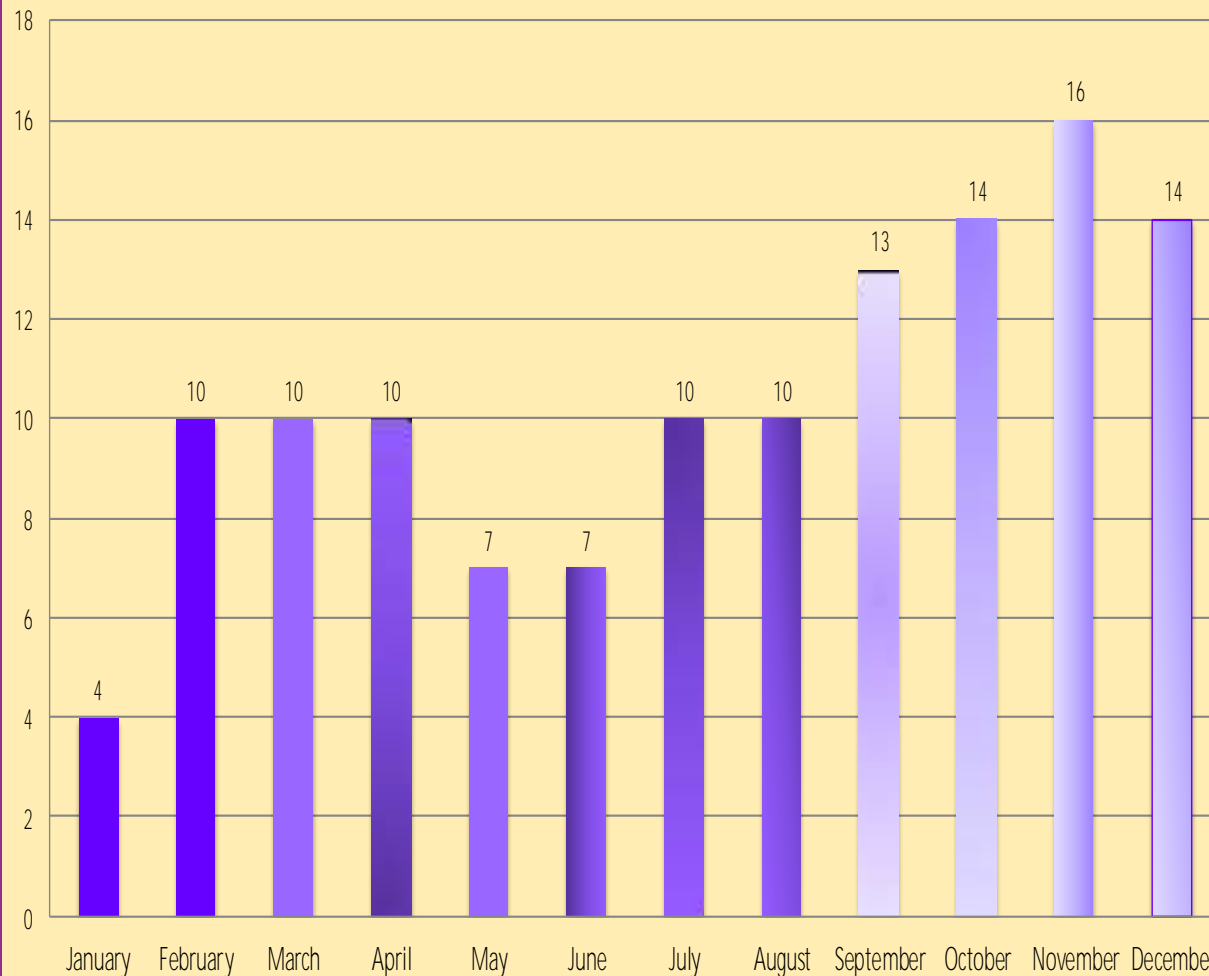
## Health Conditions of Service Users at Rookery Gardens



We have produced a booklet that will help identify key areas of importance in physical health and provide clear information on; **what they are, why they are important** and **how improvements can be made**.

**Rookery Gardens** we got this!

Number of Service Users Detained  
under the Mental Health Act



## We Know...

When the going gets tough and the skies  
turn grey  
When fear is brought to the fore  
When people are lost and a hug is a scare  
When a walk in the park is a curse

Our job is much more than a daily routine  
It's our duty to care and make time  
Show compassion, support, for one and all;  
The love that bonds us together

We know we can talk  
We know we can cry  
We know we can take time alone  
Because recovery is much more than the  
end of a lockdown

It's working and caring about mankind.

By Tina Allman  
Birmingham Mind Recovery Navigator

**Rookery Gardens** we got this!



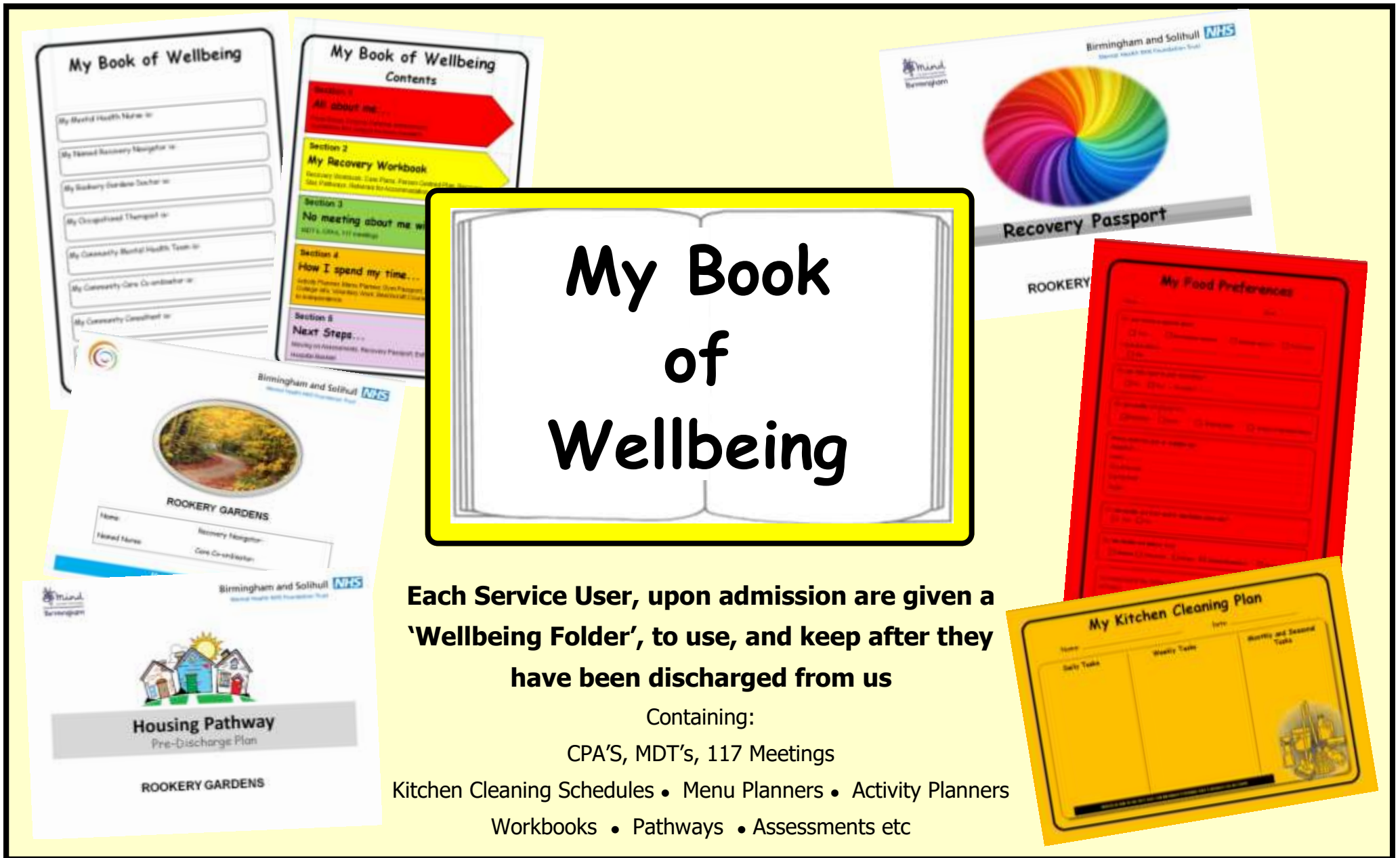
# My Book of Wellbeing

**Each Service User, upon admission are given a 'Wellbeing Folder', to use, and keep after they have been discharged from us**

Containing:

CPA'S, MDT's, 117 Meetings  
Kitchen Cleaning Schedules • Menu Planners • Activity Planners  
Workbooks • Pathways • Assessments etc

**Rookery Gardens** we got this!





### **Rookery Gardens Staffing Opportunities**

In our first two years of opening, I don't mind admitting, I was a little despondent and somewhat disappointed that good employees that had joined the team were moving on into other roles. I became concerned that our staffing workforce was not being retained.

It became clear that Rookery Gardens provides a platform of growth and this is embraced by those who come to work with us. Rookery Gardens has become a place of work that attracts people because of the future opportunities it lends. Psychology graduates with a year's Mental Health experience under their belt, feel especially drawn to Rookery Gardens because of the dual opportunities /benefits sourced via Birmingham Mind and Birmingham Solihull Mental health Foundation Trust.

Rookery Gardens aims to positively impact on people's individual development profiles. Dr Sundeep Sandhu, Rookery Gardens Psychologist has been integral to supporting those development needs within the team. The collaborative learning and training programme set by both Birmingham Mind and Birmingham Solihull Mental Health Trust is something to be proud of.

I feel a great sense of honour that those seeking progression in their careers carry our shared values and vision 'Better Mental Health for all' and 'Improving Mental Health wellbeing'. Of course, every person who works at Rookery Gardens leaves their own individual footprint and all those footprints make Rookery Gardens unique!

**Melannie Moxon**

Birmingham Mind Senior Practitioner

Bringing together NHS and Third Sector will always have its challenges, organisationally we are very different in how we are run and how we respond to need. This can include small every day routines and structures as much as the large governance structures.

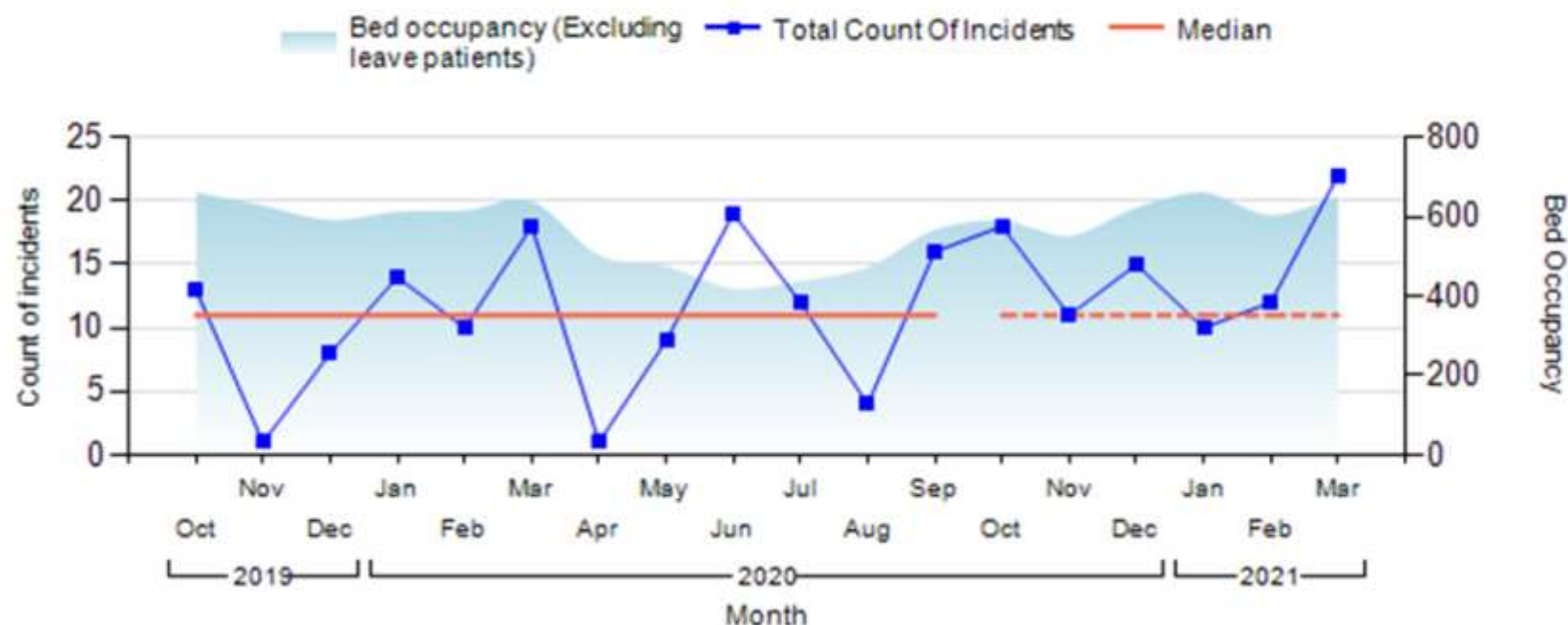
Since the opening of Rookery Gardens Birmingham Mind and BSMHFT have had challenges around our differences but the one area that we can all agree on is the shared values that we have. Using these shared values as a framework for discussing differences of approach is what has made our partnership so special and so successful.

When Covid hit, again these differences were apparent, from slightly different infection control measures to supporting service users there were subtle difference in how each organisation worked to keep everyone safe. But focussing on the outcome of safety and focusing on the shared values framework helped navigate us through one of the most challenging time ever. Working as true partners and blending together approaches and ideas is what makes Rookery Gardens so special. The passion and commitment of our blended team have once again risen to the challenge and I would like to take this opportunity to thank Mel and Jil and all the staff at Rookery for all that they do.

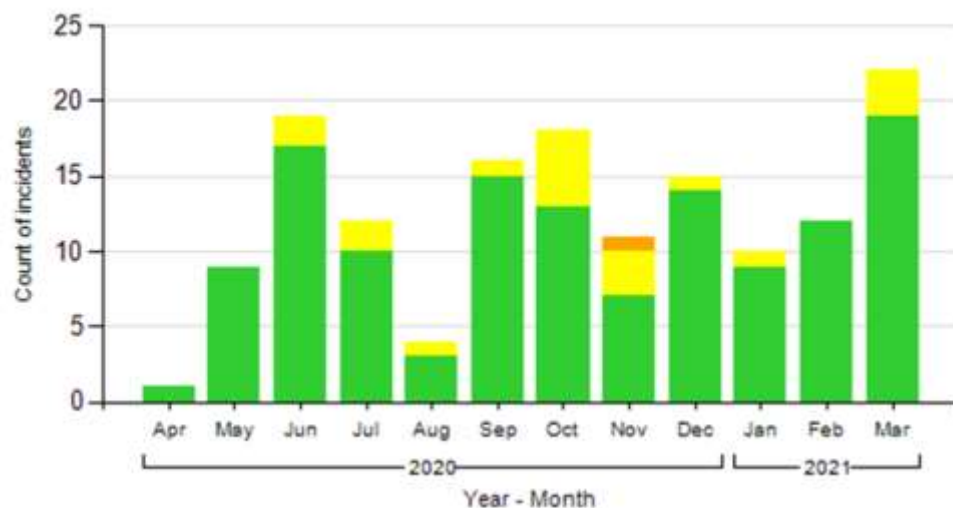
**Rookery Gardens** we got this!

## Rookery Gardens incidents overview for the period 01-04-2020 and 31-03-2021

Count of incidents over time



Incidents harm level over time



| Harm level    | 2020 |     |     | 2021 |     |     |
|---------------|------|-----|-----|------|-----|-----|
|               | Oct  | Nov | Dec | Jan  | Feb | Mar |
| No Harm       | 13   | 7   | 14  | 9    | 12  | 19  |
| Minor Harm    | 5    | 3   | 1   | 1    |     | 3   |
| Moderate Harm |      | 1   |     |      |     |     |
| Total         | 18   | 11  | 15  | 10   | 12  | 22  |

Rookery Gardens we got this!



## Rookery Gardens reporting rate for the period prior to 31-03-2021

In this section we compare the number of reported incidents and harm levels for the past 90 days to the 90 days period prior to that.

The ranking algorithm is a new one we are testing, it accommodates random variation in incidents reporting and harm levels within +/-10% and assigns a rank of 1 to 9 to each team based on historical self-comparison. This is a dynamic ranking that is derived from reporting rate over the past 180 days and encourages reporting to improve position.

Please note that teams in ranks 4-9 are considered good reporters for the period and the variation in ranks is provided to explain explicitly how the rank was attributed.

| Rank description  | Ranking       | Team / ward            |
|---|---------------|------------------------|
| Good reporters - The team maintained incidents reporting levels and reduced harm by more than 10% of previous level | <b>Rank 7</b> | <b>Rookery Gardens</b> |

## Rookery Gardens summary of incidents for the period 01-04-2020 to 31-03-2021

| Classification                                  | Jan 2021  | Feb 2021  | Mar 2021  | Report Period |
|---|-----------|-----------|-----------|---------------|
| Access, Xfer, Discharge And Communication       |           | 2         | 2         | 5             |
| Accidents, Falls And Ill Health                 | 1         |           |           | 19            |
| Assaults, Violence & Harassment                 | 1         |           |           | 9             |
| Documentation, Information Governance & Systems |           |           | 3         | 6             |
| Estates, Facilities And Fire                    | 3         | 2         | 1         | 21            |
| Medications                                     |           | 2         | 5         | 14            |
| Mental Health Legislation                       |           |           |           | 5             |
| Missing Patients And Attempted Absconsions      | 3         | 1         | 5         | 22            |
| Quality Of Care And Compliance                  | 1         | 1         |           | 6             |
| Safeguarding                                    |           |           | 2         | 3             |
| Security  |           | 1         | 2         | 10            |
| Self-Harm And Patient Behaviour                 | 1         | 3         | 2         | 24            |
| Staffing & Workforce                            |           |           |           | 5             |
| <b>Total</b>                                    | <b>10</b> | <b>12</b> | <b>22</b> | <b>149</b>    |

## Rookery Gardens commissioner reportable serious incident overview for the period 01-04-2020 to 31-03-2021

|      | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Total |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| 2020 |     |     |     | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0     |
| 2021 | 0   | 0   | 0   |     |     |     |     |     |     |     |     |     | 0     |

| Classification | Count of Incidents |
|----------------|--------------------|
| Total          | 0                  |

**Rookery Gardens** we got this!

## Medication Waste

Discussed medication changes with medics and recognising the need for an established medication plan prior to discharge reduces changes in doses

Educating service users to manage their own medication and identify when they would need a fresh supply

No uniform ordering of TTO medication, instead the approach was do we need TTO medication?

Positive risk taking in regard to patients managing their own medication whilst on leave if the plan was for them to self manage on discharge, they would take their correctly labelled inpatient supply on leave rather than ordering TTO

Absolute minimum stock on the unit, the stock list was reduced to prevent unnecessary ordering of items that would not be used, no bulk ordering so medications

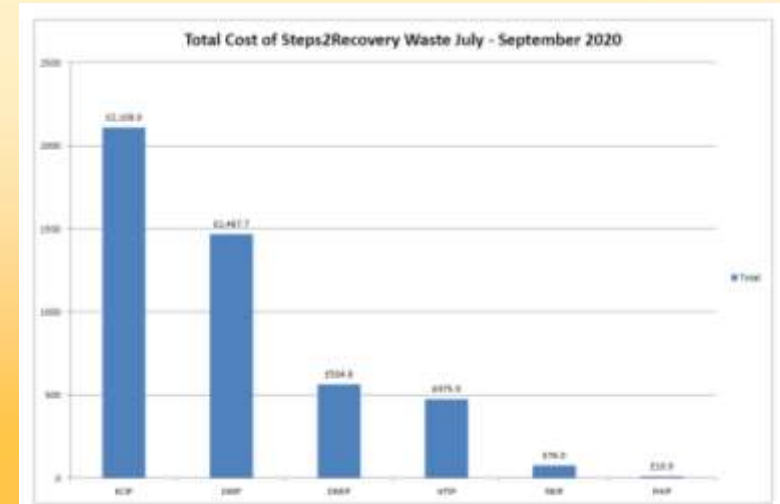
would remain in date

Acknowledging that nursing staff coming from an 'Acute Ward' background previously worked in different ways which involved larger stock on the ward and tto medication on discharge, this is required on an Acute ward and created a sense of urgency for staff to acquire inpatient and TTO medication

Utilising boxed medication before starting nomad packs

Minimum of weekly checks of patient stock to ensure there was always a supply whilst avoiding any surplus, the aim was to have just enough without running out, I tended to do this as during medication round, I did not manage to create a robust system of checking and ordering

There's still more needed to be done to instil the required culture change in nursing staff.



Due to the pandemic, there is no data is available prior to July 2020

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## Psychology Provision

Over the last year the team psychologist, Dr Sundeep Sandhu (senior clinical psychologist and accredited cognitive behavioural psychotherapist) has facilitated a number of individual and team based service provisions:

- ◆ Therapeutic interventions have been offered flexibly over the last year with a choice of telephone, video, or face to face therapy. The therapeutic models have included cognitive behavioural therapy (CBT) and narrative exposure therapy, supporting service users with a

wide range of presentations including psychosis, hearing voices, trauma, anxiety, low self-esteem and low mood.

- ◆ Team formulations or 'case busts' are organised and facilitated as and when needed for unit staff to come together as a multi-disciplinary team with a resident's community care coordinator, to explore what may have led to an individual's mental health difficulties, what may be keeping their difficulties going, incorporating the individual's strengths and resiliency, to collaboratively inform care planning. Six of these were requested over the last year with 16 staff members attending.
- ◆ Staff have accessed consultation

with the psychologist for support or when feeling at an 'impasse' with service users and for guidance on facilitating a range of low intensity psychological interventions including voices work, staying well/relapse prevention interventions and guided CBT self-help.

- ◆ In order to support staff well-being, reflective practice has continued, as and when permitted by the Trust Covid-19 continuity plan, by an external psychologist Dr Lisa Bird (principal clinical psychologist) who has facilitated this over Teams. There have been six meetings over the last year with a total of

38 staff attending (not including students), and an average of six attendees per meeting. A number of staff members have also taken up the offer of face to face individual staff support sessions with Dr Sundeep Sandhu, reporting that this has been helpful during particularly challenging times.

- ◆ Over the last year a number of service development projects have also been undertaken, including a diversity special interest group and a well-being self-help resource, which are detailed further elsewhere in this report.

By Dr Sundeep Sandhu  
Senior Clinical Psychologist

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## 'Stay Home Self-Help' Pack

In June 2020 a new resource was developed by Dr Sundeep Sandhu, the clinical psychologist for our team. The 'stay home self-help pack' is there to support residents during the COVID-19 pandemic. It includes a variety of self-help techniques for a range of difficulties, such as anxiety, low mood, post-traumatic stress disorder, voices and sleep difficulties.

It also provides details of self-help apps and helpline numbers. Consultation took place with a resident during the development of the resource, who kindly wrote the foreword for the pack.

The pack is provided to all new residents at the unit to use independently or with the support of staff. Dr Sundeep Sandhu has been providing training and consultation to staff interested in facilitating

guided self-help interventions, enabling greater access to low intensity psychological input for our residents. The pack is also being used across the Trust and is available to download by the public on [our Trust website](https://www.getselfhelp.co.uk/pandemic.htm) and at <https://www.getselfhelp.co.uk/pandemic.htm>.

There is currently a service evaluation planned to assess the efficacy of this resource for people with psychosis, to evaluate the experience of using the self-help pack from the service user's perspective and of providing guided self-help from the staff member's perspective, and also to obtain further feedback on the pack.

To date there has been positive feedback from residents who have received support in using the pack, reporting that the techniques have been 'relaxing and calming', helpful in 'reducing anxiety', effective in improving well-being, enabling them to engage in day to day activities, to be more knowledgeable about their experiences, and feel more hopeful and positive about their future.

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# STRIDE SIG

Steps to recovery inclusion, diversity and equality (STRIDE) special interest group (SIG)

As part of the Trust's value of inclusion, a special interest group has been established and led by Dr Sundeep Sandhu, the clinical psychologist for our team, since September 2020. STRIDE SIG is a group that runs monthly to provide a psychologically safe space for staff to learn about and develop their skills in the area of inclusion.

We are lucky to have a hardworking and passionate champion in Recovery Navigator Gabrielle Browne for our team at Rookery Gardens. In addition to the monthly workshops, diversity events are an important part of this SIG, to celebrate the contributions that diverse groups of people make in enriching our world.

STRIDE and its associated activities have had positive feedback to date. In terms of the diversity events it has been noticeable that it has enabled service users to enjoy and feel good about aspects of their own and others culture, and to be more knowledgeable, valuing and respectful of difference.

In terms of the impact on staff, feedback has been provided that staff have noticed improved teamwork, learning from each other including from residents, open dialogue on topics that would not otherwise have been discussed and increased confidence and comfort in doing so, being more mindful of considering the cultural needs of residents, and increased knowledge in this area.



During Black History Month (BHM) in October 2020, Gabrielle Browne and Tina Allman (Recovery Navigators) led the following activities: a jewellery making class based on traditional and bold African designs, BHM themed quizzes, a poetry class where residents created poems on Maya Angelou's

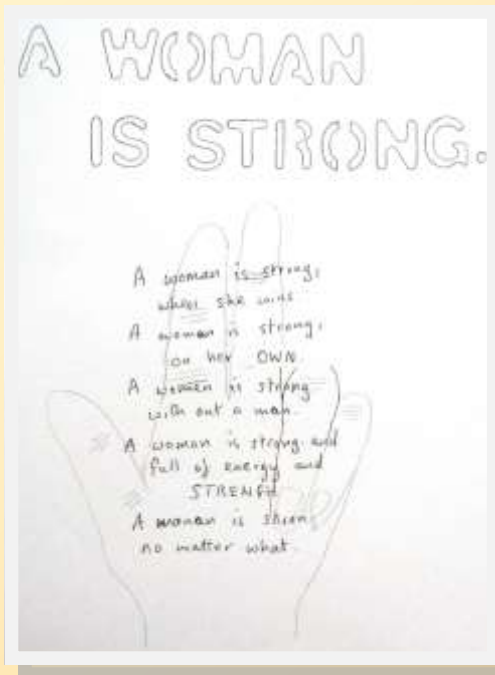
poem 'And Still I Rise', and discussions with and writings by residents on who, from the black community, has inspired them. There were also 'person of the day' posters of inspiring black people on display throughout the month. These were created by Gabrielle, with support from Alicia Rossington, a Student Psychologist.



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# STRIDE SIG

Steps to recovery inclusion, diversity and equality (STRIDE) special interest group (SIG)



An original poem titled "A Woman is Strong" written by a service user.

**A Woman is strong, when she wins  
A Woman is strong, on her own  
A Woman is strong, without a man  
A Woman is strong and full of energy and strength  
A Woman is strong, no matter what**

## *In celebration of* International Women's Day on March 8<sup>th</sup>

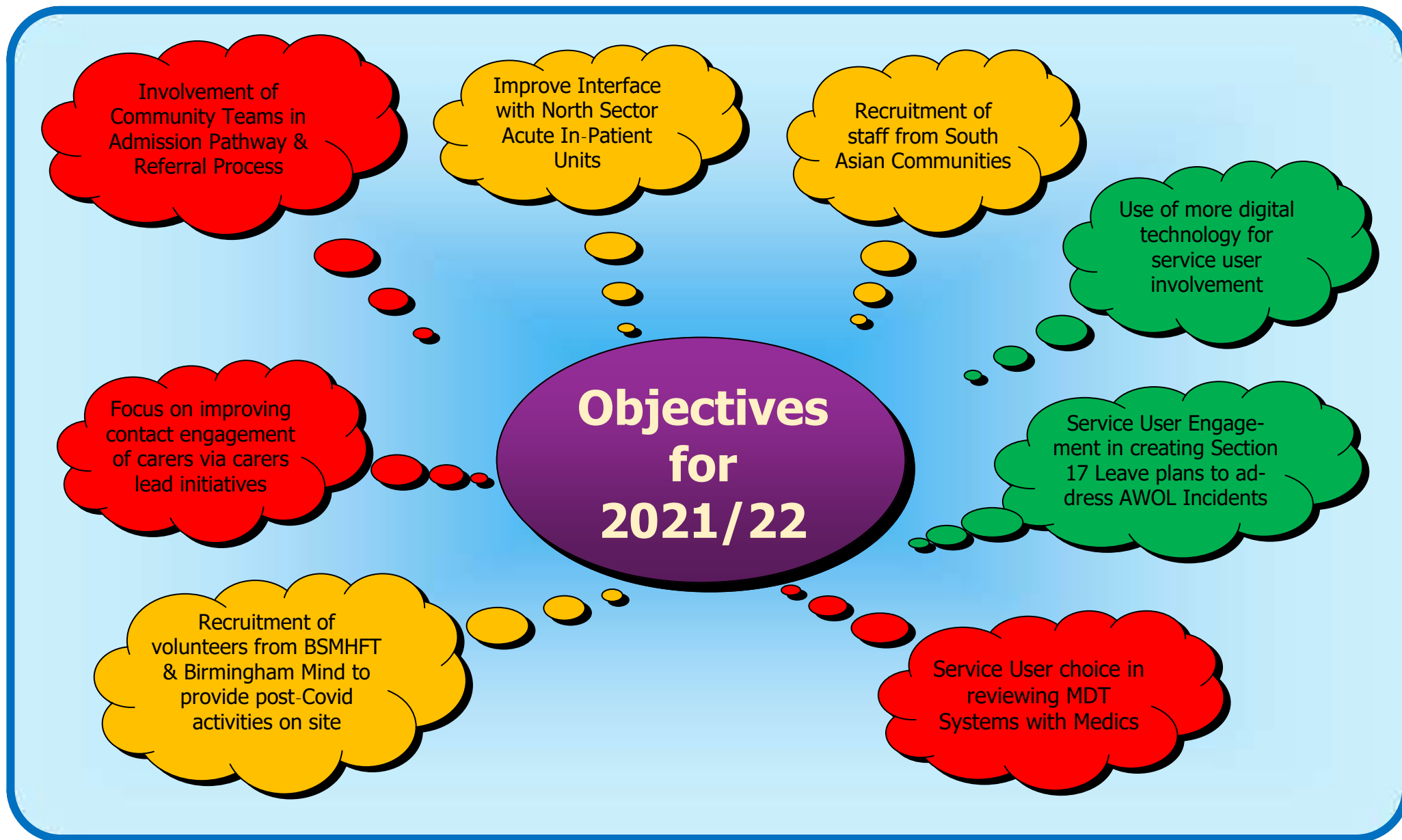
Gabrielle Browne and Tina Allman (Recovery Navigators for Birmingham Mind) led the activities at Rookery Gardens. There was a wall display which included poetry and illustrations by Rupri Kaur, a playlist of songs that honour women, and a think piece and photographs which applauded the women in management roles at Rookery Gardens, in line with the theme 'Women in Leadership'. This generated conversations amongst staff and service users. In addition, a resident wrote an original poem entitled "The Woman is Strong".



For disability awareness and appreciation month there was a 'person of the day' poster displayed each day during January 2021 of inspiring people with a disability. Gabrielle Browne had conversations with service users on what it means to have a disability and facilitated an informal session on British Sign Language.



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# Rookery Gardens

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