



NHS

Bedfordshire Hospitals
NHS Foundation Trust



BedSide

Bedfordshire Hospitals magazine for staff. Edition seven, summer 2022

PAGE 12

**CELEBRATING
OUR NURSES &
MIDWIVES**

PAGE 4

**NEW STAFF
APP**



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Safeguarding team receives recognition for outstanding service

We are delighted that Bedfordshire Hospitals' Safeguarding team have recently been recognised for their collective efforts to improve services for our vulnerable children and adults that have attended the hospital whereby abuse had been identified.

This recognition included a member of staff being nominated and receiving the NHS England/NHS Improvements Safeguarding Star for Safeguarding Excellence. The nomination was submitted by BLMK CCG and presented by the Head of Safeguarding from NHS England.



The Bedfordshire Domestic Abuse Partnership and High Sheriff of Bedfordshire Recognition Awards 2021 also received a nomination for another team member for her contribution to Domestic Abuse within the acute Trust. This nomination was submitted by the Local Authority.

In addition, the Safeguarding team received the Hellenic



Police Badge in recognition of their involvement in supporting Domestic Abuse responses abroad.

Congratulations for your achievements and for promoting and maintaining exceptional safeguarding practice within the Trust!



David Carter
Chief Executive



Simon Linnett
Chair

Welcome

from the CEO & Chair

There is so much to celebrate this summer, and this edition of BedSide gives some great insight into why.

After an incredibly difficult two years away we are delighted to finally be able to run our first non-virtual engagement events as a merged Trust.

In these events we have the simple objectives to say thank you, to engage with you and hear from you, and finally to give you a break from the day to day. We hope you have a good time, enjoy the food (and this magazine, of course) and I hope we have managed to convey a little bit more about the sort of organisation we are trying to create.

We have invested a lot of time and thought into different ways we can gather your feedback and share the latest good news happening across our hospitals. The events will see us launch our new staff app that brings together useful information and resources at your fingertips, wherever you are from your mobile phone. Read more about the benefits

and how to download on page 4.

It has been a year since we restarted our team and individual of the month awards and we have seen some truly inspirational winners going above and beyond for our patients and colleagues (page 18). Receiving and reading your nominations is one of the highlights of the month, and it is always an incredibly difficult decision to choose our winners.

Our Redevelopment work continues at pace (page 6) and it has been brilliant to hear from colleagues about how excited they are by the changes to the new ED on both sites and the expanded space for Outpatients in the Cauldwell Centre at Bedford. These spaces have been designed with input from clinical teams at every stage, and are starting to take shape.

Creating a fairer more inclusive organisation is a key aim for the Trust and on the back page there is an application form to join two of our staff networks. These networks work closely with the senior leadership team, so that we can listen, learn and make changes together to make our hospitals a more inclusive, diverse and fairer place to work for everyone. The more colleagues we have involved in our networks, the more voices there are to empower our staff.

Finally, thank you all for your continued hard work and dedication in difficult circumstances. We hope you all have a wonderful summer, recharge your batteries and enjoy some time with loved ones.

Keeping you App to date! launching our Staff App – Team BEDSFT

We are thrilled to announce that we have launched a Trust mobile app for colleagues across Bedfordshire Hospitals, to bring together useful information and resources at your fingertips, wherever you are from your mobile phone.

The Team BEDSFT app is available to download free to your smartphone and includes quick links to our latest news, ESR, e-Roster, email, wellbeing support, our networks and much more.

We have learnt from responding to the coronavirus pandemic that instances where we need to send urgent information to do with change of practice and changes in national guidance have become quite regular. On top of that, staff feedback has told

us that accessing emails at their PC isn't always possible for our clinical staffing groups and that you would find it easier to look at key information and messages on a mobile app.

Our Chief Executive, David Carter said:

“This new app is about investing in and engaging with our teams. Many of the staff working in our hospitals don't have regular access to email or the intranet, but almost everyone has a smart phone.

“It has been a Trust priority for us to make access to our communications easier for



you. Listening to and engaging with our staff is fundamental to embedding our culture of quality improvement and the app is a simple and extremely effective way for us to do just that.”

Louanna Lubega, Head of Communications for the Trust, said: “While our department is

A FEW THINGS THAT THE APP CAN DO:

- Push notifications to your mobile in the cases of emergencies and major incidents
- Keep up to date with the latest news - with easy access to communications such as The Week and Bedside
- Access to your Trust email
- Phonebook – easy access to contact numbers for teams / wards
- Keep organised with your rota and even request shifts on r-Roster
- Check your training record
- Regular local benefits and discounts available to you
- A virtual staff noticeboard, where you can create bulletins easy
- A ‘Thank you Wall’ where you can view and submit messages of thanks for your colleagues
- Check your training record
- See our latest job vacancies.





very proactive and circulates information regarding staff benefits, news, health and wellbeing and values and culture on a regular basis, we recognise that many of our colleagues do not have access to computers.

“The app should help us to get our messages out to all corners of the organisation quickly and effectively. It will help deliver proactive engagement with staff, and as confidence in the app grows we hope that, because the culture of engagement is positive, it makes staff feel even prouder to work at our hospitals.

“We would like to thank everyone who helped implement and roll out this app, especially those colleagues who piloted the app prior to its official launch at our Summer Engagement event. The feedback has been extremely positive and we are all very excited about the future.”

The app has been developed by the Trust’s Communications Team, in partnership with technology experts Ark, at absolutely zero cost to the Trust.

Frequently Asked Questions

Is this just for Trust mobile phones?

No, the app can be download onto your personal smartphone.

Can I access the app on my iPad?

You can indeed.

Who is the app for?

The app has been produced and designed to offer current and future staff information related to your work.

Can I make a request or notify something that needs changing?

Sure thing! This is our app. Let’s make it work for us. You can send a suggestion or request through the feedback form on the app or email us directly to the Communications Team. We would love to hear from you.

Why is the app not on the App Store or Play Store?

The app has been developed with staff in mind and not the wider public, therefore availability is restricted.

Do I have to download the app?

If you don’t regularly access a Trust computer we recommend that you download the app to stay up to date with the latest news and information. If you regularly access the intranet and your emails, it’s not essential for you to download the app. All the information available on the app will be available elsewhere e.g. via the intranet or in the Headlines. However, you may still wish to download the app as it’s useful to have on your phone when

you are out and about.

Why do we even need an app? All this information is available on the intranet

When we surveyed staff we discovered that a large percentage of staff that took part found it difficult to access the Trust’s intranet. This was either because they didn’t have access to a computer or did not have time to look whilst at work. We also found that some staff never accessed their email addresses. With the app you don’t need to be at work or on a Trust computer to access information and news.

How much did it cost the Trust to produce?

The app hasn’t cost the Trust a penny to produce. The app is paid for by paid advertisements. The advertisements are very discrete on the App, and are only advertisements which offer discounts / offers to NHS staff – win, win!

Why does it ask for permission to send notifications?

This is so we can send you push notifications to your phone or device on updates and important information. You can reject this permission but you will then not receive these notifications.

Download the app now!

To download the app scan the QR code.



Redevelopment

Bedford Hospital

Cherry Tree Garden

We are delighted that we have now relocated the wellbeing garden by Beeden House to its new home by Cygnet Wing.

This was necessary in order for us to use the space by Beeden House to build an electrical substation, which will allow us to do essential works to upgrade our electrics.

'The Cherry Tree garden' - aptly named and centred around the beautiful cherry tree – provides a serene space for staff and visitors to relax and reflect. It features a space of remembrance of our dear colleagues and friends who we have sadly lost and an area within the garden is dedicated to baby loss remembrance.

We will be launching an official ribbon cutting event for the garden in the near future, but in the meantime, it is lovely to see staff and visitors already



making use of this space and enjoying the peace and tranquillity it provides.

Electrical infrastructure - substation

Now that the new garden has been completed, it allows us to start works on the electrical substation. This is necessary to enable the rest of our site redevelopment schemes to be delivered – allowing us to progress with the first floor extension to the Emergency Department and provide a CT scanner within the department, refurbish the Cauldwell Centre to provide additional outpatient space, and provides further capacity to support subsequent capital projects on the hospital site.

We have now entered into contract with W Portsmouth and work has begun to make these vital electrical upgrades. Once complete, this will increase capacity across the site.

Cauldwell Centre

Work on Cauldwell Centre is well underway and coming along nicely. Our contractors have completely stripped out the two vacant floors and continue to work hard to fully fit it out, creating flexible clinic space. Essential windowsill repairs and installation of new energy efficient windows in the whole building have been completed and will support us in our drive to net zero carbon.

At our recent site visit, Sister, Claire Sozzo, Senior Sister Hayley Peacock-Jordan and Jackie Downs, Head of Nursing Outpatients, who all work in our Outpatients department joined the tour.

Involving colleagues with these tours not only provides them with regular updates on the works, but also gives us valuable feedback from the clinical teams that will work within these areas to ensure we meet the service and

patient needs. They said:

“We are all really impressed with how the Cauldwell Centre redevelopment works are coming along. As we were walking around, we could really envision exactly where the corridors would be, where the waiting areas are, where reception would be and where the e-consultation rooms are going.”

“It was fantastic that we had the opportunity to look around, it has definitely reassured us that we will be expanding the outpatient provision into a fresh new purpose built space. We are really excited for the completion date, it is going to make a huge difference to our working lives and of course to the experience of our patients.”

The Cauldwell Centre will be complete by September 2022. Once complete the newly renovated space will provide an impressive 27 additional outpatient rooms, four e-consult rooms and three treatment rooms across two floors.

L&D

Acute Services Block and New Ward Block

Work is well underway and slightly ahead of schedule for delivery of the five-storey Acute Services Block and three-story New Ward Block. Once complete in Summer 2024, they will house modern and enhanced facilities for maternity services, a level 3 neonatal intensive care unit, critical care and eight new operating theatres. In April, we were delighted to

have a special visit from Rt Hon Sajid Javid, secretary of state for health and social care, who attended a deferred ground-breaking ceremony to mark the start of the major transformation. It was a great opportunity for Sajid to also see the realities of the £168.9m capital scheme, £150M of which was received from the Department of Health and Social Care (DHSC) to modernise and enhance these facilities.

The last few months have seen the delivery of a tower crane, which will support in moving materials around the site as well as build the concrete frame and floors of the new buildings, which are now underway.



We are using a pre-cast concrete column approach in the buildings which brings benefits of speed of assembly and factory quality control, as well as meaning fewer vehicle movements and workforce on site - all part of our attempts to minimise the impact the project is having. The frame is anticipated to be complete as early as January 2023.

Emergency Department upgrades

The second phase of the Emergency Department (ED) upgrades was completed at the end of May, with the space being handed over to the team and now operational. This saw the creation of six modern majors cubicles which supports with the isolation of patients attending with potential infections, monitoring of higher acuity patients, as well as a quieter treatment area for our most vulnerable patients.

Rebecca Pheby, General Manager for Acute and Emergency Medicine and Ben Small, ED Matron said: "This phase has provided improved space, lighting, privacy, infection control measures and comfort for our patients. Our staff will benefit from new equipment and improved



resources to help provide the best care for our patients in what can be their greatest time of need".

Subsequent phases will see the opening of additional cubicles, significantly increased waiting space, a CT scanner situated within the department, a paediatric ED and new main entrance to the hospital.

Although it would be much easier to close the department to carry out the work more quickly, this is simply not possible as the service must continue to run. This makes it extremely challenging as the work is carried out in and around live clinical environments. This can be disruptive to those working nearby, but we are working with our contractors to minimise disturbance and impact.

Energy Centre

We are now entering the final stages of the main build of the Energy Centre. The majority of the equipment has been delivered and large decorative

panels have been installed on the exterior.

The building work is due to complete by the end of the year which will then allow us to connect plant rooms to the main central system over the following 12 months.

Once complete, this will deliver a substantial reduction in energy consumption, supporting the Trust's drive to Net Zero Carbon, and increased resilience across the site.

Thank you to you for your patience and understanding over the past year. As more work takes place over the coming year, we will continue to work with our construction partners and the local Council to ensure we are mindful and considerate of our staff, patients, visitors and residents. For the latest information and updates on projects across our sites, please visit the staff intranet. If you have any questions, please contact redemption@ldh.nhs.uk.

THRIVE through Kindness Week

We want to be an organisation that is recognised not just for being kind to those it cares for, but for being kind to each other.

In the recent NHS Staff Survey you told us that feeling appreciated by your colleagues and managers is vital in creating a good day at work for you. And the data agrees - did you know that when someone is rude 80% of people will lose time worrying about the rudeness and 38% reduce the quality of their work? An impulsive act of incivility can negatively impact performance, and has been shown to negatively impact patient outcomes

In May our Organisational Development and Culture team held the THRIVE through Kindness Week to highlight just how huge the role of kindness plays in our everyday working life, and its benefits in creating an environment for amazing patient care.

Staff were encouraged to fill out thank you cards to show their appreciation to a colleague or team, whose behaviours aligned with the values of the Trust and made a positive impact on their day. These have since been delivered to wards and teams.

Sophie, a CSW and Student Nurse on Howard and Godber ward at Bedford, said:

“Getting my card was so lovely, all I thought I had done was sit with a colleague in need after shift and listen to her...but for her it was so important and made a massive impact on her wellbeing. Receiving a thank you always makes you feel good! Being kind, understanding and appreciative to each other really does make a difference to our patients too, they feel safer and calmer when they see us being kind and appreciative of one another, which helps their recovery”

Creating a culture of kindness

We have a number of initiatives have been launched to create a culture of kindness.

- Schwartz Rounds – a structured forum where all staff, clinical and non-clinical, come together regularly to discuss the emotional and social aspects of working in healthcare.
- Take HeART – a creative group to support and enhance the wellbeing of patients, visitors and staff within our hospitals through the arts
- Staff Networks – a groups of staff who come together to support one another, and the organisation, in creating a more diverse and inclusive workplace
- Freedom to Speak Up
- Peer Listeners – a service aimed to provide a listening ear to colleagues at a time of need. Peer listeners will provide an empathic and non-judgemental listening space for a colleague to talk through an issue that is distressing or difficult.
- A Kind Life – We are providing our managers with training in Leading with Values to ensure they are equipped with the knowledge and confidence in creating an environment where we can all THRIVE
- Check in Check out - a short and simple intervention to be used at the start of the shift or at handover before any patient detail or operational concern is discussed. Our clinical leaders are being trained in doing this effectively to support team wellbeing.





The day Her Majesty the Queen came to visit Bedford

On 6th February this year Her Majesty the Queen became the first British Monarch to celebrate a Platinum Jubilee, marking 70 years of service to the people of the United Kingdom, the Realms and the Commonwealth.

To commemorate the occasion Bedford Hospital remembers a very special day in its history, as Her Majesty the Queen opened the new Women's and Children unit – Cygnet Wing.

On 21 November 1996 Bedford Hospital was gearing up for a special day in its history.

Preparations were being made, staff briefed, shoes shined and excitement was growing in the gleaming corridors of the new maternity and children's unit, Cygnet Wing.

This was a day unlike any other, this was the day Her Majesty the Queen came to Bedford Hospital.

"I am proud to say I was present on that special day" recalls ANC midwife Paula Rose "I was a Maternity care assistant in those days and had moved to cygnet wing from the North Wing site. It was all very new and we were so proud of our brand new maternity unit and felt privileged that Her Majesty had agreed to officially open it for us."

"I remember all available staff standing on the landings as she walked up the stairs, she had a big smile and seemed very happy to see us all. It was a day to remember, happy times."

The build up to the day had staff equally excited and nervous. No stone was left

untaken as they prepared for Her Majesty's visit.

Sue Llewellyn who has worked on our children's ward, Riverbank, for 46 years remembers the unique preparations a royal visit brings.

"All staff and visitors were checked before we could go onto the ward. I remember us ensuring the ward was spick and span polished and cleaned. We were all in our uniforms in a circle in front of reception with our sparkling shoes.

"The matron at the time, asked all the ward staff who we felt was the right person to present a bouquet to her majesty. We all agreed that a young boy who we had been treating for a long term illness should take on the role. He and his mum were overwhelmed by it."

The day was an emotional one for everybody involved,

with staff and patients overjoyed to meet and speak to Her Majesty.

“Her Majesty spoke to us all and I felt so proud to be there I had tears in my eyes.” Remembers Sue. “I was so close to her I felt as if I could touch her. It was a sparkling day and we all thoroughly enjoyed the visit, as did the children and parents.”

For many it was a day they will never forget. Oseiwa Kwapong, consultant paediatrician, remembers,



“There was a real buzz in the air that day, everyone was so happy and proud. We were proud to have a new building and we were incredibly

honoured to have HM Queen Elizabeth meet us and officially open it. Such happy memories for all of us involved.”

Making our patients feel part of the celebrations

Our Wards and Departments did a fantastic job of making sure our patients did not miss out on this unique milestone. Thank you for ensuring everybody could celebrate together!



International Nurses' Day

On Thursday 12 May, we celebrated International Nurses' Day.

With thanks to generous donations, we were able to share food and care packages on both sites. Our international nurses took part in an inspiring cultural dance, displaying their hidden talents, to show that no matter what country staff are from, or which culture they value, they are always here to serve the NHS and embrace the Trust's THRIVE values, with care and compassion. Karen Reep, Paediatric Sister, also showcased her talents and hand drew moments of the day.

James Garces

Senior Nurse in Emergency Assessment Unit 1.

"I am a senior nurse in Emergency Assessment Unit 1 at the L&D. For me being a nurse is not a job, it is a calling that I have loved doing for the past 32 years.

"I love my job simply because it gives me a pleasure and satisfaction when I see my patients go back to their normal baseline. By just giving a hug and talking to them it is really a big boost to their wellbeing and they get well very quickly, and it makes me happy."



Hayley Wright

Tissue Viability Lead Nurse.

"I lead the Tissue Viability service in maintaining standards of clinical care and work in collaboration with other colleagues. I provide expert clinical advice, support and education to the team. I am involved in the delivery of wound care based on local and national guidelines and best practice recommendations for wound management strategies.

"I have a passion for the prevention and management of wounds and preventing harm to patients is important to me. Through my work I can support the reduction in pressure ulcers and moisture damage. I can ensure education is provided to encourage the appropriate management of of chronic and acute wounds."

Shelene Tawede

Team Leader, Plastic Surgery and Laser Centre.



"I have been with the Trust for 11 years, and I am passionate about being the best human possible. Nursing as a profession gives me the opportunity to achieve my passion daily. I absolutely love caring for others and being the best patient advocate possible."

Karen Samm

Paediatric Research Sister.

"I am Karen and I work in a specialist role as a Paediatric Research Sister, but my journey began with this Trust back in January 2009. Always wanting to achieve and succeed, I have progressed from a Paediatric Health Care Assistant to a Band 5 Paediatric Nurse, then a Band 6 Paediatric Sister.

"Now I am in a role where I can use all of my experience to improve patient outcomes. The best part of my job is the fact that I am supported by the colleagues around me. I feel very proud to have given back a small amount to the community I live and work in."



International Day of the Midwife

On Thursday 5 May, we celebrated International Day of the Midwife 2022.

On the day, we welcomed Dr Marie Lewis, National Maternity Improvement Lead at NHS England to join in with our activities. Food, drink and care packages were distributed amongst both units, we had a cake competition which showcased some amazing talents and held local awards to recognise colleagues who have really gone above and beyond in the past year.

Tracey Scivier

Tracey Scivier is Midwifery Matron based at the L&D, and has been working at the Trust for 34 years this year!



Here's what Tracey likes about her job, and why she loves being a midwife: "I like my job because I have the opportunity to support midwives to develop their skills and knowledge and provide excellent care to mothers, babies and their families.

"I love being a midwife as I have the privilege of sharing beautiful moments with families whilst enabling them to have a positive experience whatever the journey and outcome."

Sarah Hall

Sarah Hall is Named Midwife for Safeguarding at the L&D, having joined as a newly qualified midwife back in 1999.

"In my 22 (and a half) years, I have worked in several different areas in maternity before finding my niche in safeguarding. The focus of everyday is about putting our mums, babies and families at the centre of care for the best possible outcomes.



"I also get to work alongside a fabulous team, they really are my second family, often referred to as our 'work family', and are amazing bunch of ladies."

Abidemi Ajimat Jimoh

Abidemi is a Midwife, who has been working at Bedford Hospital since the start of March.



"Midwifery is delicate, attentive, caring, and humbling in a good way. One of the things I really like about being a midwife is the fact that complete strangers come to you, entrusting their

lives and that of their loved ones in your care, and even sometimes when they are most vulnerable, they still trust you to do right by them. This gives me a sense of responsibility, joy, and fulfilment and I am honestly and genuinely grateful to be part of their lives.

Chelsea Beckford-Procyk

Chelsea is a student midwife on her final year placement at Bedford Hospital.



This is why Chelsea was so keen to pursue a career in midwifery: "The role of the midwife encompasses so many other things, more than the birth itself, you are an educator, an advocate and a shoulder of support. The variety of the role enables you to discover new passions and interests.

"From being a student midwife, I have discovered an interest and passion in decolonising our education, and highlighting the importance of antiracism in maternity care. This has led me to speaking at the 2021 virtual IDM (International Day of the Midwife) conference, provide training for hypnobirthing instructors, publication in The Practising Midwife, and produced an anti-racism workshop for student midwives."

Get social with us

Social media can be a powerful tool to highlight services and achievements of our Trust, promote health, and engage with staff, patients and the local community about our hospitals' services.

As a Trust, we use social media as part of our communications and engagement strategy and, encourage staff to act as online advocates – communicating our achievements and successes.

We have to make sure our content is accessible to those with disabilities and that we cover a diverse range of topics.

You can like and follow us on our channels!

Facebook

Both hospital sites have well established Facebook pages, which play a huge role in engaging with local communities.

Bedford Hospital:

www.facebook.com/BedfordHospital

@BedfordHospital

Luton and Dunstable University Hospital:

www.facebook.com/LandDHospital

@LandDHospital



Closed Staff Facebook

We have an internal staff, students and volunteer Facebook group. It is an informal forum for staff to catch up with each other and find out what is going on at all hospital sites.

www.facebook.com/groups/bedsftstaff

@bedsftstaff

Twitter:

Both hospital sites have Twitter accounts, which are used primarily for healthcare professionals, local businesses and partner organisations.

Bedford Hospital:

www.twitter.com/bedfordhospital

@BedfordHospital

Luton and Dunstable University Hospital:

www.twitter.com/LandDHospital

@LandDHospital

LinkedIn:

We a Trust LinkedIn account used primarily used for sharing good news stories and job vacancies.

www.linkedin.com/company/bedfordshire-hospitals-nhs-foundation-trust

Instagram:

We have recently launched our corporate Trust Instagram account! We'll be looking to share positive news and updates, campaigns and awareness days, and will be holding Q&A sessions with our staff.

Bedfordshire Hospitals NHS Foundation Trust

www.instagram.com/BedsNHSFT

@BedsNHSFT

We encourage staff to make themselves familiar with our Social Media Policy, which can be found on the intranet to understand the basic dos and don'ts.

Leading the way through Research and Development

It has been a successful year for our Research and Development (R&D) teams

Research is essential to find out which treatments work better for patients. It plays an important role in discovering new treatments, and making sure that we use existing treatments in the best possible ways. Research can find answers to things that are unknown, filling gaps in knowledge and changing the way that healthcare professionals work.

People being cared for in the NHS benefit from past research, and continue to benefit from research that is currently being carried out. Ultimately, high-quality clinical research helps the NHS to improve future healthcare.

Our R&D team is made up of a multi-disciplinary team consisting of nurses, doctors and other healthcare professionals that work together to identify studies and recruit eligible patients.

Another successful year

Our R&D teams enjoyed another year of high recruitment to a range of studies from both academic and commercial sectors.

During 2021/22 the number of patients who were recruited to participate in research studies approved by a Research Ethics Committee

was 4173. A fantastic achievement.

Overall recruited to 202 clinical research studies in the following areas: oncology; stroke; cardiology; neurology; dermatology; ophthalmology; surgery; midwifery; paediatrics; gastroenterology; rheumatology; infection; orthopaedics; anaesthetics and respiratory medicine.

Dr Muhammad K Nisar, Consultant Rheumatologist & Physician Director Research & Development said: "Thank you to all the departments who have worked with us to recruit patients and lead new research studies. Your hard work is making a big difference to the outcomes of these patients, and will help to shape the future of healthcare."

A particular highlight has been our success in the MIDI study, with Bedford Hospital amongst the most successful recruiting sites in the country. The team involved in this achievement are Dr Chike Onyekwuluje, Hazel Hurst, Angus Tickner, Retno Wulandari and Mel Penacerrada.

Celebrating international clinical trials day

Friday 20 May marked International Clinical Trials Day (ICTD), with celebrations held



to help raise awareness of clinical trials and research.

Clinical trials are important medical research studies to test whether different treatments are safe and how well they work. Some trials involve healthy members of the public, and others involve patients who may be offered the option of taking part in a trial during their care and treatment.

ICTD celebrates the anniversary of the first clinical trial by James Lind in 1747 into the causes of scurvy on board the HMS Salisbury. His trial consisted of just 12 men, grouped into pairs and given a variety of dietary supplements from cider to oranges and lemons.

The trial only lasted six days but, within that time, there was a noticeable improvement in the group eating the fruit, providing Lind with the evidence required of the link between citrus fruits and scurvy.

Congratulations to Angela and Amy who were the March and April winners of our individual of the month.

Angela Thake

Anaesthetic Dept. Secretary

Angela is the backbone of our anaesthetic department and does a lot of unsung work to ensure that this very busy department runs smoothly. Angela has worked hard during the pandemic, remaining her usual optimistic and helpful self, supporting both our staff and patients. Colleagues have said that she is the 'glue that holds the team together'. It is clear that Angela is very much appreciated by her colleagues and they all value everything she does.



Angela Thake
Anaesthetic Dept.
Secretary

Amy Hedges

Ward Manger - Ward 11

Amy leads her team with care and compassion, embodying our THRIVE values with her leadership and management skills. Ward 11 recently had a patient that required a unique care plan and Amy went above and beyond to support her team and deliver exceptional care to the patient Amy sets a fantastic example to her team and our external partners.



Amy Hedges
Ward Manager

Individual of the month

21/22 Hall of fame

It has been a year since we relaunched our team and individual of the month. We look back and celebrate our amazing winners who we recognised in 2021/22.

Not all heroes wear capes. So, one of the ways that we celebrate our fantastic colleagues is through our Staff Awards. Each month we recognise the fantastic contributions of both a Team of the Month and Individual of the Month who have gone above and beyond the call of duty for other team members, or our patients and their families.



Ken Leighton



Bob Johnson



Julie Begum



Helen Cawood



Ruth Coleman



Kevin Rowe



Sonya Carey



Lena Johnson

To nominate an individual or team please email staffawards@ldh.nhs.uk or staff.awards@bedfordhospital.nhs.uk



Team of the month

Imaging Department - L&D

Despite immense operational pressures, the dedication and collaborative nature of our imaging department has allowed for continued high-quality care. The team have worked tirelessly to ensure fast access to vital diagnostic procedures, consistently pursuing the best patient experience. Delivering these tests quickly and efficiently helps other colleagues and departments diagnose and treat our patients, meaning they can get home to their loved ones faster.

The ongoing commitment to teamwork, and the fantastic comradery of the whole team truly mirrors all of our THRIVE values. Thank you to the whole team for all of your hard work, you truly deserve this award.



Imaging - L&D

104 Week Waits

Thank you to everybody involved in managing the 2 year waiting lists down to less than 10 patients by March.

The NHS Elective Recovery Plan, published in February, set out a target of ending two-year waits by July 2022. This is a major milestone in our recovery plan and to get to this position four months early is an

incredible accomplishment and means those patients waiting the longest have been able to access vital care.

It has taken a massive effort from a number of areas including the waiting list, 18 week, patient access, outpatients and the ophthalmology and orthopaedics teams on both hospital sites.





Covid-19 Vaccination Team - Bedford



Covid-19 Vaccination Team - L&D



Coronary Care Unit (CCU) - Bedford



Lassa Fever Response Team



Elizabeth Ward - Bedford



Tavistock Ward - Bedford



Frailty Team - Bedford



Frailty Team - L&D



Sterile Services - Bedford



Sterile Services - L&D

21/22 Hall of fame

Our Obesity Service special feature on BBC Look East

In May, our Obesity service – the regional centre for the East of England - worked with the production team at BBC Look East (West) on a three part special broadcast in the week of 9 May.

Running over consecutive evenings, the programme looked at three key areas of the service – bariatric surgery, the weight loss jab Saxenda, and the role that genetics plays in obesity.

A big thank you to the Obesity team who invested a lot of time organised this filming which involved a considerable amount of planning – it was led by consultant Dr Anjali Zalin, surgeon Mr Doug Whitelaw, Clinical Lead Debbie Musendeki and Nurse Specialist Jane Rix.



In the operating theatre

The first day of filming at the L&D was based largely in the operating theatre when the cameras followed 54 year old Penny from Norwich as she prepared for, and underwent, a gastric bypass, carried out by bariatric surgeon Mr Doug Whitelaw.



The piece included interviews with Penny before her operation, Mr Whitelaw, and another of our patients, Jenny from Milton Keynes, who had surgery seven years ago and spoke about how it had transformed her life.

Before the advent of COVID-19, the team were carrying out around 400 procedures a year, but because of a lag in referrals during the pandemic, this number is expected to rise to 1,000 this year.

To be eligible for weight-loss surgery you have to have a body mass index (BMI) of above 40, which would roughly be above 15st (95kg) for a woman and 16st (102kg) for a man.

Weight loss jab

The weight loss jab Saxenda is a relatively new way of treating obesity – our unit was one of the first to start offering it last year, and it's proving very successful. Patients have to administer the jab themselves daily, and is a good alternative for some patients than surgery. It is likely that this form of treatment will be more widely available in the future.



Genetics and obesity

This is a relatively new area of investigation and our unit is at the forefront of research.

Working in partnership with Bart's Hospitals, patients attending the Obesity Unit on the L&D site have just embarked on a new research project which uses a mouth swab, rather than a blood test, to search for genetic

indicators...

Kevin Jackson was the first of our patients to have the mouth swab and among only a handful of other patients to be involved so far. He chatted to the film crew about how being obese has affected his life, and his hopes for the future.

Traditional blood samples are sent to Cambridge for analysis, and leading national expert Professor Farooqi was interviewed about the role of genetics in obesity and how it will be vital in tailoring treatments to individual patients.

The programmes generated a lot of interest, particularly from prospective patients, and the team plan to hold an online question and answer event for them soon.



Checking in with our Charity team!

Our Charity and fundraising teams are constantly on a mission to raise vital funds for our hospital to benefit patients, visitors and staff alike. Read on for an insight into what our Charity have been up to in and around the hospital sites!

World Book Day

On 3 March 2022 the Charity hosted a book stall at the L&D in celebration of World Book Day. Baby and children's crochet and knitted toys were also on sale at the stall outside WH Smith in the Surgical Block, which contributed £150.96 to our final total.

Local communities and schools generously took part in World Book Day and donated funds raised to Bedfordshire Hospitals NHS Charity. Thank you to Challney High School for Boys and Harpenden Academy for contributing to our cause.

We raised an outstanding total of £885.10.

Easter celebrations!

With thanks to donations from contributors to our Amazon wishlists, Asda, Morrisons and Tesco supermarkets from across Luton, Dunstable and Bedford, The Provincial Grand Lodge of Bedfordshire via The Bikers, Toureen Group (Kier), DHL Services, Bedford Hospital Charity & Friends and Luton Town Football Community Group, alongside many individual contributors,



we were able to make Easter special for our patients who were in hospital over the Easter weekend.

Such acts of generosity resulted in special Easter treats including chocolate eggs and activity packs being delivered to our children's wards and the Emergency Departments on both hospital sites and St Mary's block at the L&D.

International Day of the Midwife and Nurses' Day

This year, the 5 May marked International Day of the Midwife, swiftly followed by Nurses' Day which was celebrated on 12 May, welcoming an opportunity to thank our incredible team of midwives and nurses who make such a difference to our communities. As a team we were thrilled to be able to get involved in contributing to some fantastic celebrations.

Thank you to our friends at ADA International, who generously donated 150

boxes of travel size shampoo, conditioner and hand creams and a further 110 of each of combs, sewing kits, face wipes, tweezers and antibacterial wipes, so that our midwives and nurses could indulge in some well-deserved self-care and pampering, so that they continue to feel their best for their patients, families and most importantly, themselves.



Dominos pizza ensured our L&D nurses were fuelled for their shifts by donating 25 delicious large pizzas, while the Rapid Relief team supplied our staff with over 2000 free burgers cross-site alongside free drinks and a donation of over 2000 care packs cross-site.



The Spring Quiz!



Our Spring Quiz was a great success, raising an amazing £918.75 to benefit our Children's Critical Care room appeal.

Thank you to all who came to support, it was a fantastic turn out and an all-round brilliant evening with the help of our team of ambassadors and volunteers. The event took place at the L&D Social Club and food was kindly supplied by Cod's Plaice. We're already excited for the next one!

An update on our Charity appeals

In the last edition of BedSide, we announced the launch of a series of new appeals which have been developed to continue to improve our hospitals. These new appeals includes the funding of a new Children's Critical Care room at the L&D, the recruitment of a Play Specialist, the installation of a Patient Central Monitoring System, and the acquisition of vital equipment for the evolution of our Emergency Department.

Let's bring you up to speed!

Edition Seven. Summer 2022.

Children's Critical Care room

We're delighted to announce that so far the Charity have raised £36,177 towards our £78,000 goal for the Children's Critical Care room!

We have had three Charitable trusts pledge their support of the appeal. Thank you to The Wixamtree Trust and The Hobson Charity, who both pledged £10,000 each, and the Mrs B L Robinson Trust, who pledged £15,000.

Central Monitoring System

We are incredibly grateful that one of our closest supporters, The Amateurs Trust, have pledged to cover the whole £88,170 total cost of the Central Monitoring System and we hope that this pledge will be realised in the coming months.

ED Appeals

Our ED appeals are focussed on three different areas, including the recruitment of a Play Specialist, vital technology items, and POCUS, which is a battery operated portable scanner which can support quicker diagnostics for emergency patients.

So far, the numbers are as follows:

- Technology items: We have so far raised a total of £6,115 towards our total of £31,093

- POCUS: £600 has currently been raised towards our goal total of £50,000 to fund the POCUS
- Play Specialist: Funds are yet to be raised

We are eternally grateful to our staff, patients, visitors and external supporters who continue to support our fundraising endeavours in order to achieve the best possible hospital that we can.

New appeal!

We'd also like to announce a new appeal which we are looking to run, to support the purchase of 5 new sleeper chairs to support parents who wish to stay with their babies on the Special Care Baby Unit (SCBU) at Bedford.

Riverbank refurbishment

The grand total of funds needed to refurbish the playroom on Riverbank at Bedford Hospital have now been raised! The room will be fitted with items to support young people up until the age of 18, and children with SEN needs. The refurbishment is due to start in the coming weeks, which will see our Charity team moving into phase two of fundraising where we get to fundraise for new toys, furniture and vital equipment.

Take heART - Enhancing health and wellbeing through the arts!

Over the last few months activities facilitated by the take heART group have been in full swing. We've seen the exhibition of empowering posters, kicked off the voting polls for Paintings in Hospitals, and hosted some incredible creative workshops as part of the Jubilee celebrations.

Positive posters

You may have noticed some bright new posters displayed across both the L&D and Bedford Hospital, headlining messages of gratitude, support and love for our staff. The posters were part of a campaign called 'Posters for the People' created in 2020 by Leeds-based street art project In Good Company, who generously donated the posters to reinforce messages of the ongoing support for key workers whilst pressures on staff are unrelenting.



Photo credit - Shaun Armstrong

Paintings in Hospitals

From the 30 May – 10 June, take heART hosted a polling station outside the Chiltern restaurant at the L&D, as part of an exciting collaboration with charity Paintings in Hospitals.

As part of this project, we worked with Paintings in Hospitals to create a shortlist of paintings for display at the polling station. We wanted to welcome staff to visit the station, to look at the paintings, absorb them, and acknowledge how each painting made them feel. An online voting form was provided alongside a polling box for staff to vote for their favourite ones, the highest ranking will eventually be exhibited on the walls of the L&D as a generous loan from Paintings in Hospitals.

Votes are being counted as we speak so keep an eye out for your favourite pieces!

Jubilee celebrations!

Like many working across the NHS, Jubilee bank holiday plans would include long shifts and little opportunity for relaxation and celebration. As a group we wanted to encourage staff to take some creative respite from the frontline.

With the help of funding secured from Arts Council England (ACE) 'Let's Create' Jubilee fund, the Bedfordshire and Luton Community Fund (BLCF) and NHS Charities Together, we were able to host some fantastic creative workshops across two-days per site 30-31 May at Bedford and 6-7 June at the L&D, inspired by the theme of human touch.

The theme of human touch was conceptualised by lead artist Anne-Marie Abbate, who said: "COVID-19 took away

the opportunity for many of us to experience touch, exposing our hardwired need for human connection. For so many during the pandemic, the only human touch experienced came from the hands of our NHS.”

Alongside leading four Trust-wide workshops, Anne-Marie also created large-scale vinyl displays for each site, which were unveiled at the beginning of June. The vinyl depicted close up imagery of Anne-Marie’s artistic interpretation of touch receptors when viewed through a microscope. These sit beside a copy of the poem ‘These are the hands’ by Michael Rosen, which inspired the works. Photographer Shaun Armstrong took photos of Anne-Marie’s work, which used fabric, beads and mixed media to depict touch receptors. These photographs were enlarged and processed into vinyl for these displays.



The workshops, which were led by Anne-Marie, bounced off of this theme of human touch, where staff were guided and encouraged to create their own interpretations of touch.

Random acts of kindness

Staff who attended the workshops were provided with a gift bag, which they could then pass on to a colleague who was working on site that

day. Deputy Chief Executive Cathy Jones got involved in the activities and dropped into some different departments to spread some kindness and say thank you for their continued hard work, support and dedication.

Collaborating with schools

With thanks to the funding from ACE, BLCF, NHS Charities Together and The Culture Challenge at Bedford Arts, we were able to collaborate with artist Katie Allen and pupils from the Dunstable Icknield Lower School to create posters for staff to enjoy. Staff were asked what helps them to improve their wellbeing, and with the support of Katie, pupils created posters to depict the staff feedback.

Competition Time

Download our new staff app for your chance to win a prize.

As you can read on page 4 we have launched our new staff app. This edition, instead of our regular crossword, if you download the staff app between 4-18 and July, click on the prize draw icon and enter your e-mail address, you will be entered into a prize draw where you can win a range of prizes including an Amazon Alexa and vouchers.

Congratulations to Joanna Wlodarska and Rita Kotey who were the Spring winners.

(Spring edition answers **Across:** 2. spam 5. phishing 7. ransomware **Down:** 1. virus 3. attachment 4. antivirus 5. password 6. hacker)

Blossom Volunteers are back in Bedford

Death and dying is a tricky subject to navigate but it's a frequent topic in our hospitals where many deaths inevitably occur. It may not be ideal, but it is reality and our nursing teams always do their very best to look after patients receiving End of Life Care and their families although it can sometimes be difficult due to operational pressures. This is where the Blossom Volunteer Project comes in. Blossom volunteers are available to relieve the pressure on staff who don't always have the luxury of time to spend with patients and families.

Working with the Palliative Care and Chaplaincy teams, Voluntary Services now has a team of 10 wonderful Blossom volunteers in Bedford, building on the pilot scheme introduced prior to the pandemic and the scheme now embedded at the Luton site. Since early May, Blossom volunteers have been visiting patients receiving end of life care and very poorly patients on our wards to offer comfort and support, reading, playing music, humming and singing, holding a hand and chatting, or simply just being there. Evidence shows that many patients receiving end of life care are alone and the companionship and comfort provided by Blossom volunteers is very powerful.

For the families who may spend many hours with their loved one or are perhaps unable to be with them, the

volunteers can offer emotional support, a quiet chat and a cup of tea, helpful information and reassurance, respite while they pop home to shower, feed a pet or grab a meal safe in the knowledge that their loved one isn't alone.

Anecdotes from our volunteers already demonstrate the impact of the role:

Blossom volunteer Noreen spoke about her afternoon spent with an elderly lady approaching the end of her life who was still conscious and waiting for transport. She was unable to talk but could still hear and see a little so our volunteer held her hand and chatted to her, reading to her about the Queen's Birthday and showing her the pictures in the newspaper. When her transport arrived, the lady grabbed the volunteer's hand and kissed it – the only way she was able to say 'thank you' for the kindness and precious time given to her.

"I went to visit a lady who was receiving end of life care and her children were with her. After checking that they would like me to visit, the son then left – I think he was glad of a break, and I sat and chatted with the daughter who was pleased to have some 'girl' time. She was worried about her brother who had been very quiet and I was able to reassure her that it was just his way of coping with the situation at the moment. After



a while, I offered the daughter some hand cream to rub into her Mum's hands. She really loved doing this for her mum, enjoying the soothing closeness. I really feel that these little actions can bring a great deal of comfort to patients and families." - Lisa

And another: "The patient I visited was in the Salvation Army so I saved some of their music on Spotify and played them. He was singing (and miming how he used to play his cornet), I sang along with him, and the man in the next bed joined in too. What a privilege!"

Easy to spot in their smart grey Blossom tops and pink lanyards, the Blossom volunteers are on site Monday to Friday. The timetable is on the Intranet (search 'Blossom') and volunteers can be contacted on ext. 3092 when on duty. Please do welcome them to your ward whether it's in Bedford or Luton – they are here to support staff too.

For more information contact:

Bedford: voluntary.services@bedfordhospital.nhs.uk

Luton: Leanne.Tucker2@ldh.nhs.uk

A special thank you to the Swabbing Teams

At the end of June 2022, our two swabbing teams across both hospital sites closed down their tent 'doors' for the last time. The closure of this temporary service was in line with national guidance and the Government's Living with COVID plan, where there is no longer a requirement for PCR testing for patients and staff.

These services were set up at very short notice in 2020, at the start of the coronavirus pandemic and have played an instrumental role in our effective staff and patient management of COVID-19 over the last two years.

The teams have provided a seven day a week service - at times during shocking weather conditions in the middle of winter whilst being outside swabbing for hours at a time for symptomatic staff and for our patients on elective pathways.

Chris Elliott, General Manager for Anaesthetics, Critical Care and Theatres said:

"So many people have relied on these teams over the last two years and on behalf of the thousands of staff and patients who have used and relied on this service, thank you very much to all the incredible staff involved in the swabbing teams".



Telling the story of our Captain Sir Thomas Moore garden

In December 2020, we opened the Captain Sir Thomas and Pamela Moore Dementia Garden on the Bedford Hospital site. The garden was transformed into a calming space for patients, especially those suffering with dementia. The garden is in the shape of the number 100 to honour the great walk of Captain Sir Tom as he reached 100 years old.

We are pleased that we now have a new story board by the garden, to tell the story of how the garden came about and acknowledge the hard work from colleagues to make this garden happen. The board was paid for out of charitable funding and the garden from a grant application from NHS Charities Together.

Thank you to those staff who were involved and personally gave their own time to help plant the flowers. This includes Sarah-Jane Nurrish, Matron as well as colleagues from estates, who were the driving force in the development of the garden.



Bedfordshire Hospitals Sustainability update

The NHS is on a mission to become the world's first National Health Service to achieve net-zero carbon, and here's how we're going greener at Bedfordshire Hospitals!

In the previous edition of BedSide, we took you through the various change components we're aiming to achieve in order to make our Trust more sustainable. This included reducing the use of anaesthetic gases across the Trust by substituting desflurane with sevoflurane, which has an atmospheric lifetime of significantly less, and ramping up recycling efforts by purchasing only recycled paper and implementing a Sharpsmart waste management system.

Another goal we had was to increase engagement with staff by working inter-departmentally to develop our online materials and educational resources, and to use staff feedback to develop future processes.

So, what has happened since?

The Green Travel Plan

Following the approval of the green travel plan business case by the Sustainability Committee, an online travel survey was developed and distributed to both staff and visitors as part of our commitment to redevelop facilities. Results will be

analysed and published by the end of June.

The purpose of creating a travel plan is to promote greener travel choices for staff, to increase walking and cycling amongst Bedfordshire Hospitals and reduce single occupancy, fossil fuelled car journeys. We encourage the use of public transport and low or zero emission cars. Not only will these small changes considerably improve the carbon footprint of the Trust, but they will ease congestion within staff parking areas and boost overall wellbeing – physically, emotionally and financially!

Bike Week



With this in mind, the Sustainability team encouraged staff to take part in Bike Week from 6-10 June. In exchange for a voucher to be redeemed in either the Chiltern restaurant at the L&D or the Swannery at Bedford, we wanted as many staff as possible to swap out their cars for bikes for their commute to work.

Thank you to everybody who took the time to complete

this survey, we really value any ideas or feedback on how to make our Trust more sustainable.

The Luton Borough Travel Plan case study collection

The L&D submitted a response to a questionnaire for the Luton Borough Travel Plan case study initiative. Our submission outlined what we are doing to reduce our carbon emissions towards becoming net-zero, what platforms we are currently using, any accreditations we have received and what, if any, initiatives are in place to encourage staff to travel sustainably.

In line with this, the Trust has registered with Modeshift STARS, the Centre of Excellence for the delivery of Effective Travel Plans in Education, Business and Community settings. We now have a dedicated space on the Modeshift platform, with the work completed on the site so far being accredited with the 'Approved Travel Plan (Green) Accreditation.'

Green Plan Working Groups

Green plan working groups have been introduced for the focus areas of the Green Plan. They are operational meeting platforms that have been initiated to discuss, formulate and implement achievable actions of the Green Plan.

These can be attended by middle to top personnel of focus areas, who have significant knowledge about the issues on the agenda. They could be clinical staff in Medicine, Sustainable Models of Care or Waste Management, technical or managerial staff like Workforce and Leadership, or a Sustainability Champion who is knowledgeable, skilled

and passionate about our Green Plan.

The groups aim to review the existing action plan, and brainstorm appropriate targets. Through collaboration and discussion, the working groups should mutually integrate sustainability and net-zero carbon into policy and strategy, business development and

future projects. Meetings have already been held by seven working groups since the end of May, with more being held throughout June.

We're grateful to all teams across the Trust for their continued support in helping to make Bedfordshire Hospitals a sustainable Trust!

Health Foundation Q Award and launch of NICU Little Journey platform

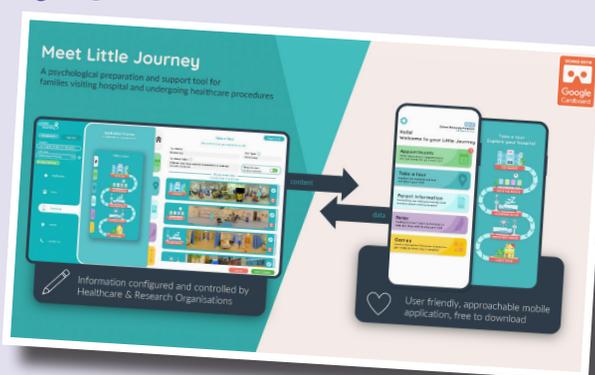
With support of the Q Award and £30,000 of funding from the Health Foundation, the East of England Neuroprotection steering group, which includes Claudia Chetcuti Ganado, Neonatal Consultant from the L&D alongside various other NHS professionals, began to develop the first ever hospital-bespoke app to guide families of babies with hypoxic ischaemic encephalopathy (HIE) through the baby's journey from birth to discharge.

The platform, developed in collaboration with Little Journey, aims to be a comprehensive support tool for parents with babies on the NICU. The app will deliver information through virtual tours of the dedicated neonatal transport ambulance, the NICU nursery and

associated facilities, alongside short articles from credible sources, checklists and links to further resources.

The aim of this project is to empower parents and help bring them into the heart of their baby's management, particularly during the first few days of life. Inspired by experience gained throughout the COVID-19 pandemic, it is a way to secure virtual communication tools, encouraging parental partnership in care.

The platform titled 'Little NICU Journey' is in the process of development with an anticipated launch in the three regional NICU's in



September of 2022, followed by roll out across the East of England. In collaboration with BLISS, the future plan is to promote this platform nationally as a way to provide families with the appropriate tools and resources to gain a better understanding of the care their baby is receiving. It will therefore empower and enable them to work collaboratively with the medical, nursing, and allied healthcare professionals on NICU to maximise positive outcomes for their baby.

Equality, Diversity and Human Rights Week

In May we celebrated Equality, Diversity and Human Rights Week, which coincided with other national campaigns such as Mental Health Awareness Week and national Staff Networks Day.

It was the perfect opportunity to highlight some of the important work going on within the Trust to create a fairer and more inclusive organisation. We want colleagues to feel safe, listened to and bring their whole authentic selves into the workplace. We hosted a number of activities during this week, including a Meet our Staff Networks event.

We have a number of staff networks within the Trust, including our BAME Network, LGBTQ+ Network and Disability and Allies Staff Network. They work closely with our Senior Leadership team to drive change and promote a fair and inclusive culture for all.

It was great to see staff from all over the Trust put their names forward to join the network - we had over 70 sign ups to our networks as members and allies! Including our amazing Specialist Nurses Laura and Natalie, who are looking forward to being part of a network which directly impacts and empower their colleagues.

A colleague who is making a difference is Hannah Shire, Professional Lead Physiotherapist within Bedford

Hospital Paediatrics. Hannah obtained funding to provide a supportive chair to our Riverbank Ward.

This new equipment will help children with complex needs in a number of ways. It can help those children who often come in with respiratory problems, it can help children with disabilities to feed better and it also allows these young patients access to play equipment. It might sound like small changes, but this will absolutely make a huge difference to the care and recovery of our young patients.

Another colleague who is championing equality and diversity is Mark Chapman. Mark – who has an impressive 19 years' experience of working with blind and partially sighted people – is our Eye Care Liaison Officer (ECLLO) at the L&D, and works within the Eye Clinic to support patients who have visual impairments.

Mark is funded by a partnership between the Trust, leading UK sight loss charity RNIB, and local sight loss charity Sight Concern Bedfordshire. Mark can visit any patient on a ward if they have recent, or a history of sight loss.

“I can let people know what services, support, aids and benefits are out there to help. Most



importantly, a lot of the time I don't talk but listen. Losing your sight is often a huge life change. Being able to talk freely and openly about how you feel can be one of the initial steps to coming to terms with how things have changed and lessen the impact someone's eye condition may have on their life.”

These are just a few examples of the incredible work that goes on every day by our staff to provide outstanding care to patients. We are extremely proud of the diversity and the richness our colleagues bring to the Trust and the diverse communities we serve.



BAME STAFF NETWORK

Are you passionate about positive change to address racial inequalities? Would you like to join like-minded colleagues, working together to support the objectives of the Black, Asian and Minority Ethnic (BAME) Staff Network? Yes? Then join us TODAY!

How do I join?

- The dedicated BAME Staff Network page on the intranet. This is in the Staff Hub section
- Email: ldh-tr.bamestaffnetwork@nhs.net
- Filling out this membership form, placing in an envelope and put in internal post to the address overleaf. * means mandatory field

Full name* Email*

Department Job title.....

Base site: Bedford Hospital L&D Both: Ethnic background*

Although this Network is to provide a voice for our BAME staff on addressing racial inequalities, you do not have to be of a BAME background to join – any member of staff can join but it is essential you share the same objectives of what the Network is aiming to achieve.

LGBTQ+ and Allies Staff Network

Launched in early September of 2021, the aim of the LGBTQ+ and Allies Staff Network is to provide a secure opportunity for all LGBTQ+ staff to share information openly with mutual support and to have a voice about areas that need development or support. The network can include staff who do not identify as LGBTQ+ but do have interest in equality or expertise in this area and would like to support by being an ally.

How do I join?

- The dedicated LGBTQ+ and Allies Staff Network page on the intranet. This is in the Staff Hub section
- Email: Philippa.Bakker@bedfordhospital.nhs.uk
- Filling out this membership form, placing in an envelope and put in internal post to the address provided

Filling out this membership form, placing in an envelope and put in internal post to the address overleaf. * means mandatory field

Full name* Email*

Department Job title.....

Base site (circle): Bedford Hospital L&D Both:

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**BAME Staff Network
Membership**

**Louanna Lubega
Communications Office
Bedford Hospital**

**LGBTQ+ and Allies Staff
Network Membership**

**Philippa Bakker
Research and Development
Department
Nova House
L&D**

