

# Your Health & Wellbeing



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**STP Training Programme Director & Midlands Healthcare Science Dean**

# Aims

- Make you aware of all the different ways you can access support
- The types of support available to you
- Awareness of the types of issues that can arise
- The changing landscape of wellbeing & support
- Some wellbeing techniques
- Know when to seek further help and guidance

# Managing workload and training

- A demanding 3 year programme in a time of uncertainty, with adapted and new way of working due to the pandemic
- The pandemic is still causing disruption

Be aware you need to balance multiple things:

- Academic work
- Work based assessments
- Relationship building
- Your health & wellbeing



# Getting to know each other

[Specialties \(2022\) — Scientist Training Programme | NSHCS](#)

- Your training officer should protect time for meetings with you to discuss progress and to get to know each other
- Familiarise yourself with the [curriculum library](#) for your specialty
- Invest in this to get the best out of the training programme
- Talk to your Training Officer about any additional learning needs
- Use your training plan to create smaller bitesize training/action plans
- Understand how your Training Officer & Department 'tick'
- Think about your personality & learning style

# Getting to understand each other

Personality  
types



Leadership  
styles



Learning  
styles



[The Myers & Briggs Foundation - MBTI® Basics \(myersbriggs.org\)](https://www.myersbriggs.org/)

[\(Microsoft Word - Honey and Mumford Learning Styles Questionnaire - 16 nov 2005\) \(cardiffmet.ac.uk\)](https://www.cardiffmet.ac.uk/)

[10 Common Leadership Styles \(Plus How To Find Your Own\) | Indeed.com](https://www.indeed.com/)

[6 Different Leadership Styles Every Leader in Business Must Know \(liveandlearnconsultancy.co.uk\)](https://www.liveandlearnconsultancy.co.uk/)

# Where can you get help?

## Within your Trust

Training Officer (first point of call)  
Other work-based trainers, mentors & coaches  
Local Lead Healthcare Scientist  
Healthcare Science Education Leads  
Trust trainee network  
Other trainees  
Graduates from the STP programme  
HR / Occupational Health  
Freedom To Speak Up Guardian  
Trust wellbeing resources



[1. NHS England » Staff mental health and wellbeing hubs](#)

[2. NHS England » Supporting our NHS people](#)

## Within your region

Regional NHS wellbeing support hubs<sup>1</sup>  
Regional trainee networks

## National

NSHCS website  
National trainee networks  
Socials  
Our NHS People website<sup>2</sup>

## At University

University supervisors/tutors  
Student Support Services  
Other students

# Staff Mental Health & Wellbeing Hubs

Home - National Wellbeing Hub for those working in Health and Social Care

Cheshire & Merseyside  
Greater Manchester  
Lancashire & South Cumbria

NHS England » North West hubs

Staff health and wellbeing | HSC Public Health Agency (hscni.net)

Colleague health and wellbeing - HEIW (nhs.wales)

Bath & North East Somerset, Swindon & Wiltshire  
Bristol, North Somerset & South Gloucestershire  
Cornwall & Isles of Scilly  
Devon  
Gloucestershire  
Dorset  
Somerset

NHS England » South West hubs

Humber, Coast & Vale  
North East & North Cumbria  
South Yorkshire  
West Yorkshire

NHS England » North East and Yorkshire hubs

NHS England » Midlands hubs

NHS England » East of England hubs

NHS England » London hubs

NHS England » South East hubs

Black Country  
Birmingham & Solihull  
Derbyshire  
Lincolnshire  
Leicester, Leicestershire & Rutland  
Nottinghamshire  
Shropshire, Telford & Wrekin  
Staffordshire & Stoke on Trent  
Northamptonshire  
Herefordshire & Worcestershire  
Coventry & Warwickshire

Hertfordshire & Essex  
Bedfordshire, Luton & Milton Keynes  
Norfolk & Suffolk  
Cambridgeshire & Peterborough

North Central London  
North West London  
South East London  
North East London  
South West London

Hampshire & Isle of Wight  
Kent & Medway  
Surrey & North East Hampshire  
Sussex  
Frimley & Berkshire  
Buckinghamshire & Oxfordshire



# Training Support – NSHCS website

## What support is available for trainees?

In this section you can find out about the main sources of support for you.

### [Your main sources of support during training](#)

If you are seeking support during your training, it can be a confusing and overwhelming picture if you aren't sure where to turn. Here you will find details on the recommended approaches and the organisations/teams who are available to offer help, support and advice when it is needed.

### [How the School supports you during your training](#)

We are committed to providing support to trainees and education providers in delivering and completing the training successfully.

### [Who will support me at my workplace?](#)

You will work with a variety of people during your training who will have specific roles and responsibilities to facilitate your learning and enable you to complete your training successfully.

### [Getting support at your University](#)

All trainees on the STP or HSST are enrolled as students for the academic award associated with the programme and can access the support services the Universities provide.

### [Where else can I go for help and advice?](#)

Here are some alternate sources of support for you to access during your training.

### [Training support FAQs for STP trainees](#)

Here are the answers to some finance and personal circumstances questions relevant to STP trainees.

## Take good care of your health and wellbeing

In this section you will find some valuable tips and advice to help you take care of yourself during your time on the STP.

### [Healthcare science self-care handbook](#)

This handbook highlights a range of self-care ideas to help you throughout your training.

### [Online resources to help with anxiety and mental health issues](#)

Here are some resources to help you with anxiety and mental health issues.

### [Wellbeing support for Black, Asian and Minority Ethnic NHS staff](#)

Bespoke mental health and wellbeing services for Black, Asian and Minority Ethnic staff working in the NHS.

### [Blogs by trainees, for trainees](#)

Read on for blogs written by trainee healthcare scientists, who wish to share their experiences, pass on tips and advice and help to promote healthcare science.

### [What should I do if I'm feeling stressed or unwell?](#)

Managing your own health and wellbeing effectively is a hugely important aspect of completing your training successfully and something that you should be mindful of throughout the programme.

### [Resources to help you understand about individual disabilities/health conditions](#)

A range of factsheets produced by Temploy, a leading provider of specialist employment and skills support for disabled people and those with health conditions.

### [Tips and advice from STP and HSST trainees and graduates](#)

The trainees who are ahead of you on the programme and recent graduates, are a great source of advice about how to make a success of your training programme. Whenever you can, seek them out for advice.

## Guidance and resources for trainees

In this section you will find guidance and resources to help you with all aspects of your training.

### [Using the Exceptional Extenuating Circumstances policy to apply for an extension of time or change to training](#)

Trainees can apply for an extension of time or change to training via the EEC policy when circumstances affect their ability to continue training.

### [Statutory leave guidance for trainees and trainers](#)

Information for trainees who wish to take time away from training due to maternity, paternity, parental or adoption leave.

Updated

### [Training support podcasts](#)

Listen to our series of podcasts for trainees, on a range of topics from mental health to completion of the STP and HSST.



### [Drop-in sessions and webinars](#)

In this section you can find out about the training support drop-in sessions and watch recordings of previous sessions and webinars.



### [Support during the COVID-19 pandemic](#)

In this section you will find advice and support for coping during the COVID-19 pandemic.

[Training support \(hee.nhs.uk\)](https://hee.nhs.uk)

## Training support

We want you to have the best training experience, but you should also take care of your health and wellbeing.



# Areas of support from the NSHCS

Completion  
of training

Extensions  
to training

Issues with  
training  
delivery /  
quality

Training  
management  
& clinical  
performance

Pastoral Support:  
Health & wellbeing  
Conduct & capability  
Significant life events

Curriculum  
management  
& review

OneFile  
e-portfolio

Recruitment to  
programmes

Final  
assessment  
(IACC)

Transfer of  
training  
(exceptional  
circumstances)

Accreditation  
of training  
providers

Progression  
Reviews

# Other sources of support

HR support or legal matters  
Contact local employer/HR department

Counselling  
Contact local employer/HR/OH

Registration & Regulation  
Visit the Health and Care Professions Council  
[www.hcpc-uk.co.uk](http://www.hcpc-uk.co.uk) and  
Academy for Healthcare Science [www.ahcs.ac.uk](http://www.ahcs.ac.uk)  
websites

Financial support  
Contact local HEE office or regional commissioner if in Scotland, Wales or NI

Mental health  
Access OH services, EAP programmes and/or counselling services available from the employer or your GP

Adjustments/changes to academic programmes  
Liaise with relevant University Programme Director

# Why you might need support

- Things rarely go exactly as you want them to
- The NHS is a place of constant change – amplified by the pandemic
- Flexibility and adaptation is important during (and after!) your training
- You can develop a certain amount of resilience...
- Some issues:

Physical  
illness

Bereavement

Anxiety,  
stress &  
depression

Communication  
problems

Disagreements  
with Training  
Officer/Colleagues

Supernumerary  
/ study days

Isolation

Changes in  
training  
opportunities

Change in  
personal  
circumstances

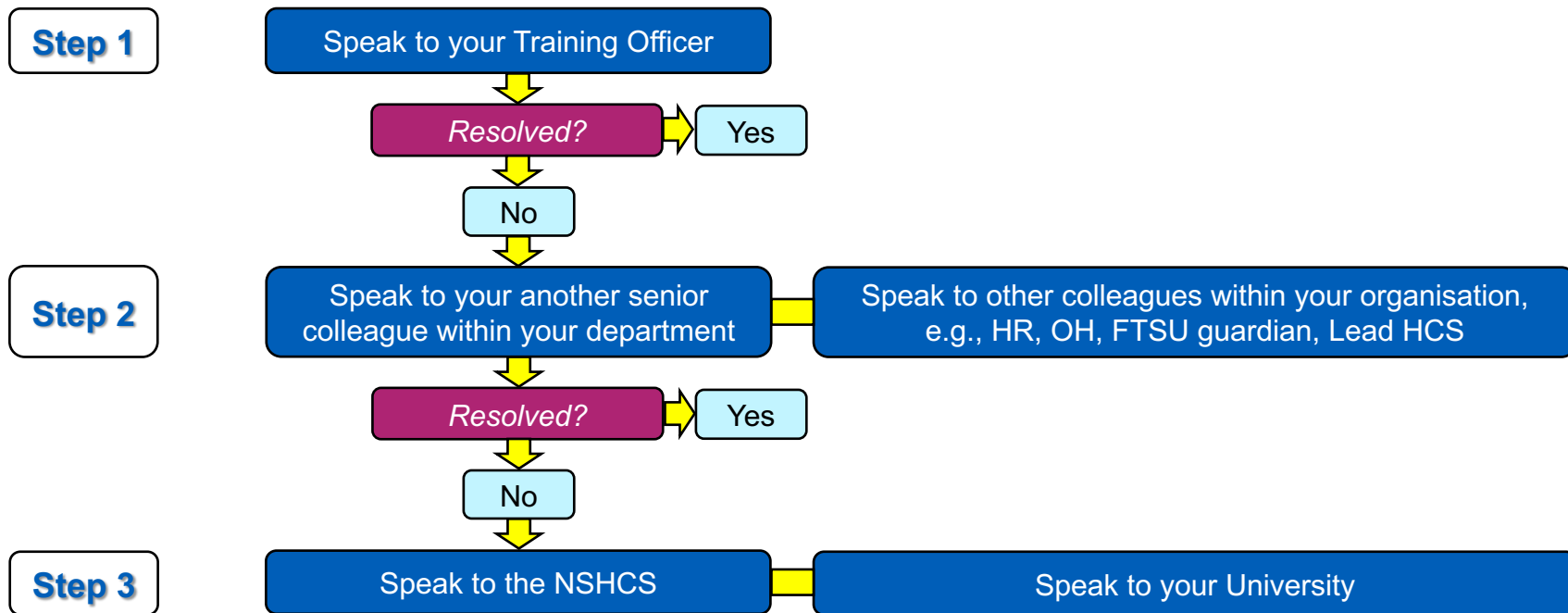
Social issues,  
e.g., cost of  
living

Mental  
health  
challenges

Differences in  
expectations  
around training

Equality,  
Diversity, &  
Inclusivity

# How to escalate a concern



# Equality, Diversity, & Inclusion

One of the Standards of Proficiency for Clinical Scientists is to be aware of the impact of culture, equality, and diversity on practice, which means understanding the requirement to adapt practice to meet the needs of different groups and individuals

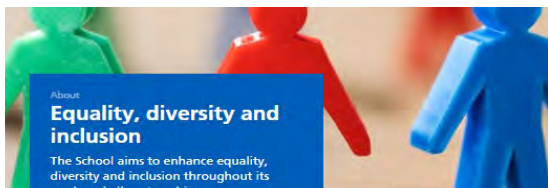
**The NHS Constitution:**

***NHS Value: Everyone counts***

*"We maximise our resources for the benefit of the whole community, and make sure nobody is excluded, discriminated against or left behind...."*

- This means treating all patients and colleagues fairly and equitably without any bias or prejudice regardless of protected characteristics e.g., beliefs, background, race, religion, disability or sexual orientation
- This also means ensuring you are being treated fairly and equitably

# Equality, Diversity, & Inclusion



**About**  
**Equality, diversity and inclusion**  
The School aims to enhance equality, diversity and inclusion throughout its work and all partnerships.

In this section you will find information on what steps the School is taking to achieve equality, diversity and inclusion in its work. We welcome any suggestions on how this can be improved.

You can contact us with any concerns or queries at [nshcs.edi@hee.nhs.uk](mailto:nshcs.edi@hee.nhs.uk) and one of the committee members will respond. We aim to respond to your email within 10 working days. If our team are unable to answer your query, we will forward your query to the relevant team for action.

**Our equality, diversity and inclusion committee**

The committee aims to raise awareness, support and affect change, enhance quality and ensure all stakeholders are treated, listened, and responded to equitably.

**You said, we did...**

Here is some of the valuable feedback we have received from you about equality, diversity and inclusion issues, and what the School has done, or will do, in response.

**Conscious inclusion**

The aim of this training is to help you to understand bias and to encourage you to reflect on some of the biases you may have.

**Sharing what's important to us**

Every Tuesday staff from the School meet to discuss updates concerning work and present about topics that have significant meaning to individuals.

**E-Learning for Health resources**

We have been working with training officers and staff at Health Education England (HEE) to build a collection of online educational resources that may help to address some training requirements.

**In2Science Mentors**

Find out more about In2Science Mentors and help support disadvantaged young people to pursue degrees, apprenticeships and careers in science, technology, engineering and mathematics (STEM).

## EDI pages

[Equality, diversity and inclusion — About us \(\[hee.nhs.uk\]\(http://hee.nhs.uk\)\)](#)

## EDI Leadership at the School

You can e-mail us about EDI at [nshcs.edi@hee.nhs.uk](mailto:nshcs.edi@hee.nhs.uk)

## Conscious Inclusion training for you, your training officer & stakeholders

[Conscious inclusion — Equality, diversity and inclusion - About us \(\[hee.nhs.uk\]\(http://hee.nhs.uk\)\)](#)



# Equality, Diversity, & Inclusion Committee

*NSHCS Equality, Diversity,  
& Inclusivity Officer*

- The School has established this group to promote and share good practice of equality, diversity and inclusivity in all areas of the School's work
- The School is collaborating with the BAME Scientist Trainee Network to improve equality and diversity for all trainees
- We review all of our work to ensure meeting EDI standards



Chanelle



**You said, we did – equality, diversity, and inclusion**

[You said, we did... — Equality, diversity and inclusion - About \(hee.nhs.uk\)](https://www.hee.nhs.uk/equality-diversity-and-inclusion)

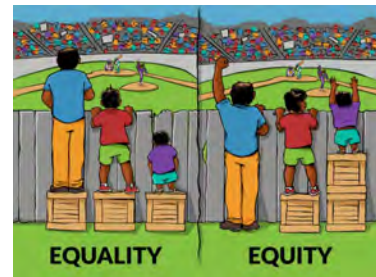
# Neurodiversity

## Exceptional Individuals

[Neurodivergent & Neurodiversity: Meanings & Examples \(exceptionalindividuals.com\)](https://exceptionalindividuals.com/)

## Genius Within

[Passionate about Neurodiversity - Genius Within](#)



- An area of diversity with increasing attention
- 15-20% of people are neurodivergent (75/500)
- Neurodiversity is a difference in the way people's brains are wired, from what is considered 'neurotypical'
- Neurodiverse people interpret, think, process & feel differently to neurotypical people
- This can bring challenges in the workplace...but also opportunities & solutions
- Support from the workplace, university & the government is increasingly available for neurodivergent staff
- Take the time to learn & understand about neurodiversity
- Get involved in, & help normalise conversations about EDI

*Some examples of neurodivergence*



| Clinical | Applied   | Acquired             |
|----------|-----------|----------------------|
| Autism   | Dyslexia  | Anxiety & Depression |
| ADHD     | Dyspraxia | Stroke               |

## Access to Work scheme

[Access to Work: get support if you have a disability or health condition: What Access to Work is - GOV.UK \(www.gov.uk\)](#)

# Looking after yourself



- Take care of your own health and wellbeing
- This is an intensive programme for both trainee and trainer
- It can be hard for direct entry trainees, as you may also be living in a new city/country
- It can be hard for in-service trainees, as you may need to transition from an old role
- Make sure you talk to your Training Officer & colleagues in your department
- The National School can support and advise both trainee and trainer
- Ask for help when needed, and don't be afraid to do so
- Don't try to take on the world – use your time and energy wisely

Gratitude

Exercise

Set boundaries

Meditation

Get outdoors  
into nature

Check in with  
friends & family

Stress  
signature

Hobbies



Make time to reflect  
and plan

Take your scheduled  
breaks

Share experiences  
with your peers

# Stress Signature

## My Stress Signature

| Physical | Behavioural | Emotional |
|----------|-------------|-----------|
|          |             |           |
|          |             |           |
|          |             |           |
|          |             |           |
|          |             |           |

## My Health Toolkit

| What do you need to do to put this in place? | What is in your toolkit? |
|--|--------------------------|
|  |                          |
|  |                          |
|  |                          |
|  |                          |
|  |                          |



# It's good to talk.

## Your welfare is important.

If you are struggling in any way:

- Speak to your Training Officer first
- Speak to another colleague within
- your department / organisation
- Speak to your University
- Speak to us at the National School

[nshcs@hee.nhs.uk](mailto:nshcs@hee.nhs.uk)

Just a few of the NSHCS team.  
We have the experience & knowledge to  
support you & advise your training



*From the Programme Support Team*



Louise



Katherine



Gill



Chris



Farheen

*STP Training Programme Directors*

Physical Sciences & Engineering\*  
Physiological Sciences\*\*  
Life Sciences\*\*\*



Jane



Namir



EMma



Jo



Aarti