



ImROC

InHealth
ASSOCIATES



The PSC

Staff Care & Development Culture of Care Programme

Overview for staff

Summary of the Culture of Care Programme: Staff Care & Development Offer



What are our aims?

This offer will support ward staff to **develop team cultures and systems so that people on the ward feel safe and cared for**. We will focus on high-quality relational care, positive informal interactions on the ward, and psychologically safe environments.



What are we offering you?

We will **co-deliver a co-designed 6-month** programme that supports staff to build better relationships and create a better 'culture of care' on the ward. It will involve in-person site visits and training, individual and team based coaching, and reflective practice training and group supervision. The second cohort is running from **March - August 2025**.



Which organisations can sign up?

- ✓ **Providers of NHS commissioned mental health inpatient services** for adults, children and older adults
- ✓ Providers already participating in the **NCCMH Culture of Care programme**, however **nominating wards that are not part of the programme yet**



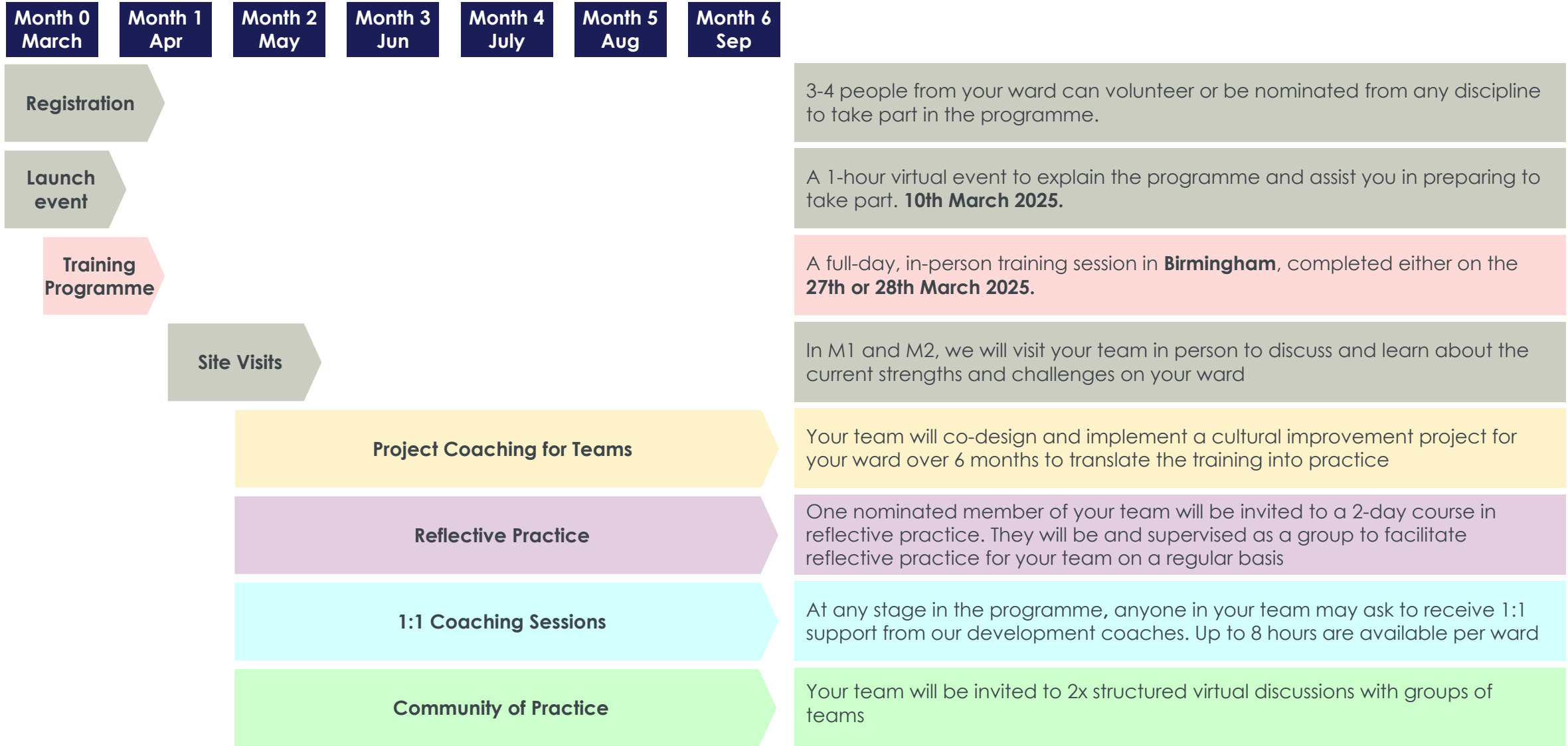
How can I get involved?

We are asking each organisation that's interested in the offer to nominate between **2-4 inpatient ward teams** to take part. For each of those ward teams, **3-4 staff members** from a variety of professional backgrounds will attend the sessions and lead the work, linking in with other colleagues on the ward. To find out more information about the programme and to express interest in taking part, visit our [website](#).

The key components of our offer



Overview of the timeline for cohort 2



3-4 people from your ward can volunteer or be nominated from any discipline to take part in the programme.

A 1-hour virtual event to explain the programme and assist you in preparing to take part. **10th March 2025.**

A full-day, in-person training session in **Birmingham**, completed either on the **27th or 28th March 2025.**

In M1 and M2, we will visit your team in person to discuss and learn about the current strengths and challenges on your ward

Your team will co-design and implement a cultural improvement project for your ward over 6 months to translate the training into practice

One nominated member of your team will be invited to a 2-day course in reflective practice. They will be and supervised as a group to facilitate reflective practice for your team on a regular basis

At any stage in the programme, anyone in your team may ask to receive 1:1 support from our development coaches. Up to 8 hours are available per ward

Your team will be invited to 2x structured virtual discussions with groups of teams

Key dates to hold

Date	Event	Expected participants
March 10th 5.30-6.30PM	Online induction briefing to the programme	<ul style="list-style-type: none"> • Exec sponsor • Ward managers representing nominated ward teams
March 27th or 28th	In-person, full-day training workshops on either of the dates in Birmingham	<ul style="list-style-type: none"> • All members of nominated ward team participating in the programme
One of: <ul style="list-style-type: none"> • 9-10 April • 1-2 May • 15-19 May 	2-day online reflective practice training for one nominated individual per team	<ul style="list-style-type: none"> • One nominated facilitator per ward team

Contact us if you have any questions at [**cultureofcare@thepsc.co.uk**](mailto:cultureofcare@thepsc.co.uk)