OCTOBER 2026

- Expert support when you need it
- New menopause webinar
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- Support for line managers supporting neurodiverse staff
- Specialist hub alcohol and substance support
- Quit smoking with free support for staff
- **Have you used our service before?**
- Please help us spread the word

THE AWARD WINNING STAFF WELLBEING HUB

We are pleased to report that the Staff Wellbeing Hub has won two more awards!

The Mental Health Awards are a national annual event that celebrate successful interventions and inspirational stories of those who have experienced or facilitated recovery. We were delighted to be nominated for the Workplace Wellbeing award for the work we do to help over 1,750 people stay in or return to work through access to our support services, and even more thrilled to actually win it!

We're also proud to say we scooped the 'Best Not For Profit / Charity Internal Wellbeing Programme' at the This Can Happen Global Awards, which celebrate excellence in workplace mental wellbeing. **Click here** to take a look at some of the fantastic initiatives and organisations we were sharing the stage with.

EXPERT SUPPORT WHEN YOU NEED IT

The Staff Wellbeing Hub is a multi-award winning service that offers fast, confidential support from experienced NHS clinicians who understand the work you do and the pressures you face. It is open to all health and social care staff across the North East and North Cumbria.

If you are feeling worn down, struggling, or wondering whether you might need a little more support, please reach out. Your wellbeing matters. While you continue to care for others, let us offer some care for you.

Once you have referred into the service, we aim to contact you within one working day, offer you an initial appointment within seven working days, followed by up to three additional brief therapy or support sessions. All with no waiting lists!

Most sessions are via videocall or telephone, at times that work for you.

Getting help is simple:

- self-refer online **here** via our confidential brief form
- via the QR code to the right
- email: **hubstheword@cntw.nhs.net**
- confidential voicemail: 0191 223 2030

You do not have to manage everything on your own, so don't hesitate to reach out. **Your wellbeing is our priority.**

STAFF WELLBEING + HUB

NEW MENOPAUSE WEBINAR ANNOUNCED | 27 November | 12.00 – 13.15

We're pleased to announce a new webinar by Jacqui McBurnie, who is building on our earlier webinar all about menopause and symptoms management. The November webinar will explore how mental health and anxiety are commonly experienced as symptoms of the menopause and why they deserve special attention. Jacqui will cover the impact of mental health symptoms and how these can be managed.

Jacqui is a highly respected nurse and national leader in menopause support. She founded and chaired the NHS England Menopause Network and led the creation of the first NHSE Menopause Policy. Nationally, she continues to press for culture change and has advised the Health and Social Care Select Committee.

This session is open to all and will offer both insight and practical support. We welcome your questions throughout the session and will ensure plenty of time at the end of the presentation to go through all of your questions. To book your place, please email using this link: **hubstheword@cntw.nhs.uk**

NEW PODCAST AVAILABLE: SPOTTING THE EARLY SIGNS OF BURNOUT, WITH DR RICHARD DUGGINS

I'm delighted to share my conversation with Dr Jen Cottam on The Talk Works Podcast. Recorded at Moja Studios here in Newcastle, it's a conversation about what happens when work and life begin to hurt. And what helps.

We talk about:

+ what burnout really is, and the three signs to watch for;
+ the burnout cliff: a slow, often unnoticed exhaustion that can end in sudden collapse;
+ why burnout is almost always a problem with the system, not a weakness in the person;
+ radiators and drains, and the head, shoulders, knees and toes approach to building a support network;
+ things to prioritise when you notice stress starting to take hold; and
+ what leaders can do to create a holding environment, where people feel safe, valued and able to do their best work

What stayed with me most was how it felt to be interviewed by Jen. She has a rare gift for helping people relax, and her thoughtful questions and reflections allowed me to speak from the heart. That is exactly the kind of space so many of us need in our working lives. Thank you, Jen, and the Talk Works team for the care that went into this.

I hope it offers something helpful to anyone who is feeling stretched at the moment, and to those who lead and support others.

Apple Podcasts: **https://lnkd.in/e_Ywr7Kh**
Spotify: **https://lnkd.in/eT5VW_bg**

ONLINE YOGA FOR EVERY BODY

Our very popular yoga classes are returning for another block of dates. The classes are booked in a seven week block and are open to anyone who believes their mental health would be supported by exploring yoga. Everyone is welcome!

+ Wednesday 4 November
+ Wednesday 11 November
+ Wednesday 18 November
+ Wednesday 25 November
+ Wednesday 2 December
+ Wednesday 9 December
+ Wednesday 16 December

All classes will take place between 6pm – 7pm. If you are interested in joining the yoga classes, we ask that you self-refer into our service first via our **referral form**. We will then organise an initial 15-minute conversation with one of our clinicians who can put you forward for the group.

If you are already undergoing treatment with us, please mention your interest to your clinician.

SOMEONE TO TALK TO DAY AND NIGHT

Need someone to talk to?

Text **SHOUT** to **85258** to reach a confidential, 24/7 support service where trained volunteers are ready to listen and help, whenever you need them. Whether you've had a tough day or feel overwhelmed, you're not alone. Ideal when it's late, you need anonymity, or you want support right now by text.

SUPPORT FOR MUSCULOSKELETAL HEALTH WITH SWORD

If musculoskeletal pain or problems are affecting your work, home life or day-to-day activities, the Staff Wellbeing Hub may be able to help.

We can now offer quick access to digital musculoskeletal support through **SWORD Health**. This service provides a personalised recovery plan, guided exercises you can do at home, and real-time feedback to help you move safely and build confidence.

SWORD is designed to support health and care staff to improve mobility, manage symptoms and stay well at work.

If you believe a SWORD referral would benefit you, we ask that you self-refer into our service first via our **referral form**. We will then organise an initial conversation with one of our clinicians who can then refer you on. If you are already undergoing treatment with us, please mention your interest to your clinician.

A NEW WAY TO SUPPORT YOUR WELLBEING AND RECOVERY

Social prescribing offers personalised, one-to-one support for staff working in an NHS Trust within our region, who may be off work, struggling to remain in work, or thinking about returning following a period of ill health *(a flyer for the Social Prescribing service is attached to the email sent with this briefing document).*

The focus is on supporting sustainable recovery - helping staff return when they feel well enough, supported enough and confident enough - with the right help in place to stay well.

Working in partnership with the Staff Wellbeing Hub, this joined-up approach puts staff at the centre - supporting them to recover well, return well and thrive.

Support may include help with:

+ rebuilding confidence and routine;
+ reducing stress, isolation and overwhelm;
+ supporting issues surrounding housing, debt and welfare;
+ connecting with supportive communities, activities and practical resources; and
+ strengthening coping strategies that support long term wellbeing.

Our friendly, down-to-earth, non-judgmental team are waiting to meet you and provide the support you are looking for.

Easy self-referral – **just email us and we will do the rest!**

DRINK COACH – CONFIDENTIAL COACHING TO HELP YOU CUT DOWN

If you are starting to be worried about your drinking, then health & social care staff in North East & North Cumbria can access free, confidential, online alcohol support. Book up to six 1:1 confidential coaching sessions with a Drinkcoach alcohol specialist to help you cut down, for good.

Start with the 2-minute **AlcoholTest** to start your journey to better health and access free support.

ADDITIONAL SUPPORT FOR LINE MANAGERS SUPPORTING NEURODIVERSE STAFF

To help workplaces better support Autistic and ADHD staff, the Hub is offering online training for line managers exploring neurodivergent experiences in the workplace and how managers can provide meaningful support. If you're a manager, you may find our on-demand training for Neurodivergent Experiences in the Workplace useful.

The training offers an introduction to the workplace experiences of Autistic and ADHD staff, with a particular focus on how managers can better understand, support and work alongside colleagues whose communication, sensory processing, attention, regulation, energy, executive functioning and interaction with workplace systems may differ from dominant expectations.

The training has been created primarily for line managers who are employing, working with, supervising or supporting Autistic and ADHD colleagues. It may also be relevant for those involved in staff wellbeing, reasonable adjustments, team culture, supervision, recruitment, retention, HR processes, Occupational Health liaison or organisational change within eligible workplaces.

The course has been created for line managers working in Health and Social Care across the North East and North Cumbria region, as part of the Neurodivergent Staff Wellbeing Project. Autistic and ADHD staff who aren't line managers are also very welcome to enrol onto the training (this ensures there is no hierarchy of knowledge between line managers and their neurodivergent team members).

Please **click here** for a comprehensive overview, and to enrol.

SPECIALIST HUB ALCOHOL AND SUBSTANCE SUPPORT WITH DR AL ZADJALI

Dr Al Haysam Al Zadjali is a specialist psychiatrist who works as part of our Hub team to offer specialist support for health and social care staff who want to reduce or explore their use of alcohol or other substances.

If you're interested in accessing his expertise and guidance, we ask that you self-refer into our service first via our **referral form**. We will then organise an initial conversation with one of our clinicians who can put you forward for his assistance. If you are already undergoing treatment with us, please mention your interest to your clinician.

QUIT SMOKING WITH FREE SUPPORT FOR STAFF

Caring for others starts with caring for ourselves. If you smoke, and work in health or social care across the North East and North Cumbria, you can access free, confidential support to quit smoking. Support is designed to fit around working life.

Visit **https://smokefreeapp.com/referral-nhs/** to sign up.

HAVE YOU USED OUR SERVICE BEFORE?

We are keen to hear from previous and current users of our service who may be interested in providing testimonials that we can use as we continue to promote the Staff Wellbeing Hub to our colleagues across the Trust. All feedback will be completely anonymised and you can say as much or as little as you like.

If you would like to participate, please email us at **hubstheword@cntw.nhs.uk**.

PLEASE HELP US SPREAD THE WORD

No matter where you work in health or social care, we're here to support you. Always!

We would be grateful if you could share this briefing with your colleagues, teams and networks. Please forward to a colleague who may be interested.

You might also like to ask your communications lead to include this briefing in newsletters.

To subscribe, click here.

AND FINALLY, OUR LOVELY NEW AWARD!

