Cambridgeshire and Peterborough
NHS Foundation Trust

Annual Review 2016-17
Pride in our care
Message from the Chair

2016-17 has been good year for CPFT – we have seen our organisation grow and our services expand and develop. Our services have been praised by the CQC and other external organisations for its commitment to provide good-quality care, and some of our staff received recognition from both the national and international health care communities.

We would like to take this opportunity to thank our staff for all their hard work to ensure our patients receive the best possible care in the last 12 months. The efforts they have made means CPFT has managed to provide high-quality care while still innovating and improving our services. We would also like to thank our commissioners and partners, including the third sector and other external organisations, for being on this journey with us.

We know that we are facing the twin challenges of increasing demand and ongoing financial pressures across the health and care sector which are not going to be resolved soon. However, by continuing to work together for the benefit of the people who use our services, we can be assured that we will continue to produce extraordinary results in the coming years.

By the time this is printed, Tracy Dowling will have joined us as our new Chief Executive. Tracy has a proven track-record of working in partnership with staff as well as patients, carers, partners and stakeholders and will continue the legacy being left by Aidan Thomas. She will use her own experience to work with us to improve the services we provide.

While there are many challenges ahead, we believe CPFT will continue to thrive and move forward with the dedication and commitment of its staff - its greatest asset - to do their best for everyone they see and provide the highest quality of care possible.

This annual review will hopefully give you a snapshot of what our staff have achieved over the past 12 months.
Who we are

We are a health and social care organisation, providing:

- Integrated physical and mental health services for adults and older people;
- Specialist mental health and learning disability services;
- Children and young people’s mental health services;
- Children’s community services in Peterborough;
- Social care;
- and ground-breaking research

We support around 100,000 people each year and employ more than 3,400 staff. Our largest bases are at the Cavell Centre, Peterborough, and Fulbourn Hospital, Cambridge, but our staff are based in more than 90 locations.

We are a University of Cambridge Teaching Trust and member of Cambridge University Health Partners, working together with the University of Cambridge Clinical School.

CPFT is split into three clinical directorates:

### Adult and specialist mental health services

45 teams / 24 services
Teams had 120,024 patient contacts in 2016-17
All in-patient wards and community mental health teams in Cambridgeshire and Peterborough, crisis resolution, psychological medicine services and home treatment teams, IAPT teams, our Advice and Referral Centre (ARC). Specialist services include prison mental health in-reach teams, eating disorders, substance misuse, learning disability, autism and ADHD services, and criminal justice services and arts therapies.

### Older people and adults community services

64 teams / 29 services
Teams had 850,392 patient contacts in 2016-17
All neighbourhood community services teams, Joint Emergency Teams (JET), older people inpatient rehabilitation services and long term condition specialist services. OPACS also provide inpatient and community mental health services in Cambridgeshire and Peterborough for people over 65.

### Children, young people and families services

29 teams / 22 services
Teams had 108,325 patient contacts in 2016-17
All child and adolescent mental health community services in Cambridgeshire and Peterborough, children’s community services in Peterborough, an adolescent intensive support team, a young people’s drug and alcohol service and specialist inpatient services for children, young people and their families.
We have 138 clinical teams providing 75 different types of services in inpatient, community and primary care settings

CPFT has:

- 138 medical and dental staff
- 940 healthcare assistants and support staff
- 968 nurses, midwives and health visitors
- 737 scientific, therapeutic and technical staff
- 285 admin and estates staff
- 15k members

£ Our turnover in 2016-17 was £200 million

✓ CPFT has a CQC rating of good

CPFT is part of the Cambridge University Health Partnership (CUHP). CUHP is one of six Academic Health Science Centres in England. Its mission is to improve patient healthcare by bringing together the NHS, industry and academia. CPFT is one of four partners along with the University of Cambridge, Cambridge University Hospitals NHS Foundation Trust and Papworth Hospital NHS Foundation Trust.

CPFT is the host organisation for the National Institute for Health Research (NIHR) Collaboration for Leadership in Applied Health Research and Care East of England (CLAHRC EoE), a five-year programme and centre for mental health research that will accelerate health research into patient care.

CLAHRC EoE currently has six themes:
- Dementia, frailty and end-of-life care;
- Enduring disabilities and/or disadvantage;
- Health economics research;
- Patient and public involvement research;
- Patient safety;
- Innovation and evaluation (core) theme.

During the year, the Care Quality Commission conducted 12 unannounced Mental Health Act visits to inpatient wards within CPFT.

As in previous years, the CQC’s comments to CPFT following its inspections were very positive and highlighted many areas of good practice.

All detained patients were found to be sectioned lawfully under the appropriate legal authority. The inspectors found our wards to be safe and clean and noted the good interaction between patients and their carers and our staff. The inspection also highlighted that patients were informed of their legal rights and had good access to the statutory Independent Mental Health Advocacy (IMHA) service.
**Our mission**

Our mission is to put people in control of their care. We will maximise life opportunities for individuals and their families by enabling them to look beyond their limitations to achieve their goals and aspiration. In other words:

‘To offer people the best help to do the best for themselves’.

**Our values**

**PRIDE**

*Professionalism* We will maintain the highest standards and develop ourselves and others by demonstrating compassion and showing care, honesty and flexibility

*Respect* We will create positive relationships by being kind, open and collaborative

*Innovation* We are forward thinking, research focused and effective by using evidence to shape the way we work

*Dignity* We will treat you as an individual by taking the time to hear, listen and understand

*Empowerment* We will support you by enabling you to make effective, informed decisions and to build your resilience and independence

**Our vision**

We want to give people who need our services the best possible chance to live a full and happy life, despite their condition or circumstances.

*Recovery* We will adopt the principle in all our services, empowering patients to achieve independence and giving them and their families (in the case of children) control over their care.

*Integration* We will work closely with partners to deliver joined-up, person-centred care and support to local people, close to their homes, principally in non-institutional settings. We will also work with partners to improve efficiency and effectiveness and simplify access to services.

*Specialist services* We are one of England’s leading providers of key specialist mental health services, with particular expertise in eating disorders, children and young people’s mental health, autistic spectrum disorders and female personality disorders. We will continue to grow and develop these services.
New Chief Executive: Tracy Dowling has been appointed as the new Chief Executive of CPFT. Tracy was formerly Chief Officer at Cambridgeshire and Peterborough Clinical Commissioning Group. She will be taking over on 21 August from Aidan Thomas who announced his retirement from the NHS in February 2017. Tracy said: “It is an absolute privilege to become the new Chief Executive of Cambridgeshire and Peterborough NHS Foundation Trust. The Trust is hugely admired for the services it runs and how it works so closely with partners in the area. The staff have faced many challenges and changes in recent years, but they are passionate and innovative and always have the care of patients at the very heart of everything they do. I am confident I can continue the legacy being left by Aidan and also use my own experience to help the Trust to continue to improve the services it provides.”

Supporting carers: CPFT has been recognised as one of the top ten community NHS Trusts in England for supporting carers, after being awarded two gold stars by a national scheme.

The Trust signed up to the Triangle of Care in 2015, which was set up by the Carers Trust and the National Mental Health Development Unit to strengthen the involvement of carers and families in care planning, treatment and support. Since then it has carried out a detailed self-assessment and developed action plans to demonstrate how it is involving and supporting carers, as well as promoting the important role they play and further improving services for carers.

Trusts who join the membership scheme and complete the appropriate stages for their organisation receive an award to recognise their commitment. For mental health Trusts this is up to two stars and, for Trusts like CPFT that are integrated, there is a third star. CPFT is currently one of just 10 NHS Trusts with two stars.

“I do suffer from depression, etc, and sometimes I feel as if everyone is against me; like everyone wants me to suffer, but after talking with you I feel completely normal again”

Service user feedback

Nurse programme: CPFT has been chosen to lead a groundbreaking nursing programme. It will be one of 11 Trusts across the country to deliver the training of 2,000 nursing associates. Nursing associates will work alongside fully-qualified registered nurses and existing care support workers.

The new role will offer improved opportunities for support staff to progress into nursing roles. CPFT will be recruiting 15 nursing associate trainees to take part in the first two-year training programme which began in December. The other partners in Cambridgeshire and Peterborough will recruit a total of 21 nursing associates.

Melanie Coombes, Director of Nursing and Quality for CPFT, said: “I am delighted that our application has been chosen to pilot this exciting scheme for the Cambridgeshire and Peterborough area. This is a major step forward in the training and development of nurses which will benefit our workforce and, most importantly, benefit the people we care for.”
CPFT highlights

£12 million investment for CPFT: The future of Cambridgeshire and Peterborough’s health system has been laid out in a five-year Sustainability and Transformation Plan (STP). The STP is a national initiative bringing together health and social care. There are 44 STPs across the country tasked with developing a plan to improve quality of local services, encourage and support people to maintain their health and wellbeing, and save money. There are seven delivery groups in the STP, each with a series of projects. CPFT is leading on primary care and integrated neighbourhoods, which includes diabetes, falls prevention, respiratory clinics, liaison psychiatry and Joint Emergency Teams.

The STP describes Cambridgeshire and Peterborough as one of the most, “if not the most, challenged health systems in England” and says it is essential the system works together to develop “robust plans for long-term change.”

Art exhibition: An art exhibition featuring portraits of people recovering from mental health conditions was shown in Cambridge. Catarina Clifford, a volunteer artist in residence with Cambridgeshire and Peterborough NHS Foundation Trust’s Arts Therapies Service hopes the exhibition will reduce stigma around mental health.

Her series of portraits were on display at Addenbrooke’s Hospital, where some CPFT services are based. Catarina was diagnosed with a mental health condition when she was studying photography at the Cambridge School of Art, Anglia Ruskin University.

After being discharged from services after receiving treatment, Catarina began volunteering with CPFT’s Arts Therapies Service, working closely with the head of the service, Kimberley Iyemere, and supporting other service users and have since worked as a resident artist working on art for the environment for CPFT.

Expert help for students: Young people who need help to manage their stress levels during the exam season can now seek the help of experts from CPFT. The Trust has a free online programme, SilverCloud, aimed at helping people manage stress, depression and a wide range of anxiety disorders. The programme is offered by the Trust’s Psychological Wellbeing Service, and practitioner Laura Bratt has visited a number of secondary schools in the city to speak to sixth-formers about their mental wellbeing.

Laura said: “It’s crucial that young people know how to manage their mental wellbeing, especially around exam times. Our SilverCloud service is very effective way for people to get help and work towards recovery from their conditions, and it means they can go online at a time and place most convenient for them.”

Ben Treverton, head of sixth-form at the Thomas Deacon Academy, said: “The more we can inform, signpost and talk about the issues of mental health with young people, the better it must be. Laura’s session has been incredibly useful in pointing out the different kinds of therapies available and how they might be accessed by our young people if they need them.”

Laura Bratt with Jo Throne, study support officer, and head of sixth-form Ben Treverton

Highlights from the year
Volunteers: A member of staff at CPFT has told how volunteering helped transform her life. Hannah Touhey began volunteering at the Trust in 2013 after a year of severe mental illness while at university. Although she had graduated and was being treated for bipolar disorder, she was looking for a way to continue her recovery. Hannah said: “I had gone from being a ‘straight-A’ student with a host of meaningless school awards to someone who struggled to read a magazine or make eye contact with a cashier. I decided volunteering would be a good place to start as it would provide me with flexibility and an opportunity to build on a CV that was starting to look worryingly barren.”

CPFT currently has more than more than 150 people who regularly give up their time to support a wide variety of teams. Hannah joined the Voluntary Services Team – which looks after all the Trust’s volunteers – and started by doing just an hour a week. She said: “It was only an hour and the support I actually offered was probably minimal but for me coming in and talking to people, and having a purpose, was hugely meaningful.” Over time Hannah’s confidence grew and so did the number of hours she was volunteering before she became a paid member of staff with the Trust in 2016.

If you would like to volunteer, or would like more information, contact the team at volunteers.cpft@cpft.nhs.uk

Lung exercise pilot: Staff at CPFT are piloting what is thought to be the only lung exercise and education programme in the country to be provided in a prison. Respiratory nurses are running a six week pulmonary rehabilitation course at HM Prison Littlehey, near Huntingdon, for those with COPD – chronic obstructive pulmonary disease. Pulmonary rehabilitation is a national exercise programme that helps with breathlessness by improving muscle strength and lung fitness. It also offers education and emotional support.

Louise Goswell, respiratory specialist physiotherapist and pulmonary rehabilitation lead, CPFT, who is providing the programme with assistant physiotherapist Kate Pinckney, said: “When you have a lung condition it is important to be as active as you can and to exercise safely. A healthy lifestyle includes taking regular exercise at the right level for you, as well as eating a balanced diet to maintain a healthy weight. “It’s important that those who take part in the course maintain what they gain, otherwise the benefits have been proven to drop, but the prison has gym and sports facilities to continue to support them once the six week programme finishes.”

COPD is the name used to describe a number of conditions including emphysema and chronic bronchitis. The main cause of COPD is smoking – the condition usually affects people over the age of 35 and who are, or have been, heavy smokers. People who don’t smoke but have long-term severe asthma can get COPD. It can also be caused by long-term exposure to air pollution, fumes and dust from the environment or place of work. A report will be produced to evaluate the effectiveness of the course. If it proves a success, it could be provided elsewhere.
**CPFT highlights**

**Trust going smoke-free:** CPFT’s Cavell Centre in Peterborough has now gone completely smoke free. Since 1 July, smoking is not allowed in the gardens of wards or anywhere outside the site. It is hoped by October 2017, the whole of CPFT will be smoke-free. Nora O’Shea, Physical Activities Facilitator, and a number of colleagues are wearing t-shirts to promote the smoke-free stance and giving advice to patients, visitors and staff. She said: “We want to help people with their physical health as much as their mental health. We know that giving up smoking is not easy, but we are here to support everyone and we have been delighted with the response.”

**Importance of diet:** Natalie Wishart and Hoba Saleh were among the Trust dietitians who toured the county earlier this year to explain their work and explain how simple lifestyle changes can make a significant difference to health and well being.

Members of the team were in Cambridge, Ely, and finished in Peterborough speaking to staff and visitors at The Cavell Centre.

The roadshows were part of the annual Dietitians Week. 2017’s theme was based around the importance of an evidence-based approach to nutrition.

**Helping patients:** District nurses in Huntingdon have started a pilot project to help patients improve their care of wounds. Dawn Hawes and Heather Masters – pictured with manager Fran Mitchell – have attended several conferences about the issue and hope the techniques they’ve learned, along with encouraging patients to improve their diet and lifestyle, will aid patients’ recovery.

If the pilot project proves successful the nurses, who are part of the Huntingdon Adult Locality Team based at the Oak Tree Centre, hope it will be rolled out across the Trust.

**Peer support graduation:** They have all faced significant mental health challenges of their own – and now they will be helping others on their road to recovery. The latest group of people to qualify as peer support workers via the Recovery College East have graduated. They are the 10th group to graduate from the scheme since it began and can now apply for roles as peer support workers within the Trust or elsewhere. Sharon Gilfoyle, Head of Recovery and Resilience at CPFT, said: “I am very proud of who took part in the training. To graduate is a landmark moment for them, and as they are the 10th cohort to have come through the Recovery College, it’s a landmark moment for us as well.”

**Chief Social Worker visit:** The importance of social workers in mental health was the key theme at a Social Work Forum organised by the Trust. Guest speakers were Lyn Romeo, Chief Social Worker for Adults at the Department of Health and Ruth Allen, Chief Executive of the British Association of Social Workers.

“Thank you for your lifesaving service”

**Service user feedback**
CPFT highlights

CPFT launches new charity: The Trust has been really excited to announce the development of its official NHS charity – Head to Toe.

The charity supports children, adults and older people receiving mental health and community care across Cambridgeshire and Peterborough, including their families, carers and the staff who care for them. From supporting people with depression or anxiety to helping children with learning difficulties; and specialist dementia care to keeping older people healthy in their own homes and out of hospital, the charity hopes to make a real difference across our community.

CPFT Charity Manager Clare Jones said: “Everyone can do something amazing today and help our NHS staff to provide the very best medical care and treatment possible. Your support will help to enhance care and treatment across CPFT services; provide hope and support for the people that CPFT serve; fund ground-breaking research and innovation to continuously improve the quality of healthcare, while raising understanding and awareness of mental health and other long-term health conditions. Together we can give the very best to local people and their families.”

To make a donation, start fundraising or to find out more, please contact Head to Toe Charity on 01223 219 708 or e-mail charity@cpft.nhs.uk.

Alternatively, you can visit www.cpft.nhs.uk/about-us/charity

Pride in our care: As part of CPFT’s PRIDE In Our Care campaign, staff from across the Trust are revealing what they love about their roles. You can view them all on our CPFT YouTube page here: www.youtube.com/user/CPFTvideo

Staff awards: The winners of the CPFT Staff Awards 2017 were crowned in April. Team of the Year went to the Personality Disorder Community Service (pictured) while the Chair’s Award for Outstanding Performance was given to the Trust’s Pharmacy Team.

Tissue Viability was named the winner of the Service Improvement Award while the Service User Experience Award went to the Peterborough Integrated Children’s Neurodevelopmental Service. The Recovery Coach Team were named victors in the Recovery Award, the Cambridge Centre for Paediatric Neuropsychological Rehabilitation won the Research Innovation Award and the Newcomer of the Year went to Sonya Gardner, North Locality Manager for Older People and Adult Community.

The Andy Thompson Inspiration Award was presented to Wendy Scott-Earl, Head of Nursing for the Adult and Specialist Directorate.

Chair Julie Spence also presented a special award to Chief Executive Aidan Thomas in recognition of his support for the event over the last four years.
**Crisis services gets cash boost:** A pioneering mental health crisis service run by CPFT is to continue after being awarded more than £3 million. More than 10,700 calls have been received by the First Response Service in the first eight months since it was launched – resulting in a fall of 21 per cent in the number of people visiting local accident and emergency departments.

The service operates 24 hours a day, seven days a week to give people direct access to mental health advice and help them to avoid unnecessary visits to hospital. Before the First Response Service was started, local accident and emergency departments were dealing with an average of 764 people in mental health crisis per month. Since October last year, that number has fallen to 599 per month.

Overall in the first eight months, 1,400 fewer people have attended Addenbrooke’s, Hinchingbrooke and Peterborough City hospitals. About half of those would have been admitted to a ward. If you are in mental health crisis, you can access the service by calling 111 and pressing option 2.

**Primary care service rolls out:** Prism is the Trust’s new primary care service for mental health and has now rolled out to 37 GP surgeries around the county (as of August 2017). The service puts specialist mental health staff in your local surgery so patients with mental ill health can access prompt advice and support, receive help in a community setting and experience a more joined-up approach to their care. Prism is for anyone aged between 17-65 years. The person sees their GP and a decision is made with them as to which service would be appropriate for them - this could be a referral to the Prism team. Once referred, Prism staff will make contact with the person / service user and either provide telephone advice, signposting or offer a face-to-face assessment. Face-to-face assessments take place in their local GP surgery, meaning they are in a familiar environment. The Prism service aims to ensure that people get the right treatment in the right place at the right time by the right person based on their need.

**More funding:** CPFT’s Liaison and Diversion services were awarded additional funding in 2016 to build on successes achieved in reducing caseloads in the criminal justice system through early identification of vulnerable people. The team work with numerous partner organisations such as the courts, Cambridgeshire Police and local authorities ensuring the vulnerable are diverted from the criminal justice system to appropriate support and care systems.
Collaborative working: Working with our partners to improve service quality through increased service integration continued. A Memorandum of Understanding was agreed with Cambridgeshire Community Services NHS Trust to ensure child health services are joined up between Cambridgeshire and Peterborough.

There has also been a lot of work to improve joint working with third sector organisations. A series of parenting programmes for people with children who have learning disabilities or mental health challenges were developed by the directorate in collaboration with local charities Family Voice Peterborough and Pinpoint Cambridgeshire.

Autism support: Health commissioners agreed to extend the neurodevelopmental patient pathway for Autism spectrum disorders to up to 18 years of age. This will ensure service provision for all secondary school children with the condition.

Waiting time reduction: Waiting times in Child and Adolescent Mental Health Services (CAMHS) and neurodevelopmental pathways were significantly reduced over the year. Service users are now being assessed in less than 18 weeks.

Outstanding report: Staff including modern matron Rob Bode and headteacher Amanda Drake-Morris (centre) were interviewed as BBC Radio Cambridgeshire reporter Katy Prickett (right) reported on how the Pilgrim Pupil Referral Unit, which educates young people at CPFT’s young people’s unit - the Croft, the Darwin and the Phoenix - was recently declared ‘outstanding’ by Ofsted.

A young person, Ellie, and her mum also spoke to the BBC, giving a compelling account of her time at the Phoenix, her experience of the school and her hopes for the future.

CQC’s praise: As part of an inspection of safeguarding and children in care services in Peterborough, which are commissioned by Cambridgeshire and Peterborough CCG, Care Quality Commission representatives praised CPFT staff after visiting the Trust’s Safeguarding team and Child and Adolescent Mental Health services in Peterborough. Initial feedback from the inspectors recognised that “there was a strong safeguarding children culture evident throughout CPFT.”

Darwin Centre accreditation delight: The Darwin Centre for Young People, a specialist adolescent inpatient unit in Fulbourn, was praised by the Royal College of Psychiatrists. Darwin Centre was awarded the Quality Network for Inpatient CAMHS (QNIC) Type 1 standard accreditation.

Service integration: Following a successful bid for additional funding; a children in care psychology service is now integrated within the health team.

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Older people’s and adult community services highlights

Neighbourhood Teams: CPFT’s Neighbourhood Teams have succeeded in bringing together physical and mental health clinicians, working with specialist pathway services in a more agile way.

Our 14 NTs are now the physical and mental health care hubs of the local neighborhood for over 65-year-olds and adults requiring community services. They work closely with GPs, primary care, social care and the third and independent sector to provide joined-up responsive, expert care and treatment.

The NTs operate between 8am and 8pm, 365 days a year, each covering between three and 13 GP practices and populations of 65s and over between 5,700 and 14,000.

Managing the demand: Increases in demand for many of our clinical services continued throughout the year. Improved systems and productivity, however, ensured our staff were able to manage the increase in demand without negative impact. Waiting times for all clinical services achieved compliance against 2016-17 set targets. Stepped Care Therapies Services were rolled out in the four locality teams and waiting times for memory assessment services reduced.

Dementia support: The Dementia Intensive Support Team supported a record of 429 service users in 2016. The team provides patients with a diagnosis of dementia who are at the point of crisis either through breakdown of care arrangements, deterioration in condition or carer issues.

Jet boost: An independent audit of our Joint Emergency Team (JET) cases in the year indicated that around 24% of patients seen by the team avoided a hospital admission; equating to about 160 fewer admissions to acute hospitals each month.

JET’s success in supporting adults aged 50-plus or those with long-term conditions in their own homes when ill, and the resulting reductions in hospital admissions, saw the team allocated significant additional expansion funding in March 2017.

Developments: There have been a number of developments in our community hospital provision including:

- Ongoing work to recruit permanent nursing staff has resulted in a significant reduction in agency spend.
- Cambridgeshire and Peterborough Clinical Commissioning Group (CCG) is reviewing the wider provision of community inpatient beds across the system.
- In May last year we gave the CCG 12 months’ notice of our intention to terminate the contract for radiography services. We have agreed to extend provision of radiography services delivered at Doddington, Princess of Wales and North Cambs Hospitals until 31 August 2017. We are working with our partners to ensure a smooth transition of services.
- We continue to engage with the CCG on the future of our Minor Injury Units. The CCG is proposing to pilot Local Urgent Care Service hubs which will provide additional medical support in the units.

“ Hopefully this is going to be the way forward. From first experience it is a referral pathway that works. ”

Ambulance staff feedback
The Trust is committed to the principle of research being crucial in improving understanding and treatment of health. Our world-class team support and deliver clinical research within the NHS locally and nationally. The team works with universities, charities, industry, patient, public and other NHS organisations to develop effective treatments and interventions.

As of March 2017, CPFT was hosting 181 active research studies, either in whole or part. A total of 841 patients receiving health services provided or sub-contracted by the Trust participated in research during 2016-17. This number is twice that of the next biggest regional mental health Trust. Research at CPFT receives funding support from external organisations including the NIHR’s Collaboration for Leadership in Applied Health Research and Care (CLAHRC), the Cambridge Biomedical Research Centre and the Clinical Research Network (Eastern). Examples of research currently undertaken within the Trust include:

**BIODEP - BIOMarkers in DEPression** is a non-interventional study to characterise the role of inflammatory processes in depression. This Wellcome Trust funded research aims to identify which subset of patients suffering depression respond better to an anti-inflammatory drug over a conventional antidepressant.

**IMAGINATOR** is a pilot study of a brief functional imagery training intervention for self-harm in young people, supported by a smart-phone ‘app’. It is a CLAHRC East of England-funded study evaluating a potentially effective and innovative short-term therapy for self-harm in young people. The study will pilot a new imagery-based psychological intervention among 16-25 year olds who experience repetitive self-harm.

**Neuroinflammation, Imaging and Microglia in Dementia** is a study on the role of brain inflammation in dementia, depression and other neurological illnesses. Funded by NIHR’s Cambridge NIHR Biomedical Research, the research aims to identify the role inflammation plays in the genesis of different types of dementia and in key subgroups at risk of dementia.

**Patient involvement:** CPFT encourages patients, service users and their carers to be fully and meaningfully involved in research whenever possible. During 2016-17 five ongoing projects involved a Service User Advisory Group (SUAG) with 11 other projects including at least one formal meeting with service users and/or carers. Members of the Service User and Carer Research Group continue to be involved in other activities within the Trust, often as Peer Support Workers or training clinical school students.
**Wearing2Hats:** Our staff Wearing2Hats group is made up of likeminded colleagues from across the Trust, and aims to improve how the organisation supports staff with long-term medical conditions. Established in 2015, the group meets regularly and focuses on three key work streams: peer support, anti-stigma, and policy and guidance. The work underway (taking place above and beyond everyone’s usual role) will make CPFT a better place to work and receive treatment. The group has already been working in partnership with HR on the development of policies, and are offering drop-ins for peer support. It improves how we care for our staff and how we relate to those receiving services. Recovery is at the heart of this group and it supports our new values - Pride - along with the behaviours associated with these such as: kindness, openness, empathy and supporting others in building resilience and feeling empowered.

**Supporting our staff:** Some examples of positive staff developments in the year include:

- **Buddy scheme:** An initiative evolved from the Wearing 2 Hats group where staff with their own mental health challenges are linked to an appropriate colleague with whom they can share experiences.

- **PRIDE values framework:** Introduced into 2016-17 appraisal process, the framework requires staff and their managers to assess themselves against a set of expected staff attitudes and behaviours.

- **Health and wellbeing week:** Held for the first time in October 2016, the health and wellbeing week included activities and information sessions across the Trust culminating in a Staff Health and Wellbeing Conference.

- **“Two Ticks” and Mindful Employer Initiatives:** The two initiatives support applicants and members of staff with mental health conditions requiring assistance during the recruitment process.

- **Local Counter Fraud (LCF):** We continued to work with a LCF specialist to ensure staff are updated on the importance of counter fraud issues within the NHS.

- **Apprenticeships:** Fifty-seven staff took up an apprenticeship qualification last year. Twenty-nine of these were existing staff who undertook an apprenticeship as part of their role, ranging from level two to four in business and administration, customer service, team leading, management, health and social care and Clinical Healthcare. Twenty-eight young people were appointed on new apprenticeship contracts to gain experience and skills in working towards a level two qualification in business and administration or health and social care.

**Equality and diversity:** We recognise the value and importance of diversity in our workforce and endorse Equality and Diversity among our staff, patients, carers, visitors and partners. We maintain a no-tolerance policy towards any demonstration of discrimination (direct, indirect, associative or perceptive), harassment, bullying or victimisation. The CPFT Diversity Network has responsibility for developing and executing the organisation’s equality and diversity agenda.
Twitter: @CPFT_NHS
Facebook: cpftnhs/
YouTube: CPFTvideo
Instagram: @CPFT_NHS
LinkedIn: CPFT

Read about the work of our staff on our CPFT Blog
https://cpftblog.wordpress.com/

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