

SECAmb's Wellbeing Hub, developed in 2017 and launched the following year, provides various support mechanisms for our colleagues' mental health, including:

- **Wellbeing assessments:** trained wellbeing practitioners complete psychological assessments to establish the best support pathway for that individual. The next step could include a referral to talking therapy such as IAPT, TASC or one of the Hub's sourced therapists. It could also include signposting to other relevant services such as finance, bereavement, and legal support.
- Senior Wellbeing Practitioners also offer **low-level interventions** where clinically appropriate.
- Assessment for colleagues who have experienced **work-related trauma**.
- **Trauma Risk Management (TRiM):** TRiM is the first response for colleagues who have experienced trauma. The process monitors colleagues for a period of four weeks and if trauma symptoms do not show signs of improvement at the end of the process, they are referred to the hub for fast-track assessment.
- **Alternative duties:** Alternative duties are available for colleagues who are temporarily unable to continue in their substantive role for medical reasons. The purpose is to keep the individual in work, in an alternative role, preventing sickness absence. Remaining in work helps recovery by maintaining social skills, structure and routine and reduces anxiety of returning to work.
- **Information creation/dissemination:** The Hub has developed leaflets on various topics, including desk posture, lower back pain, trauma, depression, and anxiety. Furthermore, mindfulness videos and physical exercise videos are available on the intranet. Wellbeing bulletins provide monthly updates on various health and wellbeing subjects. The aim is to continually promote health and wellbeing to break stigma and develop a positive culture. The hub will also promote current health promotions such as free headspace access.
 - o **Wellbeing Hub psycho educational videos:**
 - Trauma: <https://vimeo.com/658593632>
 - Sleep: <https://vimeo.com/741026153/9f65f1373b>
 - Depression: <https://vimeo.com/741026921/ebfea696fd>
 - Anxiety: <https://vimeo.com/738656266/b619e3889c>
- **Directory of Services:** The DoS is available to all colleagues on the intranet. It is a catalogue of external services available both locally and nationally. Users can manoeuvre through the information by selecting the relevant tab, for example, physical health, legal, family and relationships, mental health, mental health crisis, cancer etc. There are hundreds of various services to suit a variety of needs.
- **Back up Buddy:** A mobile app developed specifically for SECAmb containing information on addiction, self-harm, various mental health topics, assaults at work, useful contact numbers and various news alerts. SECAmb employees and their families are encouraged to download for 24/7 access to a wide range of support tips.
- **Be Mindful:** 200 subscriptions purchased and offered to those who would benefit from it most. Designed by experts, and NHS-assessed and approved, Be Mindful delivers all the elements of Mindfulness-Based Cognitive Therapy (MBCT) – the clinically established form of mindfulness therapy. (The last opportunity to sign up for this was 31st July 2023. Anyone who signed up before this date has access to the Be Mindful resources forever.)

- **Wellbeing action plan development:** Annual wellbeing conversations are being promoted through the Trust. The hub has developed a three-part wellbeing conversation template to help guide managers and colleagues. This is a preventative measure and hopes to capture ill mental health/reasonable adjustments before they become problematic. The templates can be found on the intranet.
- **Wellbeing Advocates:** A network of advocates has been established across the Trust. The advocates are kept up to date on current wellbeing offerings and can signpost colleagues when needed. The aim is to increase wellbeing awareness through the Trust via the people our colleagues know and trust.
- **Suicide postvention group:** recently formed and will convene when a colleague takes their own life. The group will act quickly, ensuring those who need support have easy access and that comms are handled sensitively, honestly and effectively. The aim to support those affected by the suspected suicide of a colleague.

The Wellbeing Hub has a contract with Kent, Surrey & Sussex Air Ambulance and many of the above support options are also available to them.