Strategy could negate these effects by improving overall wellbeing.

**What are we doing** As part of our strategy we have developed a free weekly programme of in house workshops called Wellness for You. Delivered by a senior complementary therapist the focus is on key elements of wellbeing; using different themes; informal interactive group discussions; practical demonstrations; attendees complete anonymised pre/post evaluations using a likert scale.

| Wk | Themes                      |
|----|-----------------------------|
| 1  | Wellness/wellbeing          |
| 2  | Resolutions, memories and moments |
| 3  | Why little things matter    |
| 4  | Self-reliance               |
| 5  | Hand and arm massage        |
| 6  | Guided visualisation/meditation |
| 7  | Not comparing be ourselves  |
| 8  | Developing a good sleep routine |
| 9  | Happiness                   |
| 10 | Grounding techniques        |
| 11 | 5 Senses and I              |
| 12 | Self-confidence             |

**Objectives** To develop a self-care resource for staff support; Improve health and energy; Improve satisfaction in the workplace; Reduce compassion fatigue

**Results** Early results from weekly evaluations have shown that the programme so far is proving to be a great success in creating an improved sense of wellbeing by reducing stress and improving morale – thus improving overall health in the long term.

**Sustainability** The workshops offer a rolling programme that can be used across all departments and in other settings. The programme has already shown benefits for staff in the work place even at this early stage. The focus is on supportive tools and strategies for self-care that all staff can benefit from. Developments of the programme may have human resource benefits i.e. reductions in staff turnover and absenteeism, higher morale and a better workplace to attract staff.

**Findings** 131 attended and 99 individual staff took part in 13 sessions. Of those attending 62% were non-clinical and 38% clinical. Eighty percent of those attending sessions said they would use strategies they learned from the sessions they attended.

**Conclusions** The engagement and interest during resilience week was extremely positive, we see this as the first of a series of initiatives. Embedding this initiative to safeguard to the mental health and wellbeing is essential and is the start of an ongoing initiative.

**Implications for practice** To build on the positives outcomes from resilience week more initiatives are required. e.g.

- Mindfulness training
- Working with ‘Mind’ to provide mental health awareness training.