Welcome

to our latest members magazine

It’s my pleasure to welcome you to the latest edition of Better Together magazine.

We have had a fantastic start to 2019, with receiving our Care Quality Commission (CQC) inspection results, finding out that the Trust has received a ‘Good’ rating overall and ‘Outstanding’ in the ‘Well-led’ domain. As a Trust we have progressed so much over the last three years. We’re incredibly proud of the hard work of our staff and volunteers, and I want to say a heartfelt thank you and well done to you all.

Another achievement announced within the start of 2019, is that the Trust has made it to the top 100 of Stonewall’s Workplace Equality Index. The index measures the progress of organisations on lesbian, gay, bisexual and transgender (LGBT) inclusion in the workplace. LPFT has been ranked 77th among UK organisations taking part and 4th in the health and social care sector. This result is a very significant step. Congratulation to everyone involved in the process and thank you for your hard work.

In this issue we have included patient and staff case studies, as we know it is so important to present stories of recovery. They can provide hope for people who are struggling and can help to reduce the stigma associated with mental ill-health and learning disabilities. Please take the time to read and share these stories.

We are in the midst of some Board-level change. Our previous Chief Executive, Dr John Brewin, has moved on to Nottinghamshire Healthcare NHS Foundation Trust and Anne-Maria Newham has stepped up to the Chief Executive role in the interim until the appointment of John’s substantive replacement. And we will welcome Dr Ananta Dave as our Medical Director at the beginning of May. To hear more about the Board changes, please see page 7.

These changes, along with some welcome interim appointments from within the Trust, are exciting, and I am working with the Board to keep building on the leadership that was recognised by the CQC.

We are delighted to have launched our Staff Excellence Awards 2019 last month, which recognise our staff and volunteers for their exceptional work. Please take time to nominate and say thank you to someone who has made a difference to you or someone you know. There is more information on pages 8-9.

It’s a very busy and exciting start to 2019! I am optimistic for the year ahead and beyond.

With very best wishes
Paul Devlin, Trust Chair

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You can now keep fully up-to-date with all the latest Trust goings on via social media. Like us on Facebook at LPFT NHS and follow us on Twitter @LPFTNHS and Instagram lpftnhs

Better Together is produced by the Trust.
If you’d like something considered for a future edition, please contact our editorial team on: 01522 309194 or communicationslpft@lpft.nhs.uk

This publication can also be made available in alternative formats.
Annie’s story: eating disorders are deceiving

Life was awful when I was suffering with an eating disorder. The illness was taking over all of my life. For 30 odd years I had a voice in my head that kept saying to me that it’s ok not to eat.

I was obsessed with losing weight. I was going on the scales constantly. Eventually my weight became so low that I kept passing out and later had to be hospitalised.

I started therapy which was scary because of the destructive voice in my head, but I trusted my therapist and she motivated me to keep coming back to our sessions. She helped me to be honest with myself and see that it was me who made the final decision to want to get better.

Therapy helped me understand what my triggers are. I have problems with my body image so I choose not to look at myself in a full mirror and I won’t try clothes on in a shop. I still have difficulties but what helped me was to learn what relaxes me, this keeps my anxiety and panic attacks at bay.

My life is totally different now – I enjoy it. I am still conscious about what I eat but I have three meals a day and I can go out for food with my family and friends.

Eating disorders are deceiving because you think you’re in control, but in fact you’re not. You are so physically and mentally consumed it makes you ill. I can see it now but it took me a long time to come to terms with what has happened to me.
A day in the life...

Of a mental health nurse on an inpatient ward

Focus on Terri Birkett, Staff Nurse at Francis Willis Unit, Lincoln.

Francis Willis Unit (FWU) is an inpatient, 15 bed, forensic low secure unit on the Lincoln County Hospital site. The patients are males between 18-65 years old who are going through court proceedings and detained under the Mental Health Act.

Terri tells us about her role on the unit, the varied tasks she undertakes and her job satisfaction.

I have worked at FWU since qualifying four and half years ago and I really enjoy my job. I always wanted to work in a forensic environment, either in a low/medium secure unit or providing mental health care in prisons, so I’m pleased to be working where my passion and interest is.

My role is quite varied, with direct interaction with patients, working collaboratively with other health professionals and of course, completing the necessary paperwork.

I work with patients developing their care plans in conjunction with the individual, listening to their thoughts and assessing their needs. I administer prescribed medications, talk to patients about their medication and discuss any problems they may be experiencing.

I am a link nurse to the practice education forum and so I liaise with the university. I also mentor student nurses, give them an insight into our work and support them in achieving their learning outcomes. This is valuable as it allows students to build their experience through placements for them to become registered nurses. We get some really positive feedback from the process, which is fantastic to hear.

It is great to see patients’ progression and to know I’ve helped them on their recovery journey. Sometimes the patient thanks me and sometimes the gratitude comes from their families as they recognise the improvement in their mental health from when they first arrived, to their discharge day.

I’m lucky to be part of a good supportive team; we all get on well and help each other, and that’s very important to me. We are also able to give and receive feedback freely within the team which is really appreciated and of course important for personal development.
Spring Lodge service user raises awareness with new book

A former service user of Spring Lodge sexual assault referral centre, Emma Louise, has written a book about the abuse she suffered prior to being helped by the Trust.

Spring Lodge is a dedicated forensic medical facility where adult victims of rape can be taken 24/7 for urgent medical attention and to gather evidence. All service users are allocated an Independent Sexual Violence Advisor (ISVA) who can provide emotional and practical support throughout the court proceedings.

Emma’s book, ‘Grandad’s Girl’, is an honest account of the abuse she suffered at the hands of her grandfather during her childhood and teenage years. The book is available at most major retailers.

The Trust’s ISVA service worked with Emma for a number of years helping her to go through the criminal justice process and get help for her health and wellbeing which has aided Emma. She is now fully living her life and continues to raise awareness and help others who have suffered abuse and trauma.

Emma Louise said:

“I decided to write the book to get my version of events out there, in my own words. I spent seven and a half years living a secret life, not being able to speak out about what was happening to me. My book has helped me to come to terms with it and enter a stage of acceptance.

I hope that by making my story public I will be able to help people. I want to give people hope, to show that victims can recover.

My worker at Spring Lodge has been fantastic. If I ever need something or if I’m feeling down I know I can speak to them. I really can’t thank them enough for their support.”

Amanda Farquhar, Sexual Assault Referral Centre and ISVA service manager said:

“We are so proud of Emma, her achievements and her bravery with coming forward about her abuse and trusting in the system.

Spring Lodge has helped Emma on her road to recovery and we are able to help others in the same way.”
More support for new mums

In February the Trust celebrated the expansion of its perinatal mental health service. Over 100 guests joined the Trust at an event helping to understand what the service expansion means for Lincolnshire’s communities.

Historically, LPFT had just one specialist mother and baby nurse who offered a service to women living within the city of Lincoln. Following on from the NHS national objective of increasing access to specialist perinatal mental health support, a new team was funded and developed in 2015. It included a consultant psychiatrist, community mental health nurses and a social worker.

Recently, LPFT has been successful in gaining additional funds from NHS England and Clinical Commissioning Groups to expand and develop the team further. This will increase staff numbers, the skill mix and enable them to see more women in a more timely fashion.

The service now covers the entire county and receives referrals from health professionals. The aim is to treat women in the community, although on occasion there can be a need for mothers to be cared for in hospital.

Mental health problems and pregnancy

Perinatal mental health problems occur during pregnancy or in the first year following the birth of a baby, and are likely to affect up to 20% of women. They include both conditions that are new and pre-existing that may relapse or recur in pregnancy or in the post-partum year. If left untreated, it can have significant and long lasting effects on the mother and her family.

If you have, or have had, a severe mental illness, your midwife or doctor should develop a care plan with you. You may be referred to the perinatal mental health team, especially for pregnant women and new mums, or your local community mental health team.

If women need to be cared for in hospital, they are admitted to specialist psychiatric hospitals for women and their babies, to ensure that the bond and attachment between mother and baby is promoted and protected.

Symptoms that may indicate you are depressed include:

- A persistent feeling of sadness and low mood
- Loss of interest in the world around you and no longer enjoying things you used to enjoy
- Lack of energy and feeling tired all the time
- Trouble sleeping at night
- Feeling you’re unable to look after your baby
- Problems concentrating and making decisions
- Loss of appetite or an increased appetite

- Feeling agitated, irritable or very apathetic (you “can’t be bothered”)
- Feelings of guilt, hopelessness and self-blame
- Difficulty bonding with your baby
- Frightening thoughts – for example, about hurting your baby; these can be scary, but they’re very rarely acted upon
- Thinking about suicide and self-harm

If you think you may be depressed, talk to your doctor, midwife or health visitor as soon as possible. Whatever your situation, there is help, support and treatment available.
Memory problems study

Do you have a mild cognitive impairment? Could you help medical research into Alzheimer’s disease? LPTF is working with Cambridge University on a research study into the predictive progression from mild cognitive impairment (MCI) to dementia.

The study aims to determine the ability of spatial memory test performance to predict progression from MCI to dementia.

All participants will be monitored for 36 months and will undergo a memory test and other neuropsychological testing.

For more information please contact research@lpft.nhs.uk or call 01522 421724.

A new first-aider on the block

Young people attending the Emotional First Aid Group in Lincoln have been supported by a new member of the team. A therapy dog, Marley, joined the group to encourage young people to regularly attend the meetings and reduce any anxiety that they may be feeling.

The group teaches young people how to effectively manage periods of extreme distress. They learn to self-soothe, distract from unpleasant thoughts and use relaxation techniques.

Cheryl Goodwin, the group facilitator said: “Marley has very much acted as an icebreaker for the young people not only to interact with staff but also to interact with one another. Since he started coming to the group we’ve seen twice as many young people, completing the course.”

One young person said: “He’s like a comfort blanket. There were times that I felt like I couldn’t come, but then I thought of Marley and I decided to go to the meeting.”

Patient Research Ambassadors

The research team is recruiting volunteers to become Patient Research Ambassadors. You don’t need to be a patient to become an ambassador; however you should have an interest in research and mental health. The role involves promoting specific studies and encouraging people to participate in them.

Anyone applying needs to be over 18 years old and be able to travel within Lincolnshire.

If you are keen to learn new skills, enjoy social interaction and are interested in supporting medical research, then please get in touch.

Board Changes

Over the past few months there have been a number of changes that have taken place on the Trust Board. We have said goodbye to Chief Executive, Dr John Brewin, and welcomed Anne-Maria Newham as the interim. Anita Lewin has been appointed Interim Director of Nursing, AHPs and Quality covering Anne-Maria’s role. We have also appointed Dr Ananta Dave as our new Medical Director.

We are pleased to announce that Chris Higgins has been appointed to the role of Interim Director of Operations following the retirement of Ian Jerams at the end of March.

We welcome Sharon Robson, Adrian Carridice-Davids and Andy Spring who joined the Board on 1 February 2019 as Non-Executive Directors. They replace Tim Ludlow (who we said goodbye to at the end of January) and Mary Dowglass and Malcolm Burch, who finish their second and final term in May.

We have drawn a very strong field of candidates for all interviews for both executive and non-executive roles with successful candidates giving us exciting prospects of what the future could hold for the Trust.

For more information please contact research@lpft.nhs.uk or call 01522 421724.
Celebrating our Heroes

We are committed to recognising our extraordinary staff. Our LPFT Heroes initiative provides an opportunity to champion individuals and teams nominated by their colleagues and patients following a job well done.

Celia Ellis

Celia works with the learning disability team. She always puts patients at the heart of her work. Not only is she patient-focused, she is extremely caring about her colleagues and wider teams; recently taking on her role of Wellbeing Champion with great enthusiasm.

She has been described by colleagues as humble, inspiring, always willing to try new things that take her out of her comfort zone, and a pleasure to work with.

The Informatics Team

Thanks to their hard work and total commitment to improving patient care the informatics team has achieved the impossible. When the supplier of our main clinical system gave notice, the Trust was faced with delivering the most important but most risk laden project it had seen. Some suppliers even said it couldn’t be done.

In a short timeframe the team has successfully implemented the new clinical system and trained over 1500 staff on how to use it, while continuing to operate business as usual.

You can read more about our winners at www.lpft.nhs.uk/celebratingsuccess.

Carers Quality Award

The Trust has been awarded the Lincolnshire Carers Quality Award reaccreditation for the hard work and dedicated support for unpaid carers.

The award was received on Tuesday 5 February, from the Lincolnshire based organisation, Every-One. Every-One works to support unpaid carers and those they care for and the Carers Quality Award is funded by Lincolnshire County Council.
Nominations are now open for LPFT’s Making a Difference Every Day Staff Excellence Awards – which celebrate the commitment and compassion of our staff and volunteers.

Staff, patients, carers and members of the public can nominate in this year’s awards. There are nine categories in total, two of which – the People’s Award and the Volunteer of the Year Award – are open for public nominations.

The People’s Award will be given to an individual or team dedicated to consistently providing the highest quality of care for patients, someone who always goes above and beyond the call of duty and who can be depended on to offer a smile and a helping hand at all times.

Consultant Safeguarding and Mental Capacity Nurse, Liz Bainbridge has been recognised in the Queen’s New Year Honours for services to nursing and vulnerable people.

Liz said: “I’m honoured and privileged to be recognised for my work in mental health nursing and supporting vulnerable people.”

I’ve been working for mental health services for 22 years and for the last 10 years I’ve been working in safeguarding ensuring people are protected from abuse and their voices are heard.

I love my job, even though it’s hard at times, but I work with very dedicated and caring staff who want the best for their patients in difficult and challenging circumstances. I’m passionate about mental health nursing and this recognition makes my job even more special and satisfying.”

With around 200 volunteers in the Trust, the Volunteer of the Year Award will recognise outstanding individuals who give up their free time to assist in a variety of services provided across the county.

Interim Chief Executive, Anne-Maria Newham MBE said: “These awards give the public the ideal opportunity to help celebrate the dedication of staff and volunteers, and recognise their continued hard work in caring for patients.”

Electronic nomination forms are available on the Trust’s website www.lpft.nhs.uk/making-a-difference, or contact communicationslpft@lpft.nhs.uk for a hardcopy.

Nominations close on Sunday 17 March 2019, with the shortlist announced in April. The winners will be revealed at an awards ceremony on Friday 7 June, 2019.

We are proud of the work they do in supporting patients every day and would like to recognise their dedication.

Do you know someone within our services who deserves thanks and recognition? Please consider submitting a nomination today.

Nominate your NHS heroes for Trust excellence awards
Stonewall names the Trust one of Britain’s top LGBT inclusive employers

The Trust’s commitment to equality and diversity has been highlighted as it has been named one of the most inclusive employers in Britain by lesbian, gay, bisexual and transgender (LGBT) equality charity Stonewall.

LPFT has reached the Top 100 Employers list having been ranked 77th nationally and 4th among health and social care sector. This puts the Trust among an elite group of organisations which are the most inclusive employers in Britain for LGBT staff.

Paul Devlin, LPFT Chair said: “Year on year LPFT has been improving our culture to ensure people can be themselves in the workplace, but the 2019 result is a very significant step. The scale of improvement that allowed us to get into the Top 100 is massive, especially considering that this year the pool of organisations taking part had grown to 445, which is the largest ever.

The Stonewall rating is often seen as an indicator of an organisation's approach to equality and inclusion overall and can further increase diversity in the workplace. Our recent Care Quality Commission inspection report echoes this by commending the Trust’s exemplary commitment to equality. I’d like to thank everyone involved in the process for their hard work on making our organisation a welcoming place for all staff.”

Polly Blaydes, LGBT+ Staff Network Chair said: “Making it to the Top 100 nationally is a tremendous achievement for us. The improvement in our rating strongly reflects the positive work going on across LPFT.”

Coming Out at Work Guide

To coincide with LGBT+ History Month in February, the Trust has launched a “Coming Out at Work Guide”, developed by people who identify as LGBT+ working within the three NHS Trusts in Lincolnshire. The project was also supported by our partner Transposition consultancy. The guide gives practical guidance to all in the workplace, enabling LGBT+ people to have a good experience of coming out at work.

This initiative was driven by the Trust's LGBT+ staff network. Having a good experience of coming out at work can make a huge difference on a personal level. Many people identifying as LGBT+ have mixed experiences of coming out at work. It is well documented that people perform better when they can be themselves; and in the case of staff identifying as LGBT+, when they can bring their whole selves to work.
Diggers and spades were poised ready to cut the earth in North Hykeham, as the Trust celebrated the start of building works to improve its facilities for patients.

The Trust has joined forces with Integrated Health Projects (IHP) to design and refurbish Brant Ward, in Witham Court, North Hykeham.

En-suites are being added to the bedrooms, to improve the services offered to older adults with mental health problems and dementia.

The ward cares for around 20 patients in dormitory style accommodation, which is no longer considered fit for purpose in a modern mental health environment. National guidance recommends individual en-suite bedrooms are provided to protect the privacy and dignity of patients.

Brant Ward has been closed and patients and staff have moved to alternative facilities within LPFT whilst the works are underway. The refurbishment is due to be completed in the autumn.

LPFT Chair Paul Devlin said:

“It is exciting to mark the start of construction works for Brant Ward. The plans for the new developments look great and I can’t wait to see the finished product. I’m sure these new facilities will enhance the patient experience and improve the quality of service we provide.”

IHP Regional Director, Keith Shivers, who is overseeing the design and construction of the project, said:

“We are looking forward to getting started on delivering this important refurbishment project. We have been working in partnership with the Trust and healthcare staff to develop a design solution which will create modern, fit-for-purpose facilities.

Our experienced team will ensure that we deliver the patients of Brant Ward the comfortable, accessible, therapeutic environment they need during their stay.”

A former patient said:

“The plans look very promising and I’m sure patients will be looking forward to using the new facilities.”

Photo of LPFT Chair Paul Devlin (in the digger) with IHP Regional Director, Keith Shivers at the sod cutting ceremony and members of the team.
A journey to recovery…
Zoe Keeton

Zoe’s story

“There is a future after suffering with mental health illness.”

In the previous issue of Better Together we covered a story on Zoe who raised £600 for Charlesworth Ward as a thank you for the care she’s received. In this issue Zoe agreed to talk a bit more about her journey to recovery from being admitted to an acute inpatient mental health ward to working as a clinical apprentice on another ward.

Struggling with stress induced transient psychotic disorder was by far the most traumatic experience I have ever endured. It was hard to understand that my beliefs weren’t real. Due to my obsessive compulsive disorder I was forever checking with people, searching for reassurance that I would fully recover.

I received great care and with Doreen Johnson, Assistant Practitioner, we put a care plan in place which focused on self-awareness and life coping skills.

It was a slow process to become independent again but the tools I’ve learnt helped me to get stronger.

With the help of the LPFT Employment Service I was offered a clinical apprenticeship on Connolly Ward in Lincoln. Having this job has greatly helped me with my recovery and it’s very important to me that I can help people who are in similar position to where I was just a couple of years ago.

Suffering from mental ill health has been a double edged sword for me. The lowest point in my life contributed to my best achievement so far. I am a living proof that recovery is possible and there is a future after suffering a severe mental health illness.

Distraction is the best medicine for me but I don’t avoid my past. The ward I’m working on is on the same floor to where I was admitted back in 2016. So it’s very satisfactory to know that I’ve managed to turn a negative into a positive and that yes I did turn it around!

60 seconds with…

David Sheardown, Learning Disabilities Expert by Experience

Tell us about yourself

My name is David and I work with the learning disability services at LPFT as an Expert by Experience, offering advice and support through my own experiences of living with a learning disability.

What do you do within your role?

I offer advice and help train those who support people with learning disabilities by sharing my own experience and knowledge. I attend events to promote awareness and reasonable adjustments for people with learning disabilities. Recent events I have attended are Lincoln College Fresher’s Week and the Annual Public Meeting. I have also been involved with recruiting new members of staff.

Why did you become an expert by experience?

I wanted to help people with learning disabilities because I have one myself; I know a lot about it through my own experience and through being on the Learning Disability Partnership Board. I am glad I have the opportunity to interview people for the service, as it’s important to me that the right people get the job.

What’s the best thing about LPFT and the NHS to you?

The best thing is being able to help improve the support people with similar disabilities are receiving, by sharing my knowledge and experience with services and staff. I also work with a great team and have two fantastic bosses.
The feel-good factor of work

Employment is beneficial to health and wellbeing. The right kind of job can improve mental health and protect against relapse. Despite this, many people with mental health problems fear that, no matter how good a recovery they have made, their symptoms will be made worse by going back to work. They also worry that because of having a history of mental ill health it may be hard for them to secure and remain in employment.

Our recently expanded individual placement team employment service is specifically helping service users to get back into the work environment. The team can support any service user who is under the care of community mental health team.

David’s story

I was medically discharged from the Royal Air Force. Soon after, I was diagnosed with depression. I was told that my physical health condition would not get any better. I tried to continue to work but things just got worse.

I started hearing voices telling me that I’d failed, and I began to self-harm. I eventually broke down and told my wife and after a visit to GP and A&E, I started receiving support from a crisis team and a community mental health team.

Somewhere along the way I was offered the opportunity to see Sheila Imbriano, an Employment Specialist linked to the community mental health team and I decided to give it a go.

Sheila reminded me about all positives things that I’d just let go over the years. After the second appointment with her, I began to feel like ‘me’ again.

Sheila helped me with my CV and preparation for interviews. Thanks to Sheila I was able to draw positive lessons from each interview. I continued to work with her and applying for various jobs. I eventually got a job as an Intervention Worker with LPFT Learning Disability Service.

It’s been over twelve months from my first meeting with Sheila and I’m settled in my new role.

I never thought I would suffer with mental health issues, but I do. The support from the employment specialist has allowed me to rekindle a belief in my skills and move forward in gaining ‘meaningful’ employment.
Following an inspection by the Care Quality Commission (CQC) in October last year, we are delighted to announce that LPFT has been rated Outstanding for its leadership and management, and retained an overall rating of Good.

The key highlights from the 2019 report ratings include:

- Acute mental health wards for adults and community mental health services are now rated Good.
- Mental health services for people with a learning disability or autism are now rated Outstanding for well-led and Good overall.
- One of a few trusts rated Good for safe across all services.

Anne-Maria Newham MBE, Interim Chief Executive, said: “I am extremely pleased that the hard work of all of our staff has been reflected in the CQC ratings and that all services inspected in 2018 moved from Requires Improvement to Good.

I am particularly proud of our Outstanding well-led result. We have gone from strength to strength since our original inspection in 2015 when we were rated Requires Improvement overall.

I also wish to put on record my thanks to our staff, governors, service users, volunteers and carers who help us by sharing their views on an ongoing basis, including giving their feedback to the CQC during the inspection.

Paul Devlin, LPFT Chair said: “The report clearly showed that our exemplary commitment to equality and diversity made a huge difference to staff who say they are proud to work for the Trust and to service users who receive good quality compassionate care.”

The full report can be found on the Care Quality Commission website: www.cqc.org.uk/provider/RP7

Public wifi in Trust buildings

Patients and visitors can now access free wifi in LPFT buildings.

People using outpatient and inpatient services are able to log onto NHS wifi services to use the internet whilst on Trust premises.

The wifi access is particularly beneficial for people staying on wards and in our accommodation for lengthy periods such as on our rehabilitation wards and will enhance the quality of the patient experience.

NHS wifi will provide a secure, stable, and reliable wifi capability, consistent across all NHS settings. It will allow patients and the public to download health apps, browse the internet and access health and care information.

This project is part of a national NHS roll out of wifi services.
MEMBERSHIP APPLICATION

In order to become a member please complete all parts of this form, sign and return it to Freepost RTXR-BAGA-KHYJ Membership Office, Lincolnshire Partnership NHS Foundation Trust, Trust Headquarters, St George’s, Long Leys Road, Lincoln, LN1 1FS

ABOUT YOU

Title: ________________________________

Name: ________________________________

Date of birth: ___________________________ (You must be 12 years old or over)

Gender:  □ Male  □ Female  □ Prefer not to answer

Gender identity: do you identify as the gender you were assigned at birth?  □ Yes  □ No  □ Prefer not to answer

YOUR CONTACT DETAILS

Address (including postcode) ________________________________

Telephone number ___________________________ Mobile number ___________________________

Email ________________________________

In a bid to be more environmentally friendly, email is our preferred method of contact. If you supply us with your email address, we will only use this to send you information about the Trust. Please let us know if you would prefer this information in an alternative format.

Please tell us if you have any special communication needs and how you heard about the Trust: ____________________________________________________________

YOUR MEMBERSHIP

Do you currently access the Trust’s specialist health services?  □ Yes  □ No

(Or have you accessed treatment in the last five years?)

Do you care for someone with a mental health problem or learning disability?  □ Yes  □ No

If yes, Do you care for someone with a mental health problem or learning disability?  □ Under 18 years old  □ Over 65  □ With a learning disability

Would you like to be more involved with the Trust?  □ Stand for election as a governor  □ Volunteer  □ Become a member of the Group of 1000  □ Attend meetings and events

In order to ensure our membership is representative of the population of Lincolnshire and to assess whether there are any barriers for under-represented groups we collect monitoring information. LPFT is committed to protecting the privacy and security of your personal information and we do this in accordance with data protection requirements, including the General Data Protection Regulation (GDPR) and the Data Protection Act (DPA) 2018. This ensures your information is treated confidentially and processed appropriately and will only be used for purposes of this collective data analysis.

SEXUAL ORIENTATION

□ Gay man  □ Lesbian/gay woman  □ Bisexual  □ Heterosexual/straight  □ Prefer not to say

RELIGION AND BELIEF

□ Agnostic  □ Hindu  □ Pagan  □ Atheism

□ Humanist  □ Sikh  □ Buddhist  □ Jewish

□ Christianity  □ Muslim  □ Prefer not to say  □ Other please specify – ________________________________

ETHNICITY

□ Asian or Asian British  □ Indian  □ Pakistani  □ Chinese

□ Any other Asian background please specify - ________________________________

□ Black or Black British

□ African  □ Caribbean  □ Other black background please specify – ________________________________

□ Multi-ethnic

□ White & Asian  □ White & Black Caribbean  □ White & Black African  □ Other black background please specify – ________________________________

□ White

□ British  □ Irish  □ Gypsy/Romany/traveller  □ Any other white background please specify – ________________________________

□ Other

□ Arab  □ Any other ethnic background please specify – ________________________________

Disability – Do you consider yourself to have a disability?  □ Yes  □ No  □ Prefer not to answer

Marital/Civil Partnership Status – Which best describes your marital status?  □ Married or in civil partnership  □ Living with someone  □ Divorced/dissolved partnership

□ Widower or widower  □ Separated  □ Single  □ Surviving partner

□ Prefer not to say

Signature ___________________________ Date ___________________________
Has a member of staff, team or volunteer impressed you?

If the answer is YES, why not nominate them for this year's awards?

Nomination forms available on www.lpft.nhs.uk/making-a-difference
or by contacting: communicationslpft@lpft.nhs.uk | 01522 309194

closing date: 17 March 2019