

# P21

## PROMOTING INCLUSION & BELONGING IN AN ACUTE NHS TRUST: A MULTI-DISCIPLINARY OCCUPATIONAL HEALTH INITIATIVE

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### Background:

Many NHS Trusts are increasingly reliant on the international workforce to meet the needs of the service. These individuals are at greater risk of loneliness, isolation, and poorer psychological wellbeing. Early intervention from Occupational Health can support this cohort in increasing belonging in their place of work.

### Aims:

This pilot aims to improve international staff health, wellbeing and experience at work through peer support.

### Methods:

Meetings are chaired by staff from the Occupational health department and invite, in advance, a member of international staff to share their working experience. This forms the focus of an open conversation.

A live survey was distributed to ten attendees at a network meeting, held virtually on MS Teams. The following questions were asked:

- 1) What does the Network currently deliver to attendees? (free text responses)
- 2) How connected to each other do you feel when attending a network meeting? (extremely connected, moderately connected, not at all connected)
- 3) How helpful was this meeting in improving your experience of working at the trust? (very helpful, moderately helpful, fairly helpful, not at all).

### Results:

'Compassion' was the term most frequently used by attendees to describe what the network delivers. 100% of attendees felt extremely connected or moderately connected to others when attending a meeting. 60% of attendees described the network as helpful in improving their experience.

### Conclusion:

This pilot suggests a peer-supported networks improve belonging and community in an acute trust. Future studies may wish to examine the impact of such networks on sickness absence or referrals.

### References:

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