

CYP Event: Nomination Programme 2024

*** Received special recognition at the Children and Young People Event, 20 November 2024.**

Louise Andrews Gee *

Staffordshire County Council

Louise always goes above and beyond to support others across the system truly working in an integrated way. Louise's support and commitment under the Infant Mortality Workstream to bring people together is making a real difference in a complex area of work. Her words of wisdom are always much welcomed. Keep being you!

Staffordshire Youth Union *

Staffordshire Council Voluntary Youth Services

Staffordshire Youth Union is a locally elected youth council of around 20 young people. During the last year they have supported 4 local Members of the UK Youth Parliament, agreed a constitution, elected officers and have contributed across a number of consultation and engagement themes such as Disability and Neurodiversity strategy and pathways, local transport plans, Make Your Mark (resulting in a 193% increase in local votes), Anti-violence campaign development, and much more besides. They also inputted into the planning for today's event ensuring youth voice was included in the priorities we are discussing. Young people have joined the We Are Staffordshire Place Board and are applying as Young Trustees for SCVYS too. The group have also fundraised for a local charity and came 2nd in a regional art competition organised by Grace Cares, displaying their work at the NEC..

ASIST Advocacy

Voluntary Sector

Our children's advocates work on complex cases that support young people to have a voice in care and support decisions, sometimes in very difficult circumstances for the child.

ICB CYP Team

Staffordshire and Stoke-on-Trent Integrated Care Board

Will minimal staff they have worked to improve services for children.

Children and Young People Intensive Support Hub (ISH) *

North Staffordshire Combined Healthcare NHS Trust

Nomination 1: I would like to nominate this team for their creativity, excellence and commitment to inspiring and nurturing children, young people and families. The team are innovated and are put children and young people and the heart of everything they do. The team has a vast MDT and respects how different professions can offer something different. The team always receive positive feedback and always go above and beyond.

Nomination 2: The team work with young children who are at risk of hospital admission for their mental health. They go above and beyond when working with young people

Nomination 3: The Team work with all Systems to prevent Admissions into Tier 4 Hospitals and also support Young People leaving Tier 4 provisions. They work closely with Families providing systemic interventions and complete a range of interventions to support. The team have also introduced Holiday clubs during school holidays to continue to engage Children and their Families. The Team also work within our Youth Council now known as Elevate engaging Young People in having a voice for our local Young People and supporting them in CV writing Job Interviews. They are truly making a difference to Children and Families within our area and I feel this nomination is well deserved.

Nomination 4: The CYP ISH Team are a team who thrive to improve the lives of young people and their families we strive to keep young people out of hospital and remain in the community with a robust care package. To achieve this we work intensively offering assessments/formulations which drive our interventions keeping the voice of the young person at the heat of everything we do. To achieve this we emphasise the importance of working collaboratively and have built up great working relationships with wider agencies to achieve great outcomes.

Nomination 5: This team provides support for young people and their families providing unique support based on the young person and using their voice to provide support on improving their lives through mental health interventions preventing tier 4 admission

Nomination 6: CYP ISH team are not only compassionate, knowledgeable, flexible in their approach, they are truly a dedicated set of professionals that make a difference to all the children and families they work with. I don't know any other children's team that operate the way they do. Their approach is highly skilful which brings about positive change.

Nomination 7: Our youth workers do amazing work with our young people. They are highly motivated and always work for the best possible outcomes for the YP on our caseload.

Nomination 8: Consistently goes above and beyond what is expected, making a significant impact on our team and workplace environment.

CAMHS Intensive Support Team

Midlands Partnership NHS Foundation Trust

Nomination 1: CAMHS IST deserve some recognition, not only do they deliver an outstanding service to the CYP's and their families. They're also a huge support to their colleagues within core CAMHS, doing their 7DFU's for months while they were understaffed.

Nomination 2: In the past 12 months the CAMHS Intensive Support Team has grown drastically. They make every effort to support young people by providing holistic interventions from a range of practitioners using an MDT approach which prevent/ reduce hospital admissions. They support other teams in the CAMHS network by supporting with consultation to learn new skills around risk management, pick up 7 day follow ups to help reduce their wait times and attend regular MDT's to be a part of the whole networks learning, development

and MDT approach. The CAMHS Intensive Support Team have led in the charge to ensure all young people have risk assessments and care plans completed and updated in timely, efficient and person-centred ways. The team have developed many initiatives to build relationships externally with stakeholders, acute hospitals and other crisis/ IST teams to ensure we are up to date with current legislations and share innovative ideas such as new occupational therapy-based groups, peer support and participation groups to lead in not only evidence-based practice but also expert by experience and outcome measured improvements in the service. Overall, IST has been the highest recruited and retained team within the current CAMHS network over the last 12 months and they truly make every effort to make the work environment a fun, person centred enjoyable place to be every day. Every member of the team ensures that they do everything they can to support young people through dedication, commitment and true passion for their work with innovation, service delivery and service development every day.

Sharon Conlon

Staffordshire and Stoke-on-Trent Integrated Care Board

Working with system partners to understand the real issues in underperformance of IHA/RHAs. Not only address them and work through an agreed plan but look to future proof the delivery of the service model.

PSHE Education Service

Staffordshire Council Voluntary Youth Services

The PSHE Education Service is less than 3 years old and can already boast that 75% of education settings get regular information sent to a named individual, and a mailing list of almost 1,000 in total. Over 50% of education settings are registered to access the online resource library of quality assured materials across many of the 90+ topics that sit within PSHE Education. The first ever PSHE Education Conference takes place on 13th November in Stafford, with 220 delegates booked in to hear from experts and young people on their experiences of PSHE Education. As a 2 person team, the impact they have made not only on education settings, both formal and informal, but also on wider partners including Police, Fire and Health is extraordinary. This impact has resulted in 4 more years of funding to further develop the service and its impact of helping children and young people gain the skills to prepare them for adult life.

SCVYS Development Team

Staffordshire Council Voluntary Youth Services

The Development Team respond quickly and effectively to support the safety, strength and sustainability of the local voluntary youth and children's sector. During a time of significant disinvestment in youth services, this team has helped the local sector to not only maintain its support of young people, but increase its reach. They are able to provide a range of information, advice and guidance on everything to do with running a local voluntary organisation living out SCVYS values including a supportive, reassuring, commitment to excellence that inspires the sector workforce to continue to make a positive difference to children and young people's personal development journeys.

Dr Ayaz Vantra

University Hospitals of North Midlands

Dr Vantra Named Doctor for Child Protection and is a tremendous support offering advice and expertise to his medical colleagues. He has only become a consultant recently but has adapted to the role very quickly.

He is always calm and measured and measured in his responses. He is passionate about child protection and is totally committed to his role. He always makes himself available for advice, to colleagues, and he is key in keeping children safe, and in his liaison role with other agencies including social care teams and the police. He has also refreshed our child protection training to ensure all staff are able to make safeguarding referrals appropriately. I feel he is a real "unsung hero" and his commitment, expertise and kind supportive approach should be recognised.

James Knight

Staffordshire and Stoke-on-Trent Integrated Care Board

James is amazing and in Always Ensure that nobody gets left behind. He works closely with the parent care forums making sure that they are fully supported and delivering their part of the project. Michelle has additional needs and he always tries to ensure it that her needs or met. He may not work with children on the front line, however he is such an important cog within the system.

Michelle Craggs

PEGiS

PEGiS helps support parents of children with special needs in both stoke and Staffordshire to navigate health education and social care systems and offer support when in crisis they help from birth to adulthood and do it all as volunteers. They work tirelessly to help form policies and procedures to ensure the best results for the children and families.

Dr Meghana Pearson, Named doctor for looked after children *

University Hospitals of North Midlands

Dr Pearson has an incredibly challenging role but her passion and dedication for trying to deliver the best looked after children's service is unwavering. She ensures that this vulnerable cohort of society receive high quality medical examinations to address their medical needs whilst investing an enormous amount of energy and time trying to improve the service against what can feel like insurmountable challenges.

Suzanne Brett

Midlands Partnership NHS Foundation Trust

Suzanne is Lichfield and surrounds nursery nurse she has been receiving such positive feedback from clients in the last 12 months her skill in her role have been recognised by families who have taken time to offer feedback how much they have appreciated her input. some of the wonderful comments : I felt like she actually cared. She listened and was one of the few people who actually made me feel like my worries were real and ok to feel that way. Suzanne - She took the time to listen to me and made me feel that I could open up and talk about my struggles without feeling guilty and made me feel that although its hard I am doing a good job as a mum. Such a knowledgeable kind person. She was full of good information, the strategies have changed our everyday life as a family to a much more positive experience. Attended my daughter's 2 year review with Suzanne. I found the review really valuable & reassuring. Suzanne was very easy to talk too and offered excellent advice. I attended with my 3 children due to the school holidays, the environment was very relaxed & welcoming to us all. - very approachable/ knowledgeable. Knowledgeable friendly staff who listen. Relaxed environment which makes it easier to open up/ discuss. - What a positive experience.

LISTENED, CARED and showed KINDNESS and UNDERSTANDING. Don't change from this. within the team Suzanne is a valuable resource and share her knowledge and best practice she is very organised and supports with booking appointments as well as delivering the outstanding care.

Carol Ingram

Midlands Partnership NHS Foundation Trust

Carol has currently 2 roles within the trust one in her community development role and one in health visiting. Carol role in community development is progressing the service delivery and looking for client involvement and working with other providers to join up care for families in the community as well as providing information through virtual groups, podcast and social media. Carol is always seeking the next project and is always so enthusiastic which is refreshing. Within her health visiting role she often receives positive client feedback such examples - Just an all-round lovely lady very kind and caring. Was made to feel like I knew carol personally. Easy to talk to and left me feeling like I have a more positive outlook on quite a few things. I can't express how much carol Ingram has helped me in more ways than one. Providing me with information about my daughter and other services. Made me feel at ease right away and very understanding. I suffer with mental health problems but feel like a weight has been lifted after talking with her kind words, support and advice. Carol was very friendly, supportive, informative and provided me with all the information I needed and more. I don't feel from today's visit there is any room for improvement. Gone above and beyond. - Carol was very informative and clearly answered all my questions, she was knowledgeable and was able to respond to my all my questions without hesitation.

Georgie Nash-Keates

Midlands Partnership NHS Foundation Trust

Georgie goes above and beyond for the CYP's and their families. She's a phenomenal practitioner. She's also always happy to support her colleagues with any additional training or her personal knowledge in the field.

Becky Murphy & Lou Andrews-Gee, Commissioning Managers, Children's Public Health *

Staffordshire County Council

I would like to extend my heartfelt thanks to Becky and Lou for the outstanding support and seamless collaboration in ensuring the success of our system response to CYP Mental Health.

Your dedication, expertise, and commitment have played a pivotal role in a number of work programmes and made a massive impact. It's a privilege to work alongside such talented and reliable partners, and I look forward to continuing our successful partnership and achieving world domination! (we'll start with SSOT) Thank you!!

Bernardo Pezo and David Marsh, Youth Workers *

Midlands Partnership NHS Foundation Trust

The difference they have made to young people across SSOT in a short period of time and in real adverse and challenging circumstances given the uncertainty around funding and sustainability of their roles going

forwards. They work incredibly hard and epitomise what being passionate about the needs of children and young people should look like.

Laura Delgarno, Team leader

Midlands Partnership NHS Foundation Trust

Laura has such passion to make a difference to the lives of young people and their families. In what have been times where there has been a significant demand for the team's services, Laura has always led the team to deliver the highest quality of care whilst working at pace to continue to develop the service.

CYP PBS team, PBS Specialist Team

North Staffordshire Combined Healthcare NHS Trust

I am nominating the CYP PBS team for the Team of the Year Award based on their impactful, phased approach to training that has significantly enhanced support for children and young people with learning disabilities and/or autism across Staffordshire and Stoke-on-Trent. Over the past year, they have achieved substantial results through a carefully structured Positive Behaviour Support (PBS) programme, delivered in three phases, each adapted to the needs of distinct groups. Here's an overview of their achievements through each phase: Phase 1: Empowering Parents and Carers This phase focused on parents, foster carers, and respite carers, equipping them with fundamental PBS knowledge and tools to identify and respond to challenging behaviours. Tailored sessions, offered virtually and in person, enabled greater flexibility, reaching 58 attendees. Parents reported increased confidence, with 78% feeling empowered to make positive changes in their child's life post-training. The team also fostered a peer support network among parents, which strengthened a sense of community and resilience. Phase 2: Developing Skills for Professional Carers In Phase 2, the team trained 157 professionals, including paid carers, residential home staff, and third-sector workers. This phase prioritised PBS principles and behavioural analysis skills, crucial for frontline support roles. Post-training evaluations showed marked improvements, with 98% of participants expressing high confidence in applying PBS practices and completing behaviour analysis forms (ABC forms). The team used post-training surveys to assess ongoing application, with 65% of participants actively using PBS skills six weeks later. Phase 3: Building Capacity in Education and Social Care Settings The final phase, targeting special schools, social workers, and SEND services, focused on integrating PBS strategies within educational and social care contexts. The team introduced reflective sessions and school-specific resources, creating lasting impact by embedding PBS skills directly into schools and support services. A dedicated Facebook page extended the programme's reach, providing a platform for ongoing support and updates for professionals. The CYP PBS team's person-centred, compassionate approach exemplifies the trust's Proud to CARE values. They have shown resilience, creativity, and a commitment to continuous improvement through the structured evaluation of each phase. Their work has driven meaningful change, building capacity for sustained PBS use, empowering caregivers and professionals, and improving quality of life for children and young people with learning disabilities and/or autism.

Stafford 0-19 Administration Team. Martha Bevan, Nicola Philpott, Amy Bracey, Hannah Roberts

Midlands Partnership NHS Foundation Trust

The Stafford 0-19 FHWS admin team provide stability and don't always get the recognition they deserve. Their attitudes are positive, flexible and always willing to embrace any change. They are passionate, hardworking and genuinely care about the service, colleagues and families in their care. They are responsible for audits to ensure quality, they assist in baby clinics and support at home visits. Over the last twelve months, in addition to their current workload they have volunteered to support the resettlement

programme, the arrival of migrants from Afghanistan. This had had a huge impact on the team and they have supported with the organisation and planning. Provided supporting information for families in different languages and worked alongside other agencies. In addition to this they have all completed their band 3 competencies and Amy Bracey has secured a Nursery Nurse band 4 post. A great example of continuing professional development in order to grow our own staff, investing in the future of MPFT.

Rachel Bullock, Consultant Nurse *

North Staffordshire Combined Healthcare NHS Trust

The system was dealing with a challenging young person who was at risk of harm to herself and others. She did not fit easily into anyone's statutory provision and was at risk of falling through the cracks. Rachel was a strong advocate for the young person's needs, keeping this at the heart while organisations were dealing with legal processes, court hearings and other areas of challenge.

Domestic Abuse Ambassadors, in particular James Knight and Karen Franklin

Staffordshire and Stoke-on-Trent Integrated Care Board

The DA Ambassadors have worked voluntarily for the ICB since 2021 and have remained committed and passionate towards reducing domestic abuse and sexual violence for our workforce. Their dedication includes supporting staff who require a listening ear, advice for line managers, contribution towards the Domestic Abuse and Sexual Violence Policy, sharing their knowledge and support through Team Briefs and news items, development of their information for the IAN website and more recently the development and implementation of The Hope Herald, a monthly newsletter for staff.

Shirley Archibald, Named Nurse for Safeguarding Children

Midlands Partnership NHS Foundation Trust

Shirley is a dedicated Named Nurse for Safeguarding Children who has shown her ability to keep many children safe over the years. The knowledge, skills and experience she brings to this role has been recently evidenced through the protection of children who would otherwise have come to significant harm. Her tenacity and resilience is much to be admired and respected and she serves as a great role model to those who work with her across the safeguarding system.

Discovery Group, Hazel Trees, Assessment of pre-school children with SEN *

Stoke-on-Trent City Council

This group demonstrates the true meaning of multiagency working. Staffed by the early years intervention team from Stoke on Trent City council and paediatricians from UHNM and supported by Stoke on Trent Education Psychology, SENMAS and parent volunteers from PEGIS, this group undertakes holistic assessment of pre-school children with developmental impairment that may affect them when starting full time education. When the group initially started it assessed 15 children per year. Over the last 12 months with no additional funding (just the people involved using their already funded hours to work smarter) it has assessed 54 children and will continue to deliver this number of assessments going forwards. The children are offered places in discovery group based on their age, vulnerability and risk of not having a meaningful assessment prior to starting school (no or poor-quality childcare, lack of engagement with services, socially

isolated families). The children are assessed over 5 sessions spread over 2 weeks (each session lasting 2 hours at the Hazel Trees nursery), a professionals meeting then takes place at the end of the second week to ascertain if the child meets the threshold for needing an EHCP and whether any medical diagnosis for their developmental impairment is appropriate (Children receive an ASD diagnosis if appropriate or genetic testing is undertaken with parental consent if genetic diagnosis is more likely). In week 3 there is joint feedback to parents from the child's keyworker in the group and the assessing paediatrician, this feedback session is also supported by PEGIS who are on hand to support the parent emotionally at this difficult time. With waiting times across the NHS nationally for ASD diagnosis breaching 2 years this group enables early intervention and ongoing support for some of the most vulnerable pre-school children in Stoke on Trent. Recent feedback from parents says "Parents who access this service usually have a calmer approach to SEND than other parents." "I believe this service is the best foundation for any child." "They are glimmer of hope in every parents journey of special educational needs."

The Voice Project Team (Hannah, Amy and Lisa), Consultation and Engagement Co-Ordinators

Staffordshire County Council

I have nominated my team for their continued investment in making a difference to children, young people and families across Staffordshire, for their creativity, for going that extra mile and for always having a smile on their faces. The Voice Project Team has experienced a lot of change over the 12 months, but the team have shown amazing positivity. The team are extremely passionate about supporting our children, young people and families, they are incredible champions for ensuring the voices of our children, young people and families are listened to and used to influence change. They work hard to ensure that everyone has the opportunity to be heard and are constantly exploring new ways of ensuring that children and young people can actively engage and be involved. The professionalism and dedication of the team is inspirational, and it is a pleasure to support and manage such a passionate team. I am extremely proud of them, as they are a very small team but have achieved huge success in what they have done so far. I have to say I am excited to see what the future holds for us.

Cassie Powell, Whole School Approach Co-ordinator Mental Health Support Teams *

North Staffordshire Combined Healthcare NHS Trust

Cassie has tenacity and motivation, at her heart is the impact she knows the MHST can make to prevention mental ill health in children, and she has amazing insight into how education provisions can do this. Cassie has created positive relationships not just within schools but has moved higher, talking to Multi Academy Trusts (MAT) leads as well as her positive and lasting impression on members of the ICB and local authority. This has led to our involvement with projects from DfE as well as Cassie supporting events that have been hosted through the NHS futures platform. She has created a network of other Whole School co-ordinators which supports our MHST development as well as giving us a reputation for leading from the front when it comes to Whole School Approach. Cassie has also thrown herself full on into any events that the trust has held, she went out of her way to ensure that the team presented something amazing. By getting videos of the children in our schools and getting 2 live bands of youngsters to perform she made it so we had a big impact and comments were made about having the children on the videos in particular was heartwarming and amazing to see as they are at the heart of our work and hearing them talking about how to help someone's emotions really made an impact. Every person that has met Cassie appreciate her openness and honesty and describe her as a breath of fresh air, her attitude and willingness to support systemic and cultural change, recognising that it is these that need to change and voicing with assertion but without preaching in a way that makes people listen and jump on board. Cassie has brought to the MHST team invaluable knowledge and experience from her many years working as a teacher and understands the challenges and barriers that are common in schools.

Childrens Community Learning Disability Service

North Staffordshire Combined Healthcare NHS Trust

The team are always adapting to introduce ways to reach parents of children who have a learning disability; a group of carers who are often the most isolated, are likely to have had previous poor experiences of health and social care services and whom can be difficult to engage due to the demands of their caring role. Building relationships with this group of carers takes creativity, resilience and adaptability, not to mention the need to be able to quickly develop therapeutic and trusting relationships. The team achieve this through numerous channels- knowing that one size doesn't fit all and different approaches are needed for different groups. They have an active face book page, hold monthly coffee mornings and deliver riding the rapids group. They are also at the start of a new project to support family members who manage violent behaviours of concern at home to develop evidenced based approaches to ensure safety whilst also enabling peer support. The team also have regular meetings with external agencies such as schools, mainstream services and parent groups to ensure they are accessible quickly and can offer preventative, timely advice and signposting. The team's dedication to developing relationships and working in partnership with families has had significant impact to local families and has seen not only carer skill and confidence grown, but reduction in need for crisis services and the development of carer support networks. Feedback from families includes quotes such as "Strangers at first and now friends", "We can be isolated and feel lost at times", "We are all in the same boat, but there are different vessels", "We have really shown our vulnerabilities", "It's made me realise how far I've come and that I've not been passive on my journey". I would like to recognise that working in partnership with families, first needs a lot of time and dedication to developing networks, being accessible, delivering a positive first impression and quickly developing trusting relationships. This is not always an easy task and can be difficult to find time for between "the day job". The team take it upon themselves to prioritise this work and individual and families feel the benefit of this. Very well done for exceeding expectations.

The Childrens Community Learning Disability Team- Riding the Rapids Team. Riding the Rapids MDT Team

North Staffordshire Combined Healthcare NHS Trust

I would like to nominate the Children's community Learning disability "Riding the Rapids" Team. The team adopted the Riding the Rapids model to support and upskill parents whose children present with behaviours of concern at home. The pre and post course outcomes, scored by parents shows a significant improvement following attendance. Every member of the RTR team should be very proud of how they have introduced and adapted to new ways of working, overcome barriers to implement this change and how they have used their skills and team work to ensure the course is delivered in a way that meets each of the attendees personal learning, communication and support need. Very well done! The feedback from family members who have been on the course is far more powerful than anything I could say and includes: "I thought I knew everything about my child, but I learnt so much, thank you" "I was in a room of people who understood". "It has helped me to communicate with my child" "I have learnt the importance of self care and not to feel guilty I have learnt to engage with my child and promote positive behaviours" "Really liked the role play – you showed us, didn't just tell us" "Enjoyed talking to others. We can be isolated and feel lost at times" "As parents we are always adapting, evolving, thinking outside the box" "It's made me realise how far I've come and that I've not been passive on my journey" "It helps to see things from a different viewpoint" "Realising when in crisis people are people are much less likely to use their reasoning skills so maybe having space, reducing language can be helpful, most important is always safety" "It is useful to know that exercise/ movement can help my child's mood – it could be a way to relieve stress" "It's important to try and do things with them that they enjoy, not always getting too involved, maybe just start by being present and watching them. Don't overwhelm them with lots of questions" "Thinking of all the sensory needs that my child might be struggling

with and how difficult it can be each day” “It feels good to know I am not alone” “The ladies are so warm and knowledgeable; we are in good hands” “I have enjoyed attending the course. I’ve made new friends who have very similar lives and situations. The course has been presented with compassion. Thank you ladies”. The comments from parents evidence how the Riding the Rapids Team are consistently compassionate, approachable, responsible and excellent. Furthermore, it sows the impact this has upon the parent, their ability to be the best parent they can in very difficult situations and how, their approach supports the development of per support networks have lasting impact. Setting up a new programme for parents is hard work but the team have been motivated and dedicated to making this a success. Not only have families and children benefitted, but our team have benefited from the more efficient way of working, reducing our waits and releasing capacity for those who need us most. The team have also diligent taken time to obtain pre and post measures so that a robust evaluation can be completed. This will not only support future business cases but the articles the team intend to write will also add to the body of knowledge supporting evidence based practice on a national not just local level.

Andrea Slinn, Deputy Team Manager and Clinical Lead

North Staffordshire Combined Healthcare NHS Trust

Andrea has an amazing way of pulling people together, despite their differences of agendas to achieve common goals. She does this by listening, engaging with individuals on their level, pulling together what is most important to them and enabling people to work together to ensure the needs of individuals are met. I have observed Andrea with children and their families in crisis and she is able to quickly restore calm, offer hope and practical solutions when needed the most. She ensures the child remains the focus of everyone’s priorities and maximises on the strengths of different stakeholders to get the job done in a way that is meaningful to the child and sustainable for the family. This takes real expertise and sometimes some fairy dust too- which she seems to have pockets full! Andrea is fantastic at motivating the team, supporting the team to developing skills and confidence and does so through 1:1 conversation, reflections, sharing information and teaching. Her person-centred approach to answering questions at a day’s teaching session at Keele University truly showcased the essence of learning disability nursing- being least restrictive, evidenced based and person centred. Andrea is setting up a national CYP LD clinical network to fill the gap and establish links with other teams and to share learning and evidence; again support the development of others. Andrea is always empathetic and positive, she helps people through difficult times and lifts them up to believe that they can; providing the tools needed to ensure success. She is honest and realistic whilst also striving and driving continuous improvement. I’d like to thank Andrea for her mentorship and guidance and acknowledge the impact she has upon the development of children, their families and her colleges of all levels and all disciplines. Thank you.

Simone Hackett, Childrens Learning Disability Community Nurse

North Staffordshire Combined Healthcare NHS Trust

I would like to nominate Simone for the Rising Star Award as she consistently goes above and beyond to support colleges, share evidence of good practice, enable change and new ideas and seek feedback from those who use the service. She is always friendly and approachable and thinks creatively and encourages others to do so too. Simone takes it on herself to ensure reminders are sent about actions and that these are completed in a timely way, to support change to progress. She includes everyone and uses a coaching and reflecting approach. Simone creates useful tools (unprompted) to enable colleges to follow best practice and frequently shares useful information to support the development of others. She is quick to recognise and celebrate achievements. She is working above and beyond her banding and is more than ready for the next step. Feedback from families is always extremely positive and demonstrates her compassionate

approach, advanced communication and engagement skills. Simone is a wonderful role model to us all and a senior leader in the making.

Cath Todd-Jones, Team Manager- Childrens Community Learning Disability Team

North Staffordshire Combined Healthcare NHS Trust

The Children's Community Learning Disability Team are an inspiration; due to Cath's value based leadership. Cath is an inspirational leader who manages to get the right balance of supporting staff to push themselves and continue their development, whilst also maximising on their strengths to ensure effective service delivery and role modelling to others in the team. Cath manages competing demands to balance and protect time for reflection, growth and team togetherness. This ensures that the team, feel and function as a team, look after one another and deliver the best possible services to those they support. Cath is always available and provides a listening, reassuring ear that motivates people to carry on through the hard time and celebrate the big and little achievements. The teams retention rate despite a lack of carer progression routes, is testament to her leadership and the culture she has created and her team deliver. Cath creates a learning, innovative culture through her approach and positive motivation which enables staff to think outside of the box and find new ways to meet need such as through the teams Facebook account, their coffee mornings and the introduction of riding the rapids and the recent success at dragons den. Cath's team were one of 4 teams nationally to pilot the CYP HEF; again, thanks to Cath's drive for continuous improvement and search for creative solutions to meet people's needs. The team were also successful for the Trusts Dragons Den pitch to develop a programme to support families who manage violence at home- addressing the shortfall in support for these families and reducing the reliance upon avoidable emergency services and related trauma. This project is attracting national interest and the team have been asked to present at the National Learning Disability Nursing Symposium next month. Cath is writing for publication of the teams experience of implementing the nursing model, to share their learning with a wider, national and global audience and further enhance the body of knowledge available to meet our patients needs. She finds creative solutions to enable staff to undertake post registration courses despite needing a team double their size. Cath is always approachable and compassionate in her communication and approach. She is non judgmental and supports people to learn where thing could have been improved and to celebrate and share achievements. This approach is then replicated by her team as is evident in the feedback received by those who use the service e.g "The ladies are so warm and knowledgeable, we are in good hands". As discussed, Cath strives for excellences and supports her team to also think in this way and deliver the same. She is a change motivator, generates curiosity and practice which is informed by the evidence base, feedback from lived experience and local data. Cath is open and transparent about challenges faced and will advocate for these to be reflected on the risk register and for effective solutions to be agreed and resourced; even if this can take a number of years to achieve such as in the case of the recent Dragons den victory. Her middle name is surely Resilience! Cath is very modest about the impact her leadership has upon the individuals in her team and their achievements, and ultimately the impact this has to those the team support. Leadership is about transforming limitations into possibilities. What the team achieve is outstanding given the limited resources they have and it would not be achievable without her support, inspiration and can do attitude.

Dragons Square Short Breaks, Short breaks service

North Staffordshire Combined Healthcare NHS Trust

I would like to nominate Dragons Square Short Breaks for the team of the year award. The team consistently go above and beyond to support children and young people access the service despite required high level reasonable adjustments and sometimes having not been able to access any education or social provision in some time. Every time I visit the service, the children are engaged in activities adapted for their emotional, cognitive and physical health needs and are always smiling and happy. Even the children who need

extensive behavioural support at school are calm with the staff's approach and do not require restrictions seen elsewhere. The team always advocate for the child, even where this view opposes the parents view and needs a sensitive conversation to consider alternative views or ways of doing something. They are often overlooked for their specialist skill and person-centred approach as many accessing the service are not able to say this for themselves. Families however shower the team with positive feedback as to how the service enables them to have a break, safe in the knowledge that their child is "its like a holiday camp-they love it", but that the child's complex health needs are being met to the highest of standards in line with the evidence base and person-centred goals and with engagement with relevant other professionals to support consistency. The team are always striving for continuous improvement. The new addition of an activity coordinator is evident in all amazing artwork the children create. Since may of the children struggle physical and cognitively, these achievements are something to be very proud of.

Specialist Childrens Short Break Service, Whole team providing overnight short breaks to children and young people with severe learning disabilities

North Staffordshire Combined Healthcare NHS Trust

The team at the specialist children's short break service go over and above to support the children and young people on overnight short breaks away from home and help them to achieve positive outcomes and reach their full potential. They work closely with parents, schools, social care and health professionals to ensure they find out what is important to and for the children and young people and have the skills to meet their needs. The service provides lots of sensory activities and community outings to make their short breaks fun. The staff go over and above to ensure that the care is person/child centred and always pay attention to the small things that support the children to be happy and healthy. The environment at the service is vibrant and child friendly thanks to the activity worker who supports the children to complete to artwork which is then displayed around the bungalow along with other displays which are themed to events, seasons and celebrations. The service receives lots of positive feedback from parents/carers.