Share your Fab Stuff!

2020 has been tough for health and social care. We want to make sure your fantastic work from the last year is celebrated, and that the learning isn’t forgotten.

We’ve drafted this template to help you structure your story. It’s designed to help others put your learning into practice. Try and complete every field if you can, but don’t worry if you can’t. When you have completed the template, please upload it, together with any attachments, to https://fabnhsstuff.net/login?ral=https://fabnhsstuff.net/upload-your-fab-stuff

Title of innovation / initiative

- Summarise your innovation / initiative – try to make it engaging!

**Being @ Compton: Nourishing Spiritual Fitness**

Problem

- Please clearly and concisely describe the problem that you were trying to solve.

The pandemic has raised a lot of spiritual questions for us all which include, “Why me? What is life all about? What have I done to deserve this?” Finding meaning and purpose is what spiritual care is all about. Knowing what you hold on to and what keeps you going when times are tough is important. We all know that coronavirus has not disappeared. Perhaps now more than ever is the time to strengthen ourselves spiritually to ensure that we are spiritually fit to face the future.

Spiritual care services have heard from many colleagues that are feeling apprehensive about what is to come and say they feel weary and worry about how they might cope.

We all have so much on our ‘to do’ lists with a great deal of productive time spent ‘doing’, established in societal expectations of performance and ‘busyness’. When we’re not doing tasks ourselves, we’re leading, and supporting others, driving forwards, accomplishing more. More doing.

In healthcare our ‘who, what, when, where’ work ethic is rooted in and informed by our ‘Why’: our sense of meaning and purpose; our values and standards; our ethics; our moral compass; and our aspirations – individually and collectively. All the ‘doing’ activity in our work has an urgent need to be balanced with time ‘being’. We are Human Beings not Humans Doing!

Aim

- What were you trying to achieve? Try and make it specific - how much and by when?

**Nourishing spiritual fitness: Exploring ‘being’ as a balance to ‘doing’**.

The call to action in this project is to support each other identifying opportunities, in the working day, for periods of time set aside to simply be. We can nourish peace, joy and happiness by making space for ‘moments of being’– being in nature – not hurrying through with our minds on the next event or activity, but really being – slowing, stopping, calming, connecting and noticing. We recognise that some of these skills benefit from support to learn and practice.

Compton care spiritual care team are offering a range of sessions centred on Being – **Being @Compton** – introducing staff to ways of nourishing their spiritual fitness. The aims are to clarify...
Spiritual care in its broadest sense; support each other setting aside time in our day to simply be; and beginning to access, share together, and realise the broadest benefits of spiritual fitness sessions.

Through conversation at team meetings the Spiritual Care Team works to understand what specific teams may find most useful, and offer sessions to staff in their bubbles or online. The hope is that colleagues who have benefited from nourishing spiritual fitness will continue these spiritual practices on their own or in group sessions that Compton Care values and champions as an essential component of our day.

Plan

- What did you do and how did you do it?
  Our initial offering centred on ‘drop in’ style sessions arranged around lunchtimes and pre/post shift handover. These however, were recognised as not the ideal times for staff feeling settled and receptive enough to explore new themes and ideas around spiritual fitness. We shifted instead to attending team meetings, illustrating the issue, outlining our offer, and organising sessions by follow up.

- What were the key steps / actions you took and changes you made?
  Engagement and advocacy from senior leadership is absolutely essential for projects of this kind. Individual involvement is essential, but so is the permissive environment and supportive culture – when leaders visibly prioritise and allocate time for their own spiritual fitness and well-being, they create a culture where that feels more okay for staff to do too – someone taking five minutes outside at a bench is looking after and refreshing themselves; they benefit, but so does everyone else (patients/families/colleagues) they take that refreshed energy to.

- Did you use any improvement methodology or tools?
  Numerous assessment tools and outcome measures were considered, but a key part of this project is to maintain boundaries distinct from clinical or therapeutic approaches and ‘meet people where they are’, in a very open, invitational, experiential way. Participants are invited to share briefly about their ‘internal weather’ on arrival, and again at the end of sessions – about how that weather or energy has shifted. The shift in ‘weather’ is generally expected to be in a wholesome or refreshing direction – a little clearer, sunnier, or brighter perhaps, than when we arrived. A general sense of these ‘weather reports’ is recorded and tracked, giving us insights into progress and improvements over time.

Benefits

- What were the benefits of the innovation / initiative for patient experience, staff satisfaction, health outcomes and costs?
  The individual and collective benefits to staff and patient experience are about recognising and addressing the Spiritual Care needs of everyone; and bringing a refreshed, wholesome energy – an ability to stay centred – to a life lived in joyful harmony and good balance.

- If you can quantify the improvement or savings please also include numbers – this can help others produce a business case. If you have patient or colleague quotes, you can also include these here.
Measures

- Please share any measures that you used to discover if your initiative resulted in an improvement.

This cultural shift is about recognising and addressing a fundamental need for balance as essential to human flourishing. Measures over time, will be reflected in improved staff retention and low absence rates due to a collective and embodied balance across mental, physical, social, and spiritual domains. Compton Care will draw people to it as a recognised beacon – an organisation that embodies care in the broadest sense at its heart.

Resources / team

- What did you need to make the change (equipment, budget etc)?

  Time and attention to current and emergent needs.

- Who was involved in making the change – did you involve patients and carers?

  Spiritual Care Team supported comprehensively by organisational leadership and individuals being able to access ‘being’ sessions and exploring what works for them.

- Did you use evidence or build on ideas from other trusts or organisations?

  A ten-week full time placement from one of our volunteers who is an RAF Training Officer, bringing recent experience and ideas from Defence that are centred on contributions to Resilience and Wellbeing.

Key learning

- What have you learnt from this project?

  Communication is key, and a genuine need is there. Many colleagues feel that they are working on empty and there is an urgent need to focus on restoring and keeping balance as we walk with a pandemic. Organisations can be informed and supported by practitioners who work in spiritual care, who can take the time to listen deeply and support transformation over time. Supporting “being” with colleagues invites them to address areas that may have been neglected in such a traumatic year.

  “Not everything important is measurable, and not everything measurable is important.” The stirrings at the surface of a river – the elements our eyes are drawn to – don’t always inform us where the deeper current is. In the same way, the words and feelings we express are only an indication on the surface. The deeper elements such as our sense of meaning and purpose, also need tending to.

  Nourishing spiritual fitness – stopping, calming, noticing – allows us to not only look deeply, recognising the impacts of this year on our own lives and on the lives of those we care for, but also to cultivate joy and happiness amidst difficulty.

  Together we can learn to navigate the changes we are all experiencing, and by doing so maintain our safety on the road ahead, even when life’s turns are sudden or unexpected.

- What would you do differently if you did it again? What would you do the same?

  Engage early and communicate often.
## Tips for others

- **Who else can benefit from this work?**

  Everyone benefits from time attending to spiritual needs in their broadest sense, supporting human flourishing and developing community.

- **What advice would you give to others doing the same thing?**

  Adopt a long-term view and don’t be attached to your own expected outcomes: It is a journey and although we can’t predict what will happen we can be ready to greet what comes with loving kindness.

  Keeping busy and getting things done is a societal norm and a coping mechanism for many. Expect discomfort around suggestions of ‘stopping, calming, connecting, noticing’, but also expect interest in refreshing depleted energies and nourishing spiritual fitness.

  We can all recognise needs, especially in each other and those we care for, but setting aside the time we might suggest for others can feel selfish for ourselves.

  Good self-care is never selfish care. We, and others, always benefit when we take the time to maintain balance and refresh our own energies, bringing a collected and embodied presence to everything we do.

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**Date of innovation / initiative:**  September 2020

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### Do you have any attachments?

- “A picture is worth a thousand words”. Are there any photos or graphics that could help bring your story to life?

- Are there any supporting materials, documents, communications or other outputs that you used or produced that you could share to prevent others reinventing them?

If so, please upload them to the Fab site with this completed template.