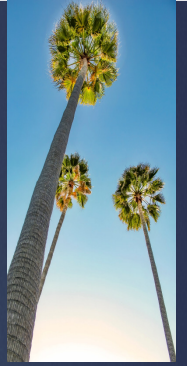


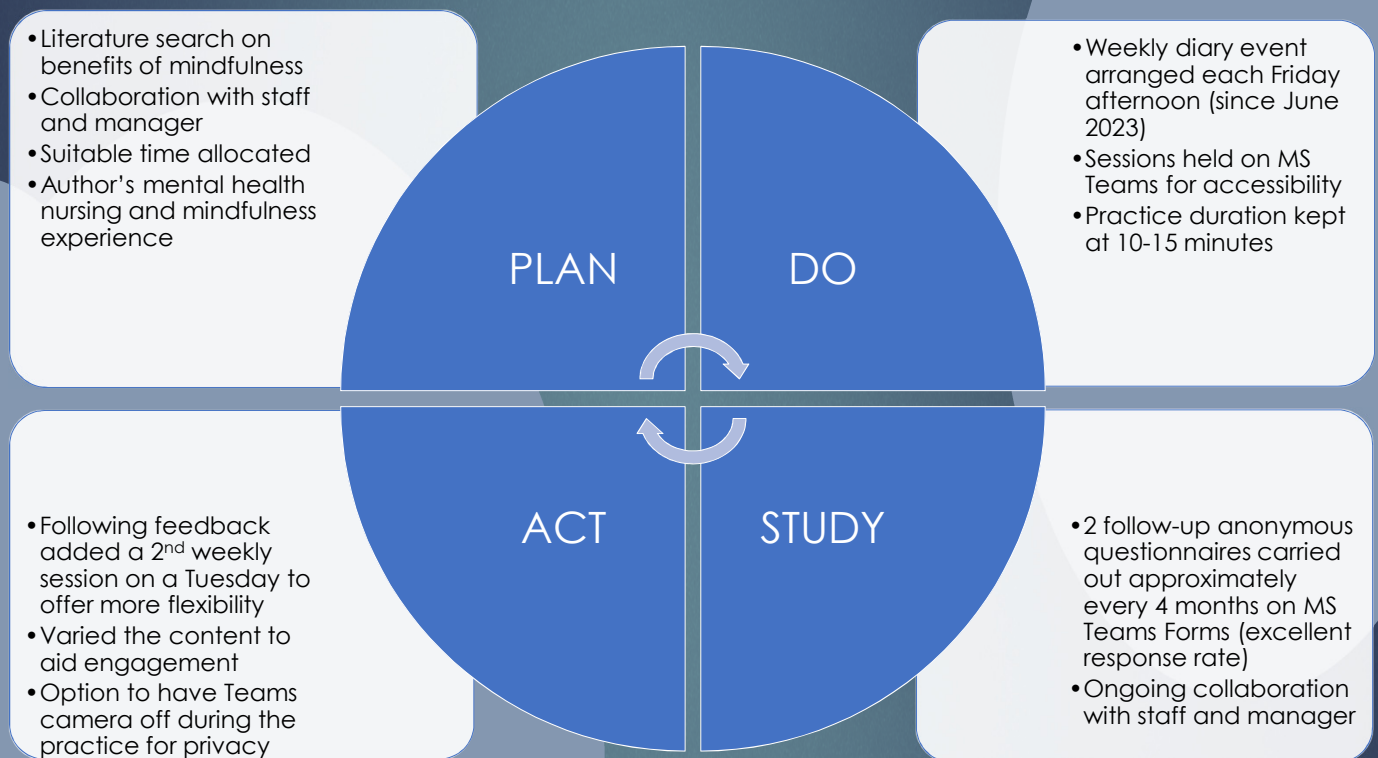
# Promoting Staff Resilience



## Introducing mindfulness sessions within the Public Protection Team

The Public Protection Team cover a wide array of work activity which includes daily 1-1 and group discussions on what can be extremely distressing situations regards vulnerable children and adults; this is known to heighten risk of vicarious trauma (Carlton et al, 2021).

The mindfulness sessions fit well with NHS Scotland's well-being planning tool (NES, 2020).



### Evaluation

- Noted how the Public Protection Team embraced the mindfulness sessions despite time constraints. Staff sickness is low for this team e.g. in 2023/24 sickness rate was under 1%
- Feedback from staff was positive e.g. reported an increase in feelings of relaxation after the practice
- Examples of staff quotes: "...very useful and relaxing...", "...very restorative...", "...they are so beneficial...", "...a transferrable skill...", "helps to make you stop and take a few minutes."

### Next Steps

- Further questionnaires for ongoing review and improvement
- Trial inviting another team to join one of the weekly practices
- Introduction of different content into the sessions to help maintain engagement

### Reference list

Carlton, R. N., Fletcher, A. J., Jamshidi, L. & Stelnicki, A.M. (2021) Evaluation of Before Operational Stress: A program to Support Mental Health and Proactive Psychological Protection in Public Safety Personnel. *Frontiers in Psychology*, 17 August. Available at: [frontiers in psychology article on mental health and psychological stress in public safety workers](https://doi.org/10.3389/fpsyg.2021.688888) (Accessed 03/01/24)

NHS Education for Scotland (2020) Well-being Planning Tool. Available at: <https://learn.nes.nhs.scot/30741/psychosocial-mental-health-and-wellbeing-support/taking-care-of-myself/wellbeing-planning-tool> (Accessed: 03/06/24)