

Schwartz Rounds across West Yorkshire



West Yorkshire
Health and Care Partnership
Mental Health and
Wellbeing Hub

Schwartz Rounds (Rounds) have been in existence since 1994 and serve to make the 'unbearable bearable' for our caregiving workforce within health and social care. In West Yorkshire, our 'one workforce' ambition (400,000 staff) includes a specific focus on **Looking after our people** and our top priority is ensuring **we look after, value and develop** teams and colleagues. Running rounds helps improve communication and understanding between colleagues and can help staff feel **less stressed** at work, which in turn results in **better care and support** for our population.

The West Yorkshire Mental Health and Staff the Wellbeing Hub (the Hub) was one of the **first Hubs** to receive licensing from the Point of Care Foundation (PoCF) to conduct Rounds and to be able to run rounds across the systems. Since **November 2021**, Rounds have been run across four of our five places of West Yorkshire: Leeds, Wakefield, Calderdale, and Kirklees, as well as across the Integrated Care System (ICS) including the Voluntary, Community or Social Enterprise (VCSE) sector. Between this time frame, a total of **14 Rounds** were conducted, with attendance between **20 to 95** individuals. **It was important to conduct Rounds for both the ICS and the VCSE and consider the challenges often faced by the colleagues working in these 'hard-to-reach' and often overlooked sectors.**



Map of West Yorkshire displaying the number of Rounds run per place, the latest theme and total number of attendances across Rounds.



ICS/VCSE

- Two rounds
- 'You can't pour from an empty cup'
- 96 attendees (August 2022 - January 2023)

"Absolutely fantastic application to the racial equalities discussion and important platform to move this agenda forward, really valuable".

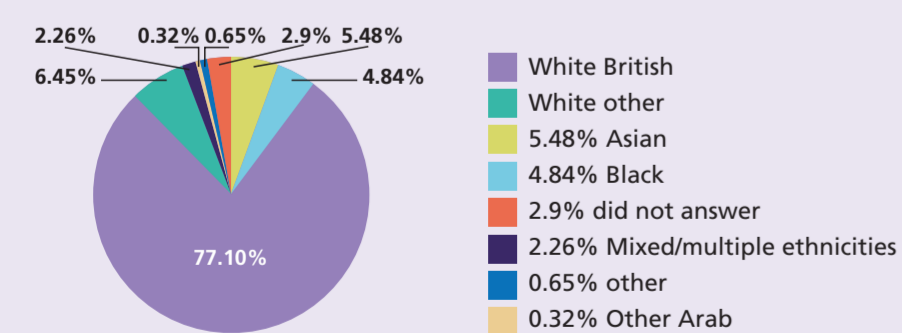
Demographics

The first Round was conducted **November 2021** for the ICS. The purpose was to help in creating the steering groups for the four places. Round attendance was recorded at **50** individuals, followed by **95** individuals (July 2022) respectively.

Across the four places and the ICS Rounds, the most attending age group was 45-59 year-olds (average **38.71%**) and least attending 21-24 year-olds (average **1.94%**). On average **86.45%** identified as females compared to **11.29%** of males. Additionally, **2.26%** of people answered 'other' or did not disclose their gender. When considering Ethnic Diversity, majority of individuals defined themselves as 'White British' (**77.10%**), followed by 'White other' (**6.45%**), 'Asian' (**5.48%**) and 'Black' (**4.84%**). Reviewing the demographics revealed that Calderdale and Kirklees collectively had the greatest diversity in attendance, compared to the other places combined.

Please note that all demographics shown were from those who chose to complete the survey following the Schwartz rounds. Average return rate was **45%**.

Reported Ethnicities of Schwartz Attendees across all rounds ran

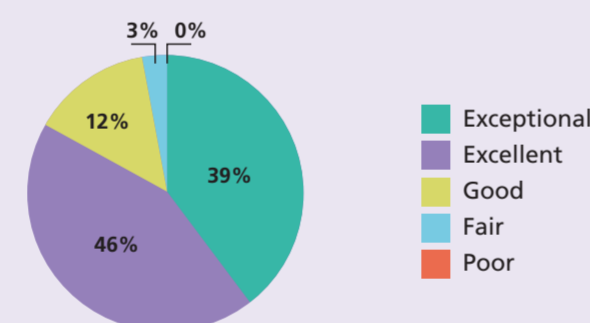


Pie Chart displaying the ethnicities identified of the participants across all 14 rounds ran within the four places and ICB rounds.

Feedback

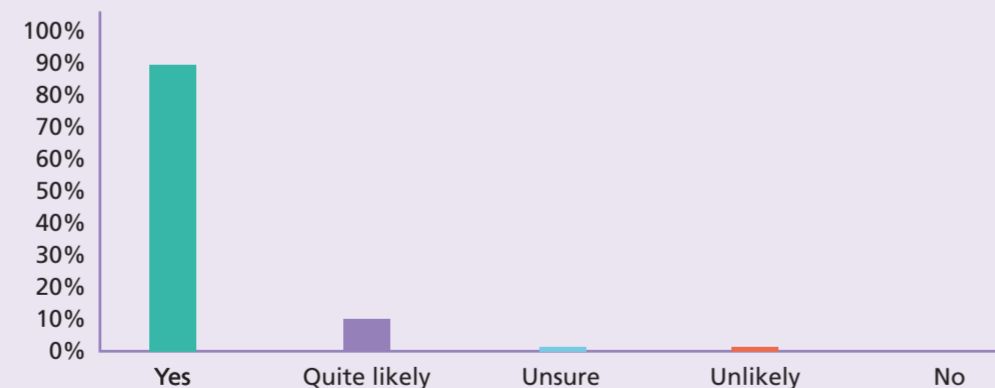
Across the 14 Rounds conducted, **85%** were rated as 'Excellent' or 'Exceptional'. A total of **84%** of attendants either 'Agreed somewhat' or 'Completely agreed' to the statement 'I have gained insight into other people's roles within the wider health and care sector'. Majority of individuals (**97%**) expressed that they would recommend a Schwartz round to another member of staff (stated 'Yes' or 'Quite likely').

Rating of all Schwartz Rounds ran



Pie Chart displaying the rating of all 14 rounds ran within the four places and ICB rounds.

I would recommend Schwartz Rounds to colleagues.



Bar chart displaying if attendees would recommend another Schwartz round to another member of staff.

Successes of the Hub

- Scheduled four ICS Schwartz Rounds per year, with the intent to have one round focus on **diversity and equity every third round**, while also considering the barriers of attending and barriers across diversity within the system.
- Set up a **Community of Practice** for all facilitators and place leads to come together to discuss the challenges of conducting Rounds and provide a **supportive and problem-solving** space in between Rounds.
- Following the successes of our virtual rounds ran, two of the places are planning to run their **rounds in person**.
- Aims for **additional VCSE rounds** to be conducted following the success of the first ran round.

Things to consider

Topics to consider when running Schwartz Rounds and topics to discuss within steering groups:

- Diversity of storytellers and facilitators**
- Technical difficulties**
- Time of day to conduct rounds**
- Engagement of steering groups members**
- Facilitators of rounds**
- Moving to a hybrid model for place based rounds**

The themes that have been conducted across the 14 Rounds

The person I'll never forget **LET IT BE**
 If I knew then what I know now **WHAT BELONGING MEANS TO ME**
CARE FOR ME Let it be **The tales of the unexpected**
LET IT BE What binds us together **WE DON'T TALK ABOUT**
IF I KNEW THEN WHAT I KNOW NOW Making mistakes
YOU CAN'T POUR FROM AN EMPTY CUP What binds us together **My critical voice**
WHAT BINDS US TOGETHER Let it be **The power of a thank you**

Key terms

ICS rounds - Schwartz rounds that are held across the Integrated Care System (e.g. NHS, voluntary sector and third sector). This provides opportunity to discuss topics that are wide spread across various places and organisations.

Organisational rounds - Schwartz rounds that are held at an organisational level, such as within Mid Yorkshire NHS Trust or LTHT. This provides opportunity to discuss topics that are felt to be organisational specific for example.

Place based rounds - Schwartz rounds that are held within a smaller specific location (e.g., Leeds) to give opportunity to discuss topics that are wider spread than singular organisations but not wider than the specific region.

To explore more of the quantitative data, please scan this QR code.

