SEPTEMBER 2025

OAKDALE GROUP

Newsletter

WWW.OAKDALEGROUP.ORG

Could You Be a Mental Health Champion?

We're looking for at least two more colleagues to join our Mental Health Champions team. This is a voluntary role, open to all staff and whilst you don't need to be in a clinical role, it would be great for a wider representation of the Oakdale team from Centre, Infrastructure and Adoption joining Laura Shewan who is a Clinical Lead in our ND Service, helping Oakdale continue to be a workplace where wellbeing is valued.

Our Champions:

- Promote awareness and reduce stigma around mental health
- Offer a listening ear and signpost colleagues to useful resources
- Create a safe, supportive, and confidential space for conversations
- Meet once a month for 45 minutes to share ideas and plan support initiatives

Champions aren't always therapists, but they do play an important part in building a culture where colleagues feel seen, supported, and able to ask for help when needed. Full training and ongoing support will be provided.
If this sounds like something you'd like to be involved in, we'd love to hear from you.
Click below to self nominate.

CLICK HERE

Introducing the Diversity Champions

We're excited to announce that Ellis Hobson, Kim Pemberton, and Zaynab Raza have been appointed as Oakdale's first Diversity Champions.

In these roles, they'll support inclusivity, raise awareness, and work with HR and governance on policies, staff engagement, training, and communications.
Most importantly, they'll encourage open conversations and provide support to colleagues.

Thank you to Ellis, Kim, and Zaynab for stepping into these roles. We're looking forward to the positive impact they'll make.

We would like to thank everyone for their nominations for this initiative and our intention is to review personnel annually so that those keen to take part will get the chance to.

A WARM WELCOME

Oakdale is delighted to welcome the following people so far in 2025 and we look forward to working together with them

HR / People

Chloe Ryle -
People Partner

Amy Harper -
HR Administrator

ND Service

Donna Robinson -
ND Practitioner

Amelia Roberts -
ND Practitioner

Jennifer Hughes -
ND Practitioner

Sandy Cooper -
ND Practitioner

Sabah Ghazi -
Administrator/Receptionist

NEW ROLES:

Liz Langdale -
Triage Support Worker

Laura Johnson -
Marketing Executive

Alison Hudson -
Senior Office Manager

A BIG thank you to Yvonne!

We would like to say a heartfelt thank you to Yvonne Mountford, who left Oakdale in August to pursue self-employed work and other professional pursuits.

As a CBT Therapist and Mental Health Champion, Yvonne has supported both clients and colleagues with dedication and compassion. Her extensive knowledge of Cognitive Therapy has been invaluable, and the training blogs she created will continue to benefit staff and services long after her departure.

Yvonne has been a key part of our well-being culture, and we are truly grateful for everything she has shared with us and luckily for us she is continuing to see some of Oakdale's clients on a self-employed basis. We of course wish her all the best for the future!

Di has retired!

Last week we gathered at The West Park Hotel in Harrogate to celebrate the retirement of our much-loved colleague Di Hope.

Di has been a loyal and integral part of Oakdale for many years, and it was a wonderful evening of laughter, stories, and warm wishes as we thanked her for all she has given.

She will be hugely missed, but we wish her every happiness in her retirement.

Macmillan Coffee Morning

A huge thank you to everyone who came together in Harrogate, Halifax, and Horsforth to support **Macmillan Cancer Support.**

We shared coffee, cake, and wonderful company while raising funds for this incredible cause.

Many of you wore something green to show your support, and we were touched by the number of delicious bakes brought along to share.

Every contribution, big or small, made a real difference. Together, we created a morning to remember – thank you for being part of it!

Vacancies

Use the QR code to check out current vacancies.

Don't forget to share them with your networks and on LinkedIn!

Can you help?

Do you know someone who has had a positive experience with Oakdale?
Please reach out and ask them if they would be willing to leave us a Google Review!

There are business sized cards available in front offices (with QR codes for both the NHS and Google) which you can collect and give to clients.

CQC Update

Our Medication Service came out of CQC Dormancy last December and is now preparing for a CQC visit which can happen at any time within the first 12 months.

As part of this process, the team is working hard to ensure that all of our systems, processes, and clinical standards within the medication service are fully up to date and aligned with CQC requirements. This preparation is an important step ahead of an anticipated inspection visit in the near future.

A reminder to all that our Halifax Centre is a CQC registered building and that all colleagues are responsible for helping Halifax to stay inspection ready!

Our commitment remains the same: to provide safe, effective, and person-centred care.

Did you hear our mention?

In Parliament, **Tom Gordon MP** recently highlighted Oakdale's role while speaking about the vital work of the Adoption & Special Guardianship Support Fund (ASGSF).

"The ASGSF is not a luxury, it is a lifeline for our most vulnerable children."

The fund provides stability, support, and hope for families navigating adoption and trauma. Its future must be safeguarded, because families deserve certainty, and Oakdale is proud to play a part in delivering that support.

WATCH HERE

Oakdale's Safeguarding Governance Group: Lessons Learned

THE IMPORTANCE OF RECORDING INCIDENTS

The Oakdale Safeguarding Governance Group recently reviewed some incidents.
When looking back at clinical notes for one client, we noticed that some occurrences which could have been classed as incidents were not formally reported. Had they been recorded, extra support might have been offered, and this could have helped prevent the situation from escalating further. This review is a helpful reminder of why it's so important that we all record incidents as they happen.

The Reporting Process

Our incident process routes incidents to the right people depending on type and severity. Every report is reviewed, and actions are agreed to resolve the issue and reduce the chance of it happening again. This ensures that learning is shared, and improvements are made across Oakdale.

Need to report an incident? You can do it on the Oakdale intranet - click here

Why it matters

Recording incidents is not about blame, it's about keeping people safe and making sure we can learn and improve together. By taking a few minutes to log an incident, we -

- **Keep clients safe** - Incident reports help us update risk assessments, so care and support plans remain accurate.
- **Look after colleagues** - Recording ensures staff get the support they need following difficult situations.
- **Share learning** - Reports help managers and senior leaders spot patterns and take steps to reduce risks in future.
- **Meet our responsibilities** - Accurate reporting also means we meet external requirements with regulators, local authorities, and commissioners.

Helpful Tips for Staff

- **When in doubt - report it.** Even a "near miss" can teach us something valuable.
- **Stick to the facts.** What happened, when, and who was involved is enough.
- **Don't wait.** Recording straight away means details are fresh and support can be put in place quickly.
- **Safeguarding first.** Always flag safeguarding concerns to the Governance Team immediately.

You're not alone.
If you're ever unsure, check with your line manager or contact the Governance Team at **DPO@oakdalecentre.org**

KEY TAKEAWAY

Recording incidents is one of the simplest but most powerful ways we can keep both clients and colleagues safe.
By sharing what happens, big or small, we build a culture of openness, support, and learning, and we strengthen Oakdale's ability to provide safe, high quality care.

DATES FOR YOUR DIARY

Mid-Year Appraisals

(For employed staff only)

You should hopefully now have these booked with your line manager – please be aware that you need to have completed the paperwork and shared this with your line manager before **13th October**, ahead of your scheduled meeting, to ensure it can take place.

OCT 10

Hello Yellow Day World Mental Health Day 2025

This **World Mental Health Day**, we're coming together to raise awareness and show support for YoungMinds and the wellbeing of young people everywhere.

We'll be wearing yellow to show our support and solidarity.

We'll also have boards in the waiting room and staff kitchen where you can share positive quotes and uplifting messages. Let's fill these spaces with hope, encouragement, and kindness.

Together, we can remind everyone that mental health matters, and that no one has to face challenges alone.

Wreath Making Workshop

DEC 6

Join Themis at St Wilfrid's Church Hall, Harrogate for a fun, festive wreath-making session!

Two sessions:
10:00–1:00 & **2:00–5:00.**

All materials, tea, coffee, and mince pies provided.

For more information - click here!

ALL WELCOME!

BOOK NOW

SAVE THE DATE

DEC 12

It's Party Time: Oakdale End of Year Celebration!

We'd like to invite all Oakdale staff and associates to swap work mode for party mode! Our End of Year Party is happening at Mad Frans, Leeds City Centre on **Friday 12th December**.

All Oakdale services and centres will be closing at 4pm on this day, giving everyone time to get ready before the party kicks off at 6.30pm. Expect:

✨ A DJ to keep us dancing all night
🍴 Delicious food
🍹 Drinks tokens for everyone

Last orders will apply at Mad Frans, but for those not ready to hang up their dancing shoes... Leeds nightlife awaits!

Please RSVP here