

This newsletter is now being sent from a new email address: hiow.healthandwellbeing@nhs.net
If you have any questions or requests to add items for promotion, please use this address in future.

HIOW Health & Wellbeing offers

Please promote:

Please **share the information below** with colleagues through your **internal channels**: newsletters, manager newsletters, networks, intranet, events calendars, employee Facebook pages, and Health & Wellbeing Champions.

*Please ask your networks to print and display posters in locations where all staff will see them (but not general public/patients).



EARN EXTRA INCOME
with NHS Rooms

- Earn up to £7500 tax free from renting out rooms in your home - no need to declare or do self-assessment tax returns! Would that help to pay a few bills or fund a much needed car or holiday?
- Living alone and would like some company? Maybe feel more secure, or comforted knowing that the house is occupied when you are away?
- Would you like to help out NHS colleagues in housing need?!
- Choose when you rent a room in your home - long and short term stays, Monday to Friday or all week!

Let your room via the NHS Rooms scheme organised by NHS Housing Hub created to assist NHS staff find suitable accommodation. [Register your room using the QR code link!](#)

 iownt.housing-hub@nhs.net 

NHS Rooms

NEED A ROOM OR FLAT? HAVE A SPARE ROOM AT HOME?

The Housing Hub is here for all of our NHS colleagues who have a housing need, and you might be able to help us out by offering your spare bedroom, so why not drop us a line?

We can help support your search for rented housing when you register with us, for both long and shorter term stays, and we can also help guide you if you might be considering buying your own place for the first time (either outright ownership or Part Buy/ Part Rent). Over 1600 NHS staff in Hampshire and the Isle of Wight have registered for support with the Housing Hub since 2022.

If you have a spare bedroom at home, ideally within a 30-minute bus ride of one of our Trust sites, you could **earn up to £7500 tax-free*** as one of our “NHS Rooms” hosts. Both shorter and longer stays are in demand – so join the room bank!

Get in touch to register with us, or to find out more about hosting with “NHS Rooms” by requesting our FAQ’s, email: iownt.housing-hub@nhs.net today.

(*via the government Rent a Room scheme).

MENOPAUSE MEET-UPS

We are hosting virtual meet-ups to provide a safe space to talk about menopause.

Menopause Meet-ups are for everyone, whether you are experiencing the menopause yourself or supporting someone who is, because menopause matters.

There is no set agenda, just an opportunity to share experiences and support each other over a virtual cuppa.



Menopause Meet-Ups (Online)

A virtual meet-up to provide a safe space to talk about menopause. Menopause Meet-ups are for everyone, whether you are experiencing the menopause yourself or supporting someone who is, because menopause matters.

There is no set agenda, just an opportunity to share experiences and support each other over a virtual cuppa.

Our upcoming Meet-Up Dates:

1. 16th April 2026 at 2 pm
2. 21st May 2026 at 2 pm
3. 18th June 2026 at 2 pm
4. 23rd July 2026 at 2 pm
5. 20th August 2026 at 2 pm
6. 24th September 2026 at 2 pm

We hope to see you there!

To receive calendar invites, please email: hiow.healthandwellbeing@nhs.net

To access the recording of **World Menopause Day Webinar (October 2025)**, please [click here](#) and for the recording of **International Women's Day (March 2026)**, [click here](#).

Work Well Programme

Welcome

The Work Well Programme is a comprehensive set of tools and resources designed to support the wellbeing of people in high-pressure roles. Practical, helpful support developed and designed by healthcare professionals, for healthcare professionals.

Bitsize Videos
Wellbeing Boosters
An online library of 5-minute "Wellbeing Boosters" videos.
• Short, practical hacks you can apply straight away to shift your mindset, tackle your to-do list differently, set boundaries and deal with difficult conversations.
• Each video includes done-for-you activities you can use with your team, so everyone benefits.

Your live training
Lunch + Learn
Monthly - 12:30 - 1:30pm
• Interactive webinars with experts on relevant topics to healthcare professionals in high-pressure roles.
• Join live to connect and ask questions or catch up with the on-demand replay.

Upcoming training for
Wellbeing Leads
Quarterly - 12:30 - 14:00pm
Online masterclasses to support anyone taking an active lead on wellbeing within their organisation, practice or team.

Wellbeing
Be Toolkit
Online set of tools to help teams and practices build and improve their wellbeing support.

The Work Well Programme is brought to you by Dr Rachel Morris and the team behind the You Are Not A Frog podcast.
Get questions? Contact the team on icdmi@hampstoolkit.com

Work Well Programme

This has been specially designed for healthcare professionals in high-stakes roles who work on the frontline and is focused on helping you beat stress, take control of your workload and work happier.

Are you struggling to find headspace in your busy day? Do you want to feel more balanced and in control at work?

The **Work Well Programme** is here to help!

Designed especially for healthcare professionals, this programme has been commissioned to help you:

- ✓ **Take control of your workload**



✔ Learn skills to set strong boundaries, prioritise effectively, handle difficult conversations and manage conflict

✔ Craft a career you'll love — so you can work happier and healthier

Created by Dr Rachel Morris (former GP & host of *You Are Not a Frog* podcast) and her team, you get access to:

✔ Live monthly webinars

✔ Short wellbeing videos & team activities

✔ Special resources for team leaders, managers, trainers & wellbeing leads

Upcoming Sessions:

1. Lunchtime Webinars:

Date: Tuesday, 14th April 2026

Time: 12:30–1:15 pm (with optional extra 15 min Q&A)

Topic: The Importance of Recognition and Progress in Your Career

2. Team Leaders Masterclass (For managers, supervisors, mentors & wellbeing leads)

Date: Wednesday, 24th June 2026

Times: 12:30–2:00 pm

Topic: How to Move from Stuck to Strategic

 For full details and to sign-up to the programme to access the events [Click Here](#)



Menopause Manager e-learning module

*For all HIOW NHS staff including SCAS and Primary Care

We have teamed up with Henpicked: Menopause in the Workplace to provide managers across HIOW access to an interactive eLearning package.

This module aims to provide you with the knowledge and skills to support your colleagues and teams who experience the menopause.

To gain access to this catalogue on eLearning for Healthcare's Learning Hub, please complete this [registration form](#).

EDNA

Employee Disability and Neurodivergent Advice

Hello

MANAGER DROP IN SESSIONS
WE'D LOVE TO MEET YOU

To register

Jan 2026
Tuesday 13th
1.30-2pm



April 2026
Tuesday 14th
1.30-2pm



[click or scan here
for the People
Portal](#)

Feb 2026
Tuesday 10th
1.30-2pm



May 2026
Tuesday 12th
1.30-2pm



March 2026
Tuesday 10th
1.30-2pm



June 2026
Tuesday 9th
1.30-2pm



Self-refer online at:

<http://bit.ly/3VC7K10>



or scan here

hiowh@edna.nhs.net

- Hear about the service
- Meet the team
- Bring your questions or email your questions before the event to edna@solent.nhs.uk
- Find out how we can support you and your team

EDNA Manager Drop-Ins

We understand that managers need support in order to support their staff, so we also have monthly 'EDNA manager drop-ins' where you can attend a non-recorded meeting and are able to troubleshoot and ask any questions.

It is a virtual session to answer your questions about the HIOW Healthcare EDNA Service. Bring your questions or email hiowh.edna@nhs.net your questions before the sessions.

Please click on the links below to register for these monthly sessions – taking place 1.30pm to 2pm

- [14 April 2026](#)
- [12 May 2026](#)
- [9 June 2026](#)
- [14 July 2026](#)
- [11 August 2026](#)
- [8 September 2026](#)
- [13 October 2026](#)
- [10 November 2026](#)
- [8 December 2026](#)

Open to all NHS and Primary Care colleagues across Hampshire and the Isle of Wight.



Stress Management Course

Eight 1/2-hour sessions where you will learn about:

- Stress and how it affects us
- Understanding and managing workplace stress
- Understanding specific NHS workplace stress
- Specific tools and techniques for stress management
- Changing your thinking patterns and managing worry
- Managing your routine and improving work/life balance
- Living better in line with your own personal values
- Mindfulness and breathing techniques to manage stress

Access them at your convenience on the People Portal: [Stress Management Course - People Portal \(hlowpeople.nhs.uk\)](https://hlowpeople.nhs.uk)



Focus on Flex

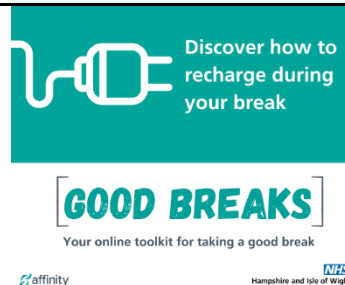
*For all HIOW NHS staff including SCAS and Primary Care

Available on the People Portal, this toolkit is designed to help managers and employees alike to design effective flexible working arrangements which work for everyone.

Explore:

- How to offer flex in 'hard to flex' patient-facing roles
- Introducing team-based or self-rostering to your service to improve wellbeing and retention.

[Focus on Flex - People Portal \(hlowpeople.nhs.uk\)](https://hlowpeople.nhs.uk)



Good Breaks Resources

For all HIOW NHS staff including SCAS and Primary Care

How are you at taking breaks at work?

Talking about how we make good breaks happen is something we need to be exploring in our teams.

Check out these new resources on the People Portal!

hiowpeople.nhs.uk/resources/good-breaks

Leading Well Programme

*For all HIOW NHS staff including SCAS and Primary Care

We have been working with research and consultancy organisation Affinity Health at Work to create two bespoke mental health support resources for NHS staff across Hampshire and Isle of Wight.

Professor Jo Yarker from Affinity Health at Work has delivered three webinars and you can watch the recordings below to hear about these new resources:

Leading Well toolkit

[Leading Well - People Portal \(hiowpeople.nhs.uk\)](https://hiowpeople.nhs.uk)

Access password is HIOW2024

Watch the launch event [here](#)

Manager session [recording](#)

IGLOO Return to Work toolkit

[Return to Work Toolkit - People Portal \(hiowpeople.nhs.uk\)](https://hiowpeople.nhs.uk)

Access this resource here: <https://hiownhs.returntowork.co.uk>

You will need to register using your name and NHS email address. The access code is: **HIOW2024**

IGLOO Return to Work toolkit [recording](#)

SouthEast Neurodiversity Employee Support Package

*For all HIOW NHS staff including SCAS and Primary Care



NEURODIVERSITY SUPPORT

A suite of tools to raise awareness of neurodivergence, particularly for line managers with neurodivergent team members.

Developed by **Genius WITHIN**

In collaboration with the EDNA Service from Hampshire and Isle of Wight ICS

NHSE South East regional Workforce Team commissioned HIOW to develop a suite of tools to raise awareness of neurodivergence, particularly for line managers with neurodivergent team members.

The support package includes:

- Tip sheets for managers
- Two recorded sessions with Genius Within Occupational Psychologists and our EDNA Advisors
- Bitesize e-learning modules

The training package will be free for all NHS and Primary Care staff working in the South East region. Contact your Learning Management System team to access.

Find the resources here:

[Neurodiversity Awareness - People Portal \(hiopeople.nhs.uk\)](https://hiopeople.nhs.uk)

Password: geniuswithin

Say Hello to EDNA Sessions

Come and learn about EDNA (Employee Disability and Neurodivergent Advice service) and how it can support you and your team. Each session will have a short section focusing on a different topic.

Follow the links below to register for these monthly sessions, taking place 1.30 pm to 2.30 pm:

- [31 Mar – Empowering Staff: Practical Steps for Retention & Wellbeing](#)
- [28 April](#) – Session topic tbc
- [26 May](#) – Session topic tbc
- [30 June](#) – Session topic tbc
- [28 July](#) – Session topic tbc
- [25 August](#) – Session topic tbc
- [29 September](#) – Session topic tbc
- [20 October](#) – Session topic tbc
- [24 November](#) – Session topic tbc

Open to all NHS and Primary Care colleagues across Hampshire and the Isle of Wight.

EDNA
Employee Disability and Neurodivergent Advice

EDNA 2026 MONTHLY AWARENESS SESSIONS
DEDICATED TO A DIFFERENT TOPIC
1.30 – 2.30PM

Hello

- 24 Feb
- 31 March
- 28 April
- 26 May
- 30 June
- 28 July
- 25 August
- 29 September
- 20 October
- 24 November

Psychological Safety Flexible Working
Sensory Needs Peer Support
Inclusion Fatigue Management
ADHD
Dyslexia Chronic Illness
Reasonable Adjustments
Workplace Adjustments
Communication Needs Confidentiality Assistive Technology
Support Strategies Access to Work

COME AND LEARN ABOUT
EDNA (EMPLOYEE DISABILITY
AND NEURODIVERGENT
ADVICE SERVICE) AND HOW
WE CAN SUPPORT YOU AND
YOUR TEAM.

To register

click or scan here

- Online
- Bring your question
- Email them in advance: HIOWH.EDNA@nhs.net



Wednesday, 25 March, 12:00 pm Forthcoming

Wessex Women and Girls Network Webinar - Endometriosis: Evidence, Experience, and Multidisciplinary Care

Join us for an informative and empowering webinar dedicated to deepening understanding of endometriosis. This session will shed light on the symptoms, challenges, and treatment pathways associated with the condition, while offering practical insights from experts and lived experiences. Whether you are personally affected, supporting someone who is, or simply looking to expand your knowledge, this webinar provides a welcoming space to learn and ask questions.

During this webinar, we aim to explore:

1. The clinical presentation and complexity of endometriosis including common symptoms, diagnostic challenges, and disease heterogeneity.
2. Evidence-based management approaches, including multidisciplinary treatment pathways and the role of pelvic health physiotherapy and psychological support.
3. The psychosocial impact of endometriosis, with particular attention to mental health, trauma, and quality of life.
4. The value of lived experience and patient advocacy in improving care, research, and service design.

Webinar Invitation - Endometriosis: Evidence, Experience and Multidisciplinary Care

We are delighted to invite you to our fourth Wessex Women and Girls Research & Innovation

Network Educational Webinar on Wednesday, 25 March 12:00-13:00 on 'Endometriosis: Evidence, Experience, and Multidisciplinary Care'.

Please click here to register: <https://events.teams.microsoft.com/event/ffe6a3d-8aa0-4420-91fa-3fe53d914174@83777d80-4883-47de-82e4-32532846a82d>

This webinar will inform, empower, and deepen your understanding of endometriosis. Whether you are personally affected, supporting someone who is, or simply looking to expand your knowledge, this webinar provides a welcoming space to learn and ask questions.