Oxford Health
NHS Foundation Trust

Library Newsletter

Intelligence Insider – December 2025

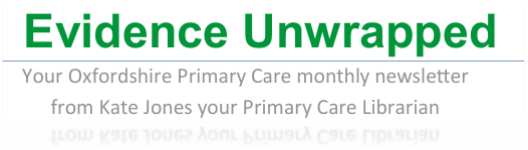
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Goodbye Primary Care newsletter



As many of you will know, the **Primary Care Newsletter - Evidence Unwrapped** has been a valued companion to our Library Newsletter since September 2024, keeping colleagues across the Trust informed, connected, and inspired. Its thoughtful updates and practical guidance have been a vital resource for our primary care community.

We would like to extend our heartfelt thanks to **Kate Jones** who has led the Primary Care Newsletter with dedication and vision. Her commitment to sharing knowledge and supporting colleagues has left a lasting impact. As she moves on from the Trust next month, we wish her every success in her next chapter.

While we say goodbye to the Primary Care Newsletter, its spirit of collaboration and learning will continue — and all previous editions will remain available on the library **website**.

Inclusive Practice Training



Jenny Cox
PWP Work Based Tutor

I'm Jenny Cox, and I've been a Work Based Tutor on the Psychological Wellbeing Practitioner (PWP) apprenticeship programme in Learning & Development for nearly 5 years now.

I run the Inclusive Practice Training day, which came about because the requirement to cover anti-discriminatory practice was added to our curriculum. I built a training day from scratch that focused on introducing and building on peoples understanding of key language and concepts within the area of inclusion, and giving them the tools to help tackle bias, within themselves and within the structures we all interact with each day.

This training is hugely important as the NHS has this amazingly ambitious intention to care for everyone who needs us, and everyone who works in the NHS wants to be a part of that. There is so much talk around these issues now, that many of us want to do better and avoid unintentionally causing harm, but we're not very often given tools we need, the space, or the time to think about how to do that. This is an area where emotions can run high, and there are a lot of misunderstandings, for example around what terms like privilege actually mean in this context. So we can often end up afraid to engage with these kinds of conversations, for fear of getting it wrong somehow – which ultimately means nothing changes. The training includes discussion, activities, and self-reflection aimed at reducing some of this discomfort, and helping people to realise that a lot of these things are simpler than we might think when we're able to step back and reflect a little more.

The training has been running every other month at Unipart for a year now, and in that time we've had staff from a variety of different departments come through it. Feedback has been fantastic, I even got a spontaneous round of applause at the end of the most recent training day, which was a wonderful moment! And more and more people are going back to their teams and encouraging them to come along. I'm starting to hear back that different people have made changes in their day to day practice after ideas they had on the day, for instance making changes to the activities that are available on certain wards so they are more flexible and accessible to different groups. The QI team ensure they question every project around inclusion in ways they didn't before. And other programmes in L&D now provide stim toys for people to use in training sessions. One of the key messages from the day is we only need to aim to do 10% more in order to make changes, as then it encourages others to do so too. It's amazing to really see that ripple effect starting to happen within the trust now.

We're already booked up for January, and starting to fill up for March as well, but dates are available on the system across 2026 for all those who want to come. So don't be put off by the name if you're not in a clinical role, everyone of us contributes to the NHS and has an impact, so it's absolutely for you too!

To sign up for Inclusive Practice Training, follow the link – **Inclusive Practice Training book here** – and if you have any questions about the training at all, please feel free to email me at Jenny.Cox@oxfordhealth.nhs.uk.

Your library online

Our Library Resources across the year:



We wish all staff a Merry Christmas and a Happy New Year!

Contact us

Require an article or a book? Want to learn how to perform a quicker and more effective search on specific topics? Need a literature search for guidelines, case studies, research papers or a quality improvement project? Want to keep up to date with the latest information in your field of interest? Contact us at library.enquiries@oxfordhealth.nhs.uk or take a look at our website.