

Trust Board Paper

Board Meeting Date	9 th July 2024
Title	Research and Development Annual Report 2023/2024
Purpose	This report presents a summary of Trust research and related activity for the year 2023/2024
Format of the Report	The format of the report is not nationally prescribed
Business Area	Corporate (Medical Directorate)
Author	Kate Penhaligon, Head of Research and Development
Relevant Strategic Objectives	<p>The report contains examples where research supports several of the Trust Directorates and other trust strategies.</p> <p>Patient safety. We support services across all clinical divisions to perform local, regional, and national searches for Clinical Research projects and Health Services Research projects to host research projects that address patient safety. We also support clinicians to develop in-house research projects which support safe clinical practice.</p> <p>Patient experience and voice. The Kids charity supported the learning disability service to co-produce a video that highlights what research is and how patients can get involved. An easy read guide was also co-produced to share amongst young adults with special educational needs and disabilities to help encourage more young adults to participate in research. The video will be released in 2024/25 for services to use. The Participant Research Experience Survey is utilised to gain feedback from patients who have signed up to Research, reports are shared regionally to improve experience.</p> <p>Health inequalities. We support services to utilise research and development to address health inequalities, examples are provided within the content of the report. Patients with lived experiences and staff are involved in research projects (both hosted and Trust sponsored) that aim to reduce Health inequalities. Research continues to support the Mental Health Act detention project. An example of research supported by the Head of Inclusion; OD & Organisational Experience has been included.</p> <p>Workforce. The R&D department collaborate with several external partners who are research active. Our Research also supports several MSc placements, internships, apprentices, and studentships. Working with all divisions, Research competencies have been included within the Trust competency project as part of the Talent Management & Career Progression Process Programme Update and included in the Leading for Impact programme. Internships keep staff engaged and interested in their role; this is supporting services to retain their workforce.</p> <p>Efficient use of resources. Berkshire Research is predominantly funded by the National Institute for Health and Care Research (NIHR) to support delivery of Research. The core team also work to attract additional income based on research activity through industry (commercial research), grant funding opportunities, charitable funding, and education funding to sustain and grow capacity for research across the Trust.</p>
CQC Registration/Patient Care Impacts	Data and evidence are available to support key research questions arising from CQC inspections or audits.
Resource Impacts	None to note
Legal Implications	Operating according to the UK Policy Framework for Health and Social Care Research and compliant with statutory obligations:
Equalities and Diversity Implications	A service evaluation project has been initiated in 2024/25 to evidence the breadth and reach of Berkshire Healthcare clinical research portfolio. This data will be used to access equality and diversity gaps as well as health inequalities and access. The data will be reported on a quarterly basis within the R&D report presented to the Clinical Effectiveness Group.
ACTION	The Board is asked to receive this report and note the content, progress made during the year and projected recruitment for 2024/2025.

Research and Development Annual Report 2023/2024

This paper presents the Research and Development Governance and Performance report for 2023-2024.

Our Highlights and Achievements in the Year

The Research portfolio at Berkshire Healthcare NHS Foundation Trust is predominantly hosted research projects that are sponsored by other organisations and pharmaceutical industry companies. The Research portfolio is both observational and interventional research.

In 2023/24 we hosted 68 research projects; this compares to 73 research projects in 2022/2023. This includes 38 National Institute of Health and Care Research (NIHR) Portfolio studies and 30 non-NIHR Portfolio studies. Most participants recruited to the NIHR Portfolio projects were recruited into non-commercial observational studies. We were ranked joint 14th out of 46 similar Trusts (Mental Health and Community Trusts) for the number of national studies and were 18th out of 46 similar Trusts for the number of participants that we have recruited. We recruited 1014 participants (1000 recruited into non-commercial trials and 14 into commercial trials) 865 to Portfolio and 149 to non-portfolio studies of which 3 of these were Trust Sponsored studies. This compares to 690 participants recruited in 2022/23. Our pledge for 2024/25 is to recruit 965 participants.

This last year Health and Care research has been changing at pace. There have been opportunities and challenges for the research industry, research teams across services have driven improvements in patient participation, coproduction and have used Research as a tool to tackle wider health challenges for the population. In 2023/24 the Trust sponsored 4 Clinical Research projects across 3 services: Learning Disabilities (2 projects), Adult Mental Health inpatients and Child and Adolescent Mental Health Service (CAMHS).

Service	Title	Status
Adult Mental Health Inpatients	Experiences of people from BME patients What are the <i>experiences</i> of people from Black African, Afro- Caribbean and Asian individuals with a diagnosis of <i>psychosis</i> leading up to their <i>recovery</i> ?	Open and recruiting
Child and Adolescent Mental Health Service (CAMHS)	Intensive Community Treatment as an alternative to inpatient admission: a thematic analysis of the experiences of adolescents with severe psychiatric disorders and their parents/ carers	Data analysis
Learning Disabilities	The Experiences of the COVID-19 Pandemic for People with Intellectual Disabilities	Open and recruiting
Learning Disabilities	Testing a co-designed mental imagery anxiety intervention for people with mild to moderate intellectual disabilities (Co-MAID) *	Open and recruiting

*The Co-Maid Research study is supported by the National Institute for Health (NIHR) and Care Research. This research is supported through an NIHR Clinical Doctoral Fellowship (Grant Award Number: NIHR300501) for a Clinical Doctoral Fellowship. This protocol has been co-designed with people with lived experiences and Patient and Public Involvement (PPI) through the STAR PPI groups. The co-designed R&D Annual Report (Short) FY 23/24

project was initiated as further work was required to establish the phenomenology of mental imagery in people with intellectual disabilities. The development of tailored and accessible mental imagery interventions for people with mild to moderate intellectual disabilities by co-producing a new mental imagery intervention for people with mild to moderate intellectual disability (ID) alongside people with intellectual disabilities, their families, carers and professionals. This co-produced approach ensured the intervention was appropriate and accessible for people with intellectual disabilities. People with intellectual disabilities and their stakeholders have been integral to each part of the Co-Maid research study and will continue to shape the intervention through the project. Part of their involvement will be with the data analysis, creating the research materials, recruitment, and dissemination of the results. The study is a good example of how to conduct co-production in a way that involves people with lived experiences and their carers in equal partnership.

As a service, core members of the Research and Development central services team, undertook Quality Improvement training in FY 2023/24 and implemented Quality Improvement huddles. A core group initiated an A3 project on how to increase Research Participation. This aligns with all Trust strategic objectives. Implementing Quality Improvement framework has ensured that as a support service we maximise our offerings to all services, ensuring we strive to incorporate Research into clinical care and to be used as an evidence-based service (Clinical and non-clinical areas). Our links with the [Solent Research and Improvement academy](#) has also provided shared learning. The Community Nursing services have been recognised to be working with significant pressure. The Trust Lead Research Nurse is a Professional Nurse Advocate (PNA) supporting PNA provision across the Trust with a particular focus on Community Nursing Service as a Quality Improvement project. If the evidence from this project demonstrates positive impact it will be shared more widely across Community Nursing Services.

Trust level implementation of national policies and recommendations

The R&D annual report from 2022-23 referenced the [independent review conducted by Lord O'Shaughnessy](#) on how to resolve key challenges in conducting commercial trials in the UK and transform the UK commercial clinical trial environment. In November 2023 the government published their [response to Lord O'Shaughnessy's review](#) making commitments to the recommendations to rebuild capacity and capability. The first focus was on the turnaround times to set-up Research. Berkshire Healthcare have proactively responded to this and have updated the Trust's process for clinical services to follow when assessing feasibility for hosted research, this process has also been adopted for use to strengthen stakeholder engagement for internally sponsored research projects.

In response to streamlining contracts and set-up processes, Berkshire Healthcare have adopted the National Contract Value Review (NCVR) led by NHSE England and updated their processes inline to accept the mandatory national contracting provisions. This has sped up the contracting and negotiation time for the commercial research studies. The R&D Department have initiated discussions with [Cognizant Shared Investigator Platform](#) which enables a new approach for streamlining clinical trials. The platform connects sponsors, sites and technology providers, Berkshire Healthcare will be utilising the platform to support efficient set up of commercial trials within the Trust.

The department for Science, Innovation & Technology with the Department of Health & Social Care have committed to providing real time data on commercial clinical activity in the UK. Ensuring that we provide transparency and easy access to Research, the Information Management and Technology team have worked with the nationally supplied Research data to create a Research Summary Dashboard. The dashboard displays the Trusts research activity by division, type, specialities. This will enable divisions to weave their Research activity into their Patient Safety and Quality reports evidencing the breadth of research undertaken locally. We continue to make delivery of our Research portfolio achievable and sustainable within the resource and capability we currently have across the Trust. Delivering on the Research and Development strategy, we continue to work to ensure a balanced research portfolio across the divisions.

In collaboration with the clinical Commercial Operations Group and NHS (and devolved nations) organisations the [Health Research Authority](#) who regulate the co-ordination and standardisation of practice relating to the regulation of health and social care Research have been tasked with leading on 6 workstreams which support the response to the O'Shaughnessy report. These national workstreams are Research Amendments, Building Capacity & Capability, Study Design, Clarifying Expectations, Site Identification, and public engagement. Berkshire Healthcare represent community and mental health Trusts within the Building capacity and capability and the Study Design workstreams. These workstreams will conclude in FY 2024-25. This financial year, a new Standard Operating Procedure to enable efficiencies when submitting Expressions of Interests (EOIs) for commercial clinical trials was implemented at Berkshire Healthcare. Since the implementation, there has been an increase of Industry sponsored expressions of interest within the financial year of 2024/25. This will be beneficial to Berkshire Healthcare and the population we serve as commercial clinical trials are fully funded by the companies developing new treatments and products and provide the NHS and patients with earlier access to innovation.

The Demand Signalling work which is an NHS England Horizon scanning process run by the NHS Transformation directorate is used to identify, prioritise, and articulate the research priorities NHS services need answers to facilitate delivery against the ambitions of the NHS Long Term Plan. The Chief Nursing Officer for England's research team, along with the Deputy Director for Mental Health Nursing and the Demand Signalling Team, brought together clinicians, academics, policy experts, patient and public representatives and people with lived experience to identify high-level priority areas for research in the field of mental health nursing. This was completed in August 2023, Berkshire Healthcare research team and clinicians from the Mental Health Division provided inputs to this. [NHS England » Research demand signalling: mental health nursing](#) supporting the organisation to be better placed to apply for funding opportunities tailored to the questions highlighted within the report.

The [Mental Health Mission](#) was supported in May 2023 with over £42 million of investment into clinical research centres whose aim is to bring together leading investigators in experimental medicine and early-stage translational mental health research from across the UK to accelerate discoveries into clinical practice. This will provide an increase in access to Research for our patients.

A summary of evidence of delivery to the strategic objectives is provided in Appendix A. Links to the full report and weblinks, to support the evidence, is provided on the [Research and Development page](#) of the Trusts external website within the Research Performance section.

Awards

The [National Institute for Health and social care Research \(NIHR\) Clinical Research Network \(NIHR CRN\)](#) supports a range of awards to recognise and reward the inspirational work that is taking place across the NHS, public health, and social care to make clinical research a core activity. In 2023/24 a total of 180 nominations were submitted with 46 individuals and teams selected for the short list. 2 members from Berkshire Healthcare's Clinical Research Team were shortlisted in the Outstanding Research and Delivery Team Member category and an Advanced Clinical Support worker from the Early Intervention in Psychosis (EIP) service won the Outstanding member of support award for their support in delivering Clinical research projects within this service. A list of studies can be found in the Main R&D Annual Report 2023/24.

Health Inequalities/ Equality Diversity Inclusion initiatives

There are representatives from Research included in the Reducing Health Inequalities steering groups, the Diversity Seering Group, and the Mental Health Act detention project. Research is being used to support activities to deliver these strategic objectives. Students from the University of Reading, the core Clinical Research Team and Research-active clinicians are supporting case reviews, performing evidence searches and analysing data. Further examples can be found within the Research and Development annual report FY 2023/24.

At the national UKRD summit in March 2024, Professor Lucy Chappell, the Department of Health, and Social Care (DHSC), Chief Scientific Advisor, highlighted that the UK research portfolio remains

disproportionate with 70% of participants enrolled in Research being white and English speaking, a statistic that has been highlighted and quoted as part of the Reducing Health Inequalities steering group and the Diversity Steering Group. Our aim in response to this is to ensure, where possible that we challenge the Sponsors of hosted Research projects where the inclusion criteria is restricted and that we support the services to carry out a range of recruitment strategies that take into consideration the barriers to engagement (language, structural barriers, access, location, approach).

Publications and evidence search topics.

Berkshire Healthcare staff featured in 28 publications in FY 2023/24. 4 publications are from Clinical Research Projects which have been sponsored by Berkshire. [The iPOF study](#) A project, funded by the National Institute for health and care Research (NIHR) and hosted by Berkshire Healthcare, that aims to understand and improve online peer support forums, have published a video for people with mental health difficulties, referrers, and commissioners and a tool for community moderators to use as a e-learning package. A full list of publications can be found within the Research & Development main annual report FY 2023/34.

The combination of the searches and publications have resulted in 31 enquiries into the In-House Research service. These enquiries have been a mixture of home-grown Research ideas, request to collaborate with a university or an Industry partner. One example is the SPENCER 3D collaboration with Berkshire Healthcare, Local Authorities, University of Reading and Schools within the Buckinghamshire, Oxfordshire, and Berkshire (BOB) region.



126 evidence searches were conducted by the Library and Knowledge services FY 2023/24. The majority of searches were conducted for the purpose of clinical decision-making including patient care.



Search purposes are categorised by their primary purpose, although some searches have multiple purposes. Requests were spread evenly across staff groups with the majority coming from administrative and clerical.



A full list of the searches is included in the Main R&D Annual Report 2023/24.



Recent updates include outcomes from a more established pilot in Northampton where OfSTED have acknowledged the good use of technology in identifying and supporting the needs of children and young people in an educational environment. The pilot has evidenced a reduction in SDQ scores (a tool to assess the psychological attributes and challenges of children and young people such as anxiety, pro-social difficulties, attention, and oppositional behaviours) after SPENCER strategies were put in place. The pilot has received positive feedback from schools across the BOB region to date. It is anticipated that a Research project will start in Q3 of FY 2024/25 once funding has been secured.

Trust Research strategy refresh and objectives for 2024/25

The DHSC announced the new [NIHR Research Delivery Network \(RDN\)](#) on 14th November 2023. The University of Leeds will be the supplier of the NIHR Research Delivery Network Coordinating Centre (RDNCC) from 1st April 2024. Twelve new Regional Research Delivery Networks (RRDNs) will start to function from 1st October 2024. Berkshire Healthcare will join the South-Central Research Delivery Network hosted by University Hospital Southampton NHS Foundation Trust. The South-Central region covers the footprint of the Buckinghamshire Oxfordshire and Berkshire West, Frimley and Hampshire and Isle of Wight Integrated Care System areas. This will widen opportunities for collaboration.

In the annual report 2022/23 we acknowledged that the Research Strategy would be refreshed accordingly to reflect the updates within the national strategies such as Making Research Matter (Chief Nursing Officer for England's strategic plan for Research), The Royal College of Physicians (making Research everybody's business) and the programmes of work that support Lord O'Shaughnessy's review of commercial clinical trials. There have been significant changes to the national landscape of research and development in 2023/24 and a shift-change in the approach to integrate Research at all levels. NHS England released the [Self-assessment of organisational readiness tool \(SORT\)](#) which is a guide to improve nursing research capacity in health and care. The SORT tool is a self-administered 'research readiness' tool designed to be used at an **organisational level**. It assesses the readiness of a healthcare organisation to support nurses to undertake research related activity through available structures and processes within it. The Consultant nurses and Advanced Clinical Practitioners are completing the assessment with the support of the Trusts Lead Clinical Research Nurse. The tool will be used in collaboration with the [Health and care services Research Engagement Toolkit](#) which has been designed for Nurses and Allied Health Professionals to support embedding a Research culture. The outcome of this organisational assessment will form the basis for the Trusts Research Strategy and will be shared at the Quality Performance Executive Group.

Conclusion

In the last year, Berkshire Healthcare are represented on national forums addressing capacity and capability within Community and Mental Health Hospitals. There has been significant progress made across the Trust to increase Research capacity and capability, this will inevitably increase the integration of Research into business as usual. The creation of the Mental Health Clinical Research Centres has benefited the Research community as the creation of the [Mental Health Incubator](#) has provided support (and highlights opportunities) to aspiring researchers in mental health.

Although Research is not yet considered to be a core service to be included in all the Trust initiatives and programmes of work, there has been a shift in approach from key influencers across the Trust who have recognised the benefits of using a combination of various quality tools such as Quality Improvement, Research, Audit and Evaluation. As a Trust we are fairly early adopters of approaching the use of Research in this sense. The notable change in this approach has provided benefit to the Trust with Research being used to assist in the delivery of Trust strategic objectives, as seen in Appendix A. The recruitment pledge for 2024/2025 is 965 research participants.

The shift in approach and slight change in the culture provides a good foundation to build a refreshed Research strategy. It is evidenced that Organisations that engage in research have high levels of patient satisfaction, reduced staff turnover and increased staff satisfaction (Harding, et al., 2016 Organisational benefits of a strong research culture in a health service: a systematic review). To maximise the stakeholder engagement required to develop the Research strategy, consideration is being made to use a stakeholder engagement strategic framework development process. This process uses scenario planning techniques as a potential tool to formulate the updated strategy. The refresh of the strategy will be initiated in Q3 of 2024/25.

Appendix A - Strategic Objectives - Highlights

Patient Safety

Patient safety Ambition: We will reduce waiting times and harm risk for our patients.

Reducing waiting times and harm risk for our patients

We support services to utilise research and development to address the patient safety ambition. Evidence-based practice is used to ensure services are providing safe and effective services. In-house research projects are being designed by our clinicians that address gaps in NICE guidance and address clinical concerns.

We support services across all clinical divisions to perform local, regional, and national searches for Clinical Research projects and Health Services Research projects to host research projects that address patient safety. Searches are performed on a weekly basis. We continuously seek out studies which service can host that can support patients during their time waiting to access services. The below studies are examples of the Research projects that are being offered to support patients.

Title and link	Summary
BLACK ARTS	The Usage of Creative Arts Therapies for African and Caribbean Children and Adolescents with Psychiatric Disorders This project aims to understand how creative arts therapies, like music, dance, art, and drama, can help improve the mental well-being of Black young people in the UK.
IACT4CARERS	An online psychological training programme to support family carers of people living with dementia. This online programme is based on a psychological approach called Acceptance and Commitment Therapy.
iPOF	A project, funded by the National Institute for health and care Research (NIHR) and hosted by Berkshire Healthcare, which aims to understand and improve online peer support forums. As part of this project, the team in Lancaster hope to look at how online forums work as a support community. They will examine the interactions between people in posts and threads in the various online platforms to see what kinds of issues are raised and how other people respond to them. Users are then invited to volunteer to take part in an online survey, and/or one-to-one interviews to share why they use forums, and what they offer.

Clinical services discuss the use of research and publications from research projects at the Patient Safety and Quality meetings. This enables clinical services to identify pressure points and seek research projects that will actively support with these needs. Our Community Nursing services expressed the concern around catheter blockages and the time spent supporting this patient population, an application has been submitted to [UroShield](#) for a research project. One of our Clinical Development Leads has taken an academic education project following an expression of concern with regards to reading the ankle-brachial pressure index, representatives from with the research and development service have provided support in the development of this.

In 2023/24, the Trust hosted a research study sponsored by Canterbury Christ Church University that explored psychological staff team decision-making concerning clients with personality disorders. NICE guidance recommends 'when managing the risks posed by people with borderline personality disorder, risks should be managed by the whole team with good supervision arrangements' (NICE, 2009). The study aimed to develop a theoretical framework of understanding how psychological therapists make team decisions around client risk. The research aimed to identify both clinical and non-clinical factors that clinicians consider during the decision-making process around client risk within specialist psychological therapy teams working with Emotionally Unstable Personality Disorder (EUPD). The research was conducted by interviewing eight individual psychological therapists, who had experiences

of team risk decision-making with this client group. The research identified key processes involved in team decision-making, including therapists' relationships with clients, emotional responses brought up, and the value and challenges of shared responsibility and diverse perspectives within teams. The findings were conceptualised in a developed model that highlighted the interplay between individual, team, and wider contextual factors. This research provided insights for clinical practice and future research to address implicit processes and promote effective decision-making strategies. The findings will be shared with the services involved in supporting the study once published.

Providing Safe Services – Compliance to Research Governance 2023/24

The full report included within the Main R&D Annual Report 2023/24 covers the period from 1 April 2023 to 31 March 2024 and examines data and activity in relation to the Clinical Research activity across the Trust, compliance to the UK Policy for Health and Social Care Research and how the Trust discharges its statutory duties and responsibilities applicable to Clinical Research.

Patient experience and voice

Patient experience and voice Ambition: We will leverage our patient experience and voice to inform improvement.

Improving outcomes

In 2023/24, publications from 8 externally sponsored studies were shared with the Mental Health Services who hosted the research projects. One example of this is the [Nidus Family-](#) Intervention for people with dementia to live independently. This was an individually randomised single-masked multi-site clinical trial with people living with dementia and their family carers (dyads). This study offered an intervention that would enable people with dementia to live more independently at home. This was hosted by the Older Adult Memory and Cognition Unit. The findings demonstrated that the NIDUS-Family intervention was effective in increasing attainment of dyads' goals and is the first intervention to improve goal attainment in people living with dementia that is potentially scalable, can be delivered by people without clinical training, and can be delivered remotely. A full list of the external publications can be found in Appendix 4 of the Research and Development main annual Report 2023/24.

Using patient experience and voice

The learning disability service carried out a coproduction project with Kids charity called making participation work. The workshop was created to ask young adults with learning disabilities what was important to their health, how do they like to be communicated with, how can we as a Trust make things better for them. A workshop was co-produced with Kids Bracknell day services and in November 2023 and these took place at Langley College, BCA College, Bracknell and Wokingham College and Reading College. Kids have been jointly commissioned with the Council for Disabled Children (CDC), Contact, and the National Network of Parent Carer Forums (NNPCF) to deliver a national contract called Participation, Information and Advice (PIA). Kids are funded by the Department for Education (DfE) to carry out this supportive work for organisations. Kids provided Berkshire Healthcare with a [report](#) detailing recommendations which will be used in FY 2024/25 to shape the principles of coproduction for services. Kids co-produced a video that highlights what research is and how to get involved and an [easy read guide](#) that can be shared amongst young adults with Special educational needs and disabilities (SEND) to help encourage more young adults to get involved in research. The video will be released in 2024/25 for services to use.

Health Inequalities

Ambition: We will reduce health inequalities for our most vulnerable patients and communities

The research team continue to support the Trust in their focus on health inequalities, through planning and delivery of research studies. Services across all clinical divisions are performing local, regional, and national searches for Clinical Research projects and Health Services Research projects aligned with the health inequalities priorities of the service and location.

Trust sponsorship was granted for one study this year that aims to test a co-designed mental imagery anxiety intervention for people with mild to moderate intellectual disabilities.

Research tools are being used within the Mental Health Act Detention work, where the ambition is to secure National funding for a larger Research project to support the aim to decrease the absolute number of people detained under Mental Health Act Section 2 in Berkshire. Supporting this piece of work the team is seeking to explore community-based support for rehabilitation and reintegration, with the goal of preventing repeat detention.

The Head of Inclusion, OD & Organisational Experience participated in a Research project led by the Public Mental Health Implementation Centre (PMHIC). This was a mapping and scoping project used to provide Oxford Health Biomedical Research Centre partners, of which Berkshire Healthcare is one, with insights into data collection for EDI purposes at local level and how to identify challenges and opportunities. The findings from this Research have been published and can be found [here](#).

Workforce

Ambition: We will make the Trust a great place to work for everyone

Aligning with the Trusts strategy to make the Trust a great place to work for everyone, **supporting our people**, Research visibility initiatives are used to support the efforts to make our Trust an attractive place to work. Including Research into the **Leading with Impact programme** under the Evidence-based practice session has provided inspiring leaders from clinical and non-clinical backgrounds to gain their knowledge and confidence to build the use of Research and evidence into their daily practice. The Lead Clinical Research Nurse is working with Human Resources and the People's Directorate to raise the profile of research as well as inclusion in generic job descriptions and competency sets across the Trust, to enable the staff the permissions to become research active. This is evidenced to improve staff satisfaction within their roles and enhance retention.

Research is included in the **Stepping Forward training** for Health Care Professionals. This will ensure that they should be able to articulate more clearly what their role is in research.

The **Clinical Director for Community Scheduled Care Services** was successful in obtaining green shoots funding to raise the profile of Research within the Community Physical Health Services. This has increased visibility and engagement for Research within all the services. Research has been included on the divisions plan on a page and incorporated into services plan on a page. The protected time also provided space to facilitate a shared-learning event which was successfully held in September 2023. Another has been planned for October 2024 and will be open to all services across all divisions.

During 2023/24, the Trust has **supported research that has engaged the workforce**. The Thames Valley Cost of Living research project was a collaboration with Buckinghamshire, Oxfordshire, and Berkshire West (BOB) and Frimley Health and Care Integrated Care Systems. The project was "How to attract, retain and deploy health and care staff in the light of high living costs". The publications of this project will be released in Q1 of FY 2023/24.

Another example of how Research has been used to support the workforce is **The Experiences of Self-Harm and Suicide Attempts by Nurses**: A Qualitative Study aimed to explore the experiences of nurses and midwives who had lived experience of a suicide attempt or self-harm during nursing training or practice. This is an incredibly important piece of research as no previous research explored the experience of nursing professionals. The research provided staff within Berkshire Healthcare the opportunity to inform the development of preventive resources.

Efficient use of resources

Ambition: We will use our resources efficiently and focus investment to increase long term value

The R&D department are predominantly funded by the National Institute for Health and Care Research (NIHR). The majority of this is Activity Based Funding (ABF) and is received via the Local Clinical Research Network (CRN) Thames Valley and South Midlands.

Funding is supplemented by NIHR Research Capability Funding (RCF), a small commercial and non-commercial stream of income and trust finance. Funding is allocated annually; several team members hold short term contracts as funding is based on previous years' research activity.

Ensuring we are a financially sustainable organisation; the aim is to have a minimum of three National Institute for Health and Care Research (NIHR) grant funded projects hosted by Berkshire Healthcare at any time. The Trust has seen an increase in the number of services where research funding flows through to support ongoing research activities in the services, with the intention to continue increasing research capacity for all. The focus for the 2024/25 is to ensure that we are aligned with Trust priorities and maximise grant funding opportunities, increase the capacity and capability for industry (commercially sponsored research) and to continue to support Internship applications.

We continue to build and support collaborations with university partners to develop NIHR grant applications. 8 grant applications are awaiting decision from the following funders: National Institute for Health and Care Research (NIHR) to Research for Patient Benefit, NHS charities, National Institute for Health and Care Research (NIHR) Insight award and National Institute for Health and Care Research (NIHR) Pre-doctoral fellowship.

Research funded posts*

Role	Whole Time Equivalent	Area	Role	Whole Time Equivalent	Area
R&D Operations manager	1	Research Governance	Research Nurse (General)	3.12	Clinical Research Delivery (Partner Study Support Service)
Research Officers	2	Research Governance	Research Nurse (Mental Health)	2	Clinical Research Delivery (Partner Study Support Service)
Business Apprentices	2	Research Governance	Clinical Research Practitioners	5.8	Clinical Research Delivery (Partner Study Support Service)
Clinical Trial Pharmacist	0.2	Pharmacy Services	Assistant Research Practitioners	2.31	Clinical Research Delivery (Partner Study Support Service)
Accountant	0.2	Finance	Researcher (Dementia)	1	Clinical Research Delivery (Partner Study Support Service)
Lead Research Nurse	1	Clinical Research Delivery (Partner Study Support Service)	Speech and Language Therapist	0.8	Clinical Research Delivery (Partner Study Support Service)

*Equates to 42 Berkshire Healthcare employees who are funded, through part funding or whole time equivalent, that support the delivery of Research across the Trust.

Funded Posts		
Service	Posts Funded	Funding Source
OPMH - Wokingham, Newbury, Reading, Slough and Bracknell	0.2 wte funded in each (1 wte in total)	Clinical Research Network
Sexual Health	0.21 wte funded (0.1 wte of consultant)	Clinical Research Network & Capacity Funding
Psychology Trauma	0.2 wte funded	Oxford Health PTSD & BRC projects
Web Services SHaRON	0.55 wte funded	Clinical Research Network/ iPOF project
Physiotherapy WAM MSK	Salary backfill for Internship £9.2k	ARC-OxTV and Oxford Brookes University
LD Psychology	0.8 wte funded (maternity leave in 2022/23)	NIHR Fellowship
LD Management	0.3 wte band 6 for 4 months funded	Clinical Research Network
Administration	0.2 wte band 5 for 4 months funded	Clinical Research Network
Locality Management Childrens Services	0.06 wte band 8C for 4 months funded	Clinical Research Network

Research and Development Income 2018-2024

R&D External Income Sources						
Source	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Clinical Research Network Core Funding	400,000	420,000	445,000	463,000	477,000	495,500
Clinical Research Network Contingency Funding	39,413	5,000	0	35,424	52,158	18,727
Greenshoots Funding	0	13,358	0	0	0	6,069
Excess Treatment Cost Payments	0	3,106	352	9,293	3,807	0
Research Capability Funding	20,000	20,000	52,960	48,054	29,073	71,660
Commercial Income	1,500	0	0	7,102	26,508	17,879
Non-commercial Research project income	8,953	2,414	3,457	28,021	20,456	21,107
Hosted Grants						
National Institute for Health and Care Research Grant (IBER)	5,258	150,353	63,279	26,555	0	0
National Institute for Health and Care Research Grant (ASCEND)	0	2,755	151,125	117,133	0	0
National Institute for Health and Care Research Grant (iPOF)	0	0	0	0	337,801	301,951
National Institute of Health and care Research Doctoral Research Fellowship (LD service)	0	0	3,171	109,273	0	15,753
Direct income* via external collaborations/hosted Research project						
STADIA Research Grant (National Institute for Health and Care Research Grant Health Technology Assessment Programme)	0	7,003	11,554	6,420	15,338	2,243
R&D Services provided to Wiltshire Health & Care LLP	0	0	0	0	0	33,588
Applied Research Collaboration Internship funding (MSK Physio service)	0	0	0	0	9,219	7,800
Applied Research Collaboration (Mental Health Act Detention project)						10,237
Biomedical Research Centre (Oxford Health NHS Foundation Trust)						15,291
Complex PTSD study (Queens University Belfast via Oxford Health Biomedical Research Centre)						22,272
Totals	475,124	623,989	730,898	850,276	971,360	1,040,078

*Direct income to Berkshire Healthcare for Staff & Research costs

Hosted Grants Usage						
IBER Grant Funding						
University of Exeter	2,485	13,432	7,895			
University of Reading		99,749	32,292	17,500		
Devon Partnership NHS Trust		23,671	15,364			
Oxford University Innovation Ltd		6,600				
University of Glasgow				9,055		
Other Participant Expenses	2,772	6,900	7,728			
	5,258	150,353	63,279	26,555	0	0
ASCEND Grant Funding						
Oxford Health NHS Foundation Trust		2,755	1,873	922		
University of Reading			149,252	96,819		
University College London				7,528		
University of Essex				11,864		
	0	2,755	151,125	117,133	0	0
iPOF Online Mental Health Communities Grant Funding						
Lancaster University					303,373	265,130
University of Manchester					29,843	28,236
Other Participant Expenses					1,588	5,010
Berkshire Healthcare Staff Costs					2,997	3,575
	0	0	0	0	337,801	301,951
National Institute of Health and care Research Doctoral Research Fellowship (LD service)						
Berkshire Healthcare Staff & Research Costs	0	0	3171	109273	0	15753