

Taking Care Giving Care Rounds



Taking care, giving care' rounds have been inspired by the concept of 'Compassion Circles'. These approaches have been developed in recognition that providing care in the settings we do is stressful and distressing at times, and that we do not always support staff with processing the emotional impact of the work as well as we might.

If successful, the hope is that the TCGC rounds have a role to play in changing culture through changing the way staff think and act, and the conversations that take place within teams. This page is intended to give information about Taking Care Giving Care Rounds and to answer frequently asked questions.

What is a Taking Care Giving Care (TCGC) Round?

A TCGC Round is a facilitated hour-long session for staff members. The Round is an opportunity for staff to revisit their values and to spend time thinking about how they can take better care of themselves so that in turn they can care for others. They are based on [Compassion Circles](#) as developed by Andy Bradley and have been used in Aneurin Bevan University Health Board since 2015 as part of a wider organisational employee well-being strategy.

Who can attend a TCGC Round?

Anyone can attend a TCGC Round; they are designed to be inclusive and can include staff at all levels. They can be run in a number of different ways:



- within a team
- within a service
- at a particular site
- as part of a training course
- as part of a team away day

Is it a one-off session?

TCGC Rounds can be one-off sessions, or they can be repeated with the same group of attendees. How often they are repeated will depend on the wishes of the attendees; for example they could be repeated every month, a few times a year or at an annual awayday. They can be offered at a particular site or within a service on a regular basis with different staff attending each time. The TCGC Rounds have been developed to allow them to be implemented flexibly across the organisation. The vast majority of rounds in ABUHB have been run on a one off basis in team meetings, awaydays or time out days.

How long should a TCGC Round last?

The Round should last for one hour.

How many people can attend a TCGC Round?

TCGC rounds have been run with up to 30 participants in ABUHB. However a smaller group of 6-12 is more usual.

Where should a TCGC Round take place?

It is important that the attendees feel safe and comfortable when they attend a TCGC Round, so a suitable room with enough chairs and privacy will need to be booked.

What happens during a TCGC Round?

The facilitator starts by giving a brief introduction to the Round and explaining that the session is confidential. The main role of the facilitator is to lead the group discussions and pair exercises. There is also sometimes a host present who welcomes people as they arrive for the Round. During the Round the host will need to make anonymised notes of the group discussions using the TCGC Round Recording Form. This note taking is optional as some services may prefer to freely discuss

without feeling that any notes will be taken. The Round is structured and includes both group discussions and smaller pair discussions. A series of questions are asked, an example being: to say one thing that is going well at work and one thing that is going well at home?

Are we evaluating the Rounds?

We would like to find out whether people enjoyed the Rounds, whether they were beneficial and also whether anything could be improved. We are currently putting an evaluation system together which will be shared as soon as possible. After all rounds carried out within ABUHB, Rachel Potter (see email address below) is contacted with the number of people who attended and the feedback sheets so that key themes can be analysed for our audit of the rounds.

For more information, please email ABB.EmployeeWellbeing@wales.nhs.uk

