**Background:**
Given that yoga is experiential and increases awareness in many domains, a blend of Yoga and ACT makes intuitive sense, and might be one way of introducing both ACT and yoga within a busy working environment.

**Method:**
With a 30K grant for a year-long wellbeing intervention project, we offered a two-phase intervention. The overall aim was to both create and embed a culture of permission to self-care and foster space for staff and service wide wellbeing.

Phase one consisted of 10 individual half day, off clinical base, orientation sessions for all 300 staff within the CYPMHS. This was co-planned with the directorate leadership group (OLG) and organisation development team (ODT). The Perceived Stress Questionnaire (PSQ) (Cohen et al., 1983) and the Forms of Responding to Self-Critical Thoughts (FOREST) (White et al., 2020) were used, together with the interactive digital Sliido app to collect personal wishes and feedback from staff about the workshops.

The second phase used a quality improvement approach to co-produce with staff a personalised service-based intervention of their choice. With the grant available we wanted to recognise and reward staff and asked for ideas about how this could happen. We hoped this would further help with staff engagement with the project.

The brief ACT component consisted of an introduction to the model using a range of visual aids to help staff consider alternative ways of relating to their own experiences. The Stress Bucket analogy, The Matrix and The Architect analogy were used to look at short term fixes versus longer-term coping, setting a compass towards valued living and beginning the process of discrimination from self-awareness of what can get in the way of valued living within the workplace.

The Yoga component used both didactic and experiential learning including an overview of yoga origin and practice, chair yoga and breath work. The breath work demonstrated how to switch on the relaxation response by lengthening the exhalation. The chair yoga gave participants an opportunity to move in a way that helped release tension in neck, shoulders and spine, which could be incorporated into their working day.

**Results:**
In phase one: 137 (46% of all staff) attended the orientation. We collected 121 PSS and 115 FOREST questionnaires (88% and 84% of attendees). Of those that completed the PSS, 8 (7%) were in the low stress category, 103 (85%) in the moderate, and 10 (8%) in the high. 32 (26%) scored in the top 20th centile of the PSS.

There was a mild correlation between the FOREST scores and the stress scores on the PSS (Pearson r=0.24). This correlation was not as high as in the published study. This result could (tentatively) suggest better psychological flexibility despite the workforce being moderately stressed on the PSS.

The orientation workshops were well received with high levels of satisfaction with both the YOGA and ACT components (mean of 4.3 out of 5).

We filmed the workshops and put these online together with ACT and Yoga advice and suggestions for those staff who did not manage to attend in person.

In phase two there were 200 individual requests for Spa vouchers (2/3rds of the workforce). At least 60 staff signed up for team walks, with more informal walks being planned. 3 teams arranged team activities (Escape room and team Spa session). 3 teams arranged monthly yoga sessions. All the face to face slots (35) for a two day ACT/YOGA workshop were taken up. Two teams purchased staff room equipment for wellbeing such as comfortable chairs.

**Conclusion:** The combination of ACT and Yoga delivered by two clinicians was well received by management, clinical and administrative staff. The brevity of the intervention was a cost effective way of addressing staff wellbeing across a department and setting a climate of self care linked to values. Further follow up is required to see if the different teams have continued to implement the values based commitments made.

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**staff planned further yoga sessions in the workplace and enrolled on a two-day ‘YogAct’ introductory course.**

**You ought to go and chill out**

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**Yoga ACT**
Half-day ACT and Yoga workshops to CYPMHS staff.