

Our North Yorkshire and York Care Providers

Monday 3 June 2024

What's In Your Partners in Care Bulletin?

This weekly bulletin provides details of training, guidance, access to past editions and lots more. There's also helpful information on the web pages dedicated to our Independent Care Provider colleagues across North Yorkshire and York. Please click here to bookmark these pages

2024 North Yorkshire and York Care **Provider Olympics**



Humber and North Yorkshire Health and Care Partnership

Humber a North Yorkshire

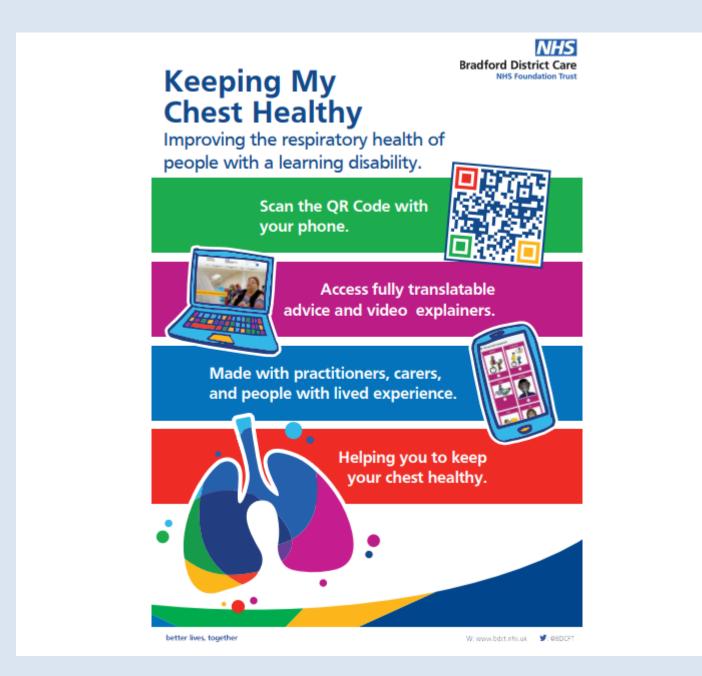
Integrated Care Board (ICB)



2024 North Yorkshire and York Care Provider Olympics- Registration Now Open

NHS Humber and North Yorkshire ICB in collaboration with partners have launched the 2024 North Yorkshire and York Care Provider Olympics on the success of previous years events. The competition is open to care homes and supported living settings across the area to host their own Olympic style event to compete with other providers to compete for our Olympic title. This is your chance to get residents and staff up and moving to promote the health benefits of physical activity to those in your care. Throughout the initiative we will be sharing great practice, ideas and learning across the sector as well as resources and guidance to support physical activity in your settings.

For further information and to register your service please follow this link.





- · Respiratory disease is one of the most common causes of death for people with a learning disability. • Many of these deaths are avoidable.
- Keeping My Chest Healthy is an innovative respiratory health education digital resource.



An online, fully translatable resource with 4 key sections:



For more information please click here



25 years of NICE

Improving lives through evidence-based health and care guidance

For 25 years, NICE has helped practitioners and commissioners get the best care to people fast, while ensuring value to the taxpayer.

In our <u>in-depth feature article</u>, we celebrate the wide-ranging impact we've had in the UK. We also explore how we're transforming the way we work to ensure we continue to add value to health and care.

In this short <u>video</u>, our chief executive, Dr Sam Roberts, reflects on our journey. She acknowledges key milestones and outlines how we'll continually adapt to meet the needs of the health and care system over the next 25 years.





Nursing recruitment and retention toolkit webinar series

Wednesday 12 June | 13:00 - 13:45 | Online

Recruiting and retaining the nursing workforce within social care is now more important than ever. We have two webinars covering opportunities for restorative clinical supervision and developing the nursing associate role in social care. These webinars are designed for those invested in the social care nursing workforce and with input from key stakeholders will explore best practices in both topics.

⇒ Register now



TENA Training 2024

To the staff at «Email» We would like to invite your staff to attend the following virtual training. which we are providing on behalf of York and Selby Continence Service

These sessions cover:

Technology of TENA Products TENA Product assessment TENA Product range Correct fitting of TENA Products How to get the best of the TENA Products

All sessions timings are 2pm - 3pm

26th June 2024 5th July 2024 7th August 2024 30th September 2024 11th October 2024 29h November 2024 19th December 2024

The training is done via TEAMs with Jo Mitchell

If you are interested in the session please contact jo.mitchell @Essity.com and the link will be sent out





Humber and North Yorkshire

Health and Care Partnership

Dates for your Wellbeing calendar

We're delighted to announce Humber and North Yorkshire's Health and Wellbeing calendar for 2024/25 is now live!

Take advantage of these free virtual sessions available to all volunteers and staff working within health and social care including NHS, non-NHS, community care, social care, local authority and VCSE.

What's coming up?

June 2024

- Thursday 13 June Stop reacting and start responding: Stress and Self Care
- Wednesday 26 June Menopause Awareness for colleagues and Line managers

July 2024

- Tuesday 2 July Hand reflexology for MSK
- Friday 12 July Understand and managing your periods
- Wednesday 17 July Imposter Syndrome
- Tuesday 23 July Menopause Awareness for colleagues and Line managers

<u>Click here</u> for the full list of descriptions and more dates for these virtual sessions. Please feel free to distribute amongst colleagues, teams and networks within your organisations.

For all other queries, please email hny.wellbeing@nhs.net



Humber and North Yorkshire Health and Care Partnership



Hull's big mental health conversation

The Public Health Team at Hull City Council wants to understand more about what we can do as individuals, across communities and as a city to prevent people from experiencing mental health difficulties.

They want to hear views on what keeps you feeling good, what might affect your mood, why you might not talk about your mental health and what helps you handle difficult times.

People who live, work or study in Hull have until Monday 24 June 2024 to share thoughts on what can be improved and how we can work together to reduce mental ill health in our city. This information will help us understand our priorities and support the creation of a strategy for Hull, which aims to prevent some of the things that can make us feel worse.

Click here for more information and to complete the survey



Humber and North Yorkshire Health and Care Partnership



Supporting your team: mental health awareness for managers

Wednesday 19 June 2024, 11:00am-1:00pm

This session will equip managers of teams and individuals to support their team members with regards to their mental health and wellbeing. There will be particular considerations of the work-life interface and balance. We will train you in skills for managing distress, those returning from absences and when to seek additional support and signposting.

The session will enable you to take a trauma-informed approach to management, supporting your team with compassion-focused techniques which support their wellbeing and flourishing.

It will also explore the idea of value-based conversations, which activate and motivate teams.

Understanding Suicidality

Wednesday 26 June 2024, 11:00am-1:00pm

This session will support a greater understanding of suicidality, pathologies and the common driving factors. The session will support thinking and practical tips with regards to compassionate engagement and having difficult conversations alongside discussion regarding professional responsibility and confidentiality.

The session will also touch upon the clinical support and approaches to supporting the management of suicidality, including pathways to access care.

The final part of the session will explore case studies. All attendees are invited to share any anonymised case studies that they may wish to be discussed. This can be submitted ahead of time if preferred.

Attendees who wish to submit a case study can do this anonymously via email to <u>hnyresiliencehub@nhs.net</u>.

<u>Click here</u> to book a place for these sessions









Care Conference, Wetherby Racecourse, 18 June

A full day conference, embracing a broad spread of care related topics, organised by Oxmoor Care Consultancy, is being held on 18 June 2024, 9am to 4pm, at Wetherby Racecourse.

Aimed at both Health and Care professionals and Legal/Financial professionals, experienced speakers from the NHS, Social Services, Dementia Forward, the Continuing Healthcare office and Oxmoor Care Consultancy Mental Capacity, will be covering the following subjects:

The Care sector – Where now? Where next?		
Finding Care – The Challenges and Latest Developments		
The Role of Social Services in Funding Care for individuals		
Enhancing the Quality of Care – New Initiatives		
Dementia – 'Mind the Gap'		
The Secret Service of the NHS - Continuing Healthcare Funding		
What Benefits are available and Who could qualify for them		
Capacity Assessments and their role in LPAs and Court Deputyships		

There will be much to learn and take away from the day, with plenty of opportunities to network and make new contacts with other delegates.

The price for the event is £125. To book your place, simply send an email to Holly Bainbridge (oxmoorcareconsultancy@outlook.com), indicating you would like to attend. Following which, confirmation and payment details will be sent to you.



Carers Week 2024

Carers Week (10 – 16 June) is an annual campaign to raise awareness of caring, highlight the challenges unpaid carers face and recognise the contribution they make to families and communities throughout the UK.

It also helps people who don't think of themselves as having caring responsibilities to identify as carers and access much-needed support.

This year's theme for Carers Week is 'Putting carers on the map'.

Get Involved

Our activities calendar is jam-packed this Carers Week including a celebration event on Wednesday 12 June in Museum Gardens. Join us from 10 am, bring a picnic and get involved with our fundraising activities and games.

This is a great opportunity to talk to a Carer Support Worker and other local carers with shared experiences and to find out more about our work.

We've got something for everyone including a Carer Hub, School drop-ins, Independent Financial Advice, Legal Clinic and Wellbeing Workshops.

Visit <u>https://yorkcarerscentre.co.uk/calendar/</u> to find your activity.

The York Carers Centre team will be on hand to support anyone feeling nervous or worried about coming along to an activity for the first time. We hope to see you there.

<u>'We See You'</u>

We have launched an exciting new project for Carers Week called 'WE SEE YOU'.

We are asking carers to collect a small cardboard mirror from Explore Centres and any Carers Week activity, and write a word, phrase or drawing on it, then post it back to us in one of the boxes provided.

We are using mirrors to symbolise reflection, recognition and the unseen efforts of carers and will be creating a piece of art to showcase at our AGM.

We would love you to be a part of it.

Contact information:

hayley.johnson@yorkcarerscentre.co.uk 07864 728186

Carers Strategy Group

The **City of York Council** is inviting Young Adult Carers (16 – 25) and Adult Carers (25+) to the **Carers Strategy Group** to:

- Identify barriers faced by unpaid carers in York and to overcome them through the delivery of the York Carers Strategy and Action Plan
- Prevent the breakdown of caring arrangements, allowing carers to fulfil their potential and to live a life of their own outside their caring role
- Engage with carers of all ages and from all backgrounds, ensuring they are respected, listened to and involved in the planning of services (for both carer and cared for).

The meetings happen four times a year online or in person at West Offices.

The City of York Council welcomes your invaluable, lived experience, as the aim of these meetings is to bring together carers and professionals to improve the lives of carers.

When: Monday 17 June, 10 – 12 pm

Where: City of York Council, West Offices, Station Rise, York YO1 6GA (and online via MS Teams)

Contact Edward Njuguna for more information or to join this group: <u>Edward.Njuguna@york.gov.uk</u>



Join the meeting now or contact maria.foster2@nhs.net for an invitation



News from Skills for Care

Recognising Behaviour as Distress in Practice – a discussion paper

With the National Autistic Taskforce, we've developed a discussion paper that examines approaches to supporting people at risk of distressed or challenging behaviour. Skills for Care is delighted that this paper is written from an autistic perspective.

While the discussion paper is fully supported by Skills for Care, it does not necessarily represent Skills for Care's position and should not be considered guidance or advice from Skills for Care.

⇒ Find the discussion paper

New NHS guidance on meeting the needs of autistic adults in mental health services

The NHS has published guidance for integrated care boards (ICBs) and system partners on how to improve the quality, accessibility and acceptability of care and support for autistic adults to meet their mental health needs. It sets out ten key principles and provides practical examples of how the principles can be applied in both community and inpatient settings.

System partners can use the guidance to think strategically about the inter-relationship between different services to inform commissioning decisions. The guidance supports the <u>recently</u> <u>published national guidance</u> aimed at all mental health services.

⇒ Read 'Meeting the needs of autistic adults in mental health services'

Helping support people with a learning disability with ReSPECT plans

Working jointly with people with lived experience of learning disability, a research team at Warwick University has co-produced new guidance to be used by health and social care professionals. It aims to support a person with a learning disability to think about and prepare for making a ReSPECT plan.

ReSPECT plans let people know what you do or do not want to happen if you need emergency care or treatment. These can be things like giving you CPR (a process to try and start your heart beating again) if your heart stops.

⇒ Access the resources for free



Care Connected- Your North Yorkshire and York Care Provider Forum

Thank you to all those who joined us at our previous Care Connected session. The slides from the meeting can be found through this <u>link</u> along with slides from all previous meetings. Care Connected is open to all care providers and partner organisations from across North Yorkshire and York. The group is facilitated jointly by City of York Council, North Yorkshire Council and NHS Humber and North Yorkshire ICB and designed to help you access the updates relevant to you and your teams from across health and social care in one single place. The meeting takes place through Microsoft Teams every two weeks and the next session will take place on **Wednesday 12 June 10.30-11.30am**.



BLADDER & BOWEL TRAINING FOR CARERS IN RESIDENTIAL AND NURSING HOMES IN THE VALE OF YORK

Residential/Nursing Homes and Domiciliary Carers Bladder and Bowel Training Dates 2024 All sessions via MS Teams

This training will cover:

'promoting continence and managing incontinence'.

Session includes:

updating carers in residential homes/nursing homes and domiciliary carers on the necessary skills to promote continence and manage incontinence within their work environment.

This training is aimed at non-registered staff from residential homes and nursing homes and all domiciliary carers.

These are the objectives of the session:-

- List the possible causes of incontinence;
- Know main functions of the healthy bladder and bowel;
- Understand the impact of incontinence on quality of life;
- · Have an awareness of types of incontinence;
- · Examine various management options;
- Look at how to care for a urinary catheter;
- Help within your work environment.

Date	Time	Training Provider
Thursday, 27 June 2024	1400 – 1600	Ellie Gow
Thursday, 8 August 2024	1400 – 1600	Ellie Gow
Thursday, 7 November 2024	1400 – 1600	Ellie Gow

To make these sessions interactive, we have limited the amount of bookable spaces to 20 per session, and therefore there is a limit of 2 spaces available per care home/per care agency. We recommend and encourage 'train the trainer', so once this session has been attended, the attendee can update their colleagues with what has been discussed.

To book a place, please email <u>clare.markwell@nhs.net</u>, who will send you the Teams meeting invite.



Introduction of ReSPECT Process Briefing for Providers

The York and North Yorkshire area is moving towards the adoption of the ReSPECT process. The aim of this is to promote a more patient-centred and consistent approach to advanced care planning. Over the coming year, you will see the introduction of ReSPECT documentation and eventually the phasing out of the "red bordered" DNACPR forms. In order to support staff with this, a number of sessions are planned to talk through the process, and enable you to ask questions. The following sessions, lasting approximately 1.5 hours, are currently available:

6.6.24 - 10.00- The ReSPECT process: a guide for care staff – held face to face in the Education Centre, Saint Catherine's Hospice, Scarborough; suitable for all working in the social care sector
19.7.24 - 10.00- The ReSPECT process: a guide for LD and autism providers – held on MS teams; suitable for any staff caring for clients with learning disabilities and/or autism
17.9.24 - 10.00- The ReSPECT process: a guide for care staff – held on MS Teams and suitable for all working in the social care sector

• **14.10.24** - **10.00**- The ReSPECT process: a guide for LD and autism providers – held face to face in the Education Centre, Saint Catherine's Hospice, Scarborough; suitable on MS teams for any staff caring for clients with learning disabilities and/or autism

There will also be a session on ReSPECT on the *Palliative care for care staff study day* run at St Catherine's on 8 July

Further dates, including face to face sessions in other locations across the area, will be circulated over the coming months.

To book onto any of these sessions, or to discuss how we can support your organisation with the ReSPECT roll out please email: sarah.holloway@saintcatherines.org.uk



Infection Prevention and Control network

We welcomed 130 network members to our IPC Champions Network event on 11th April, the theme was Parasitic Infections.

Our next IPC Champions Network event will take place on Thursday 6th June 2pm – 4pm. the theme of the event will be identifying and reducing UTI's.

Book your place

Future IPC events on Tuesday 13th August and Tuesday 22nd October 2pm – 4pm

First Specialist Social Care Nursing Qualification launched

Northumbria University have developed a Specialist Practice Qualification in Adult Social Care Nursing and have mapped their programme to the QNI Field Specific Standards alongside the NMC Standards of Proficiency for Education and Practice (Mandatory). They are hoping to commence delivery of this programme in September 2024.

RCN Foundation Learning Disability Scholarship

Applications for the RCN Foundation Scholarship MSc Advanced Practice - Learning Disability are closing in a couple of weeks.

If you are an RNLD working in social care or across social care and the NHS, at or towards an advanced level of practice, and would like to undertake your MSc Advanced Practice - Learning Disability, please visit the <u>website</u> with details of the Scholarship and how to apply

Switching to decaffeinated drinks could prevent falls in older people and save the NHS £85m a year

Over 75s should switch to decaffeinated drinks to reduce their risk of falling and save the NHS £85m a year, researchers have found.

In a first-of-its-kind trial, residents at eight care homes saw a 35% reduction in toilet-related falls after switching their hot drinks to decaf versions. Caffeine is a diuretic, meaning it makes your body produce more urine in a bid to get rid of water more quickly By encouraging the residents to switch to decaf, it was hoped that they would be less likely to fall while rushing to get to the loo.

Read more

May Meeting

Thank you to everyone who attended our May meeting. The theme was Sepsis, and we were very kindly joined by Liz Grogan, Carrie Mulvihill, and Danielle Miller. Please find their presentations below.

Liz Grogan - What is sepsis?

Carrie Mulvihill - RESTORE2 Project in Leeds

Danielle Miller - iStumble and Falls Prevention Awareness

The summary document of the meeting will be available <u>here</u> on the event page soon. Our next meeting will take place on **Thursday 26th September**, from 2pm - 3.30pm. More details about themes and speakers to come!

The National Care Awards

By <u>nominating</u> a colleague you will be supporting their dedication and commitment whilst also helping to raise the profile of the care sector as a whole. Entry deadline: TBC **https://nationalcareawards.com/**



Humber and North Yorkshire Health and Care Partnership



Reasonable Adjustments Digital Flag: Health and social care staff training now available

Staff training for the Reasonable Adjustment Digital Flag is now available on the <u>eLearning for</u> <u>healthcare website</u>. This training is available to all health and social care staff and support organisations to meet their obligations under the <u>Reasonable Adjustment Digital Flag Information</u> <u>Standard</u>. Under this Standard, organisations must provide training as mandated within the Health and Social Care Act (2012).

The training has been developed with subject matter expertise and has been thoroughly tested across a range of clinical and administrative professions. The training will support staff working across health and social care to be able to provide the right care and treatment by making sure that the reasonable adjustment needs for disabled people are supported.

This is a single, short module covering the background, what reasonable adjustments are and the 6-step process to identify people with a disability or impairment (including autistic people and people with a learning disability) and their reasonable adjustment needs, to make access to care fair.





Recruitment support

New induction toolkit

Skills for Care has developed a toolkit to help managers plan and deliver a high-quality induction that fully supports new starters to quickly settle into their roles.

Induction is a vital time in settling in new recruits and ensuring that they feel welcomed, wellequipped and understand what is expected of them. Our induction toolkit brings together checklists with resources and guidance for each stage of the process - from pre-arrival through to the sixth month of employment - to ensure you are providing a robust and supportive induction. The toolkit also includes guidance on inclusion, diversity, cultural awareness and inducting disabled workers and agency staff.

⇒ Access the toolkit

Delivering outstanding care seminar

Wednesday 5 June 2024 I 10:00 - 15:30 I Online

This interactive seminar is for services who want to understand what Outstanding care looks like and how to deliver and evidence this. It's primarily aimed at services currently rated Good but who want to progress to Outstanding, as well as newer services hoping to achieve this accolade in their first inspection.

⇒ Register now

Register manager webinar: Leading induction for a positive workplace culture

Thursday 6 June I 10:30 - 11:30 I Online

A quality induction doesn't need to be complicated. Join us to explore practical ideas to support new employees with an effective induction programme and learn how this helps create a positive workplace culture within your organisation.

<u>⇒ Register now</u>

Nursing recruitment and retention toolkit webinar series Wednesday 12 June | 13:00 – 13:45 | Online

Recruiting and retaining the nursing workforce within social care is now more important than ever. We have two webinars covering opportunities for restorative clinical supervision and developing the nursing associate role in social care. These webinars are designed for those invested in the social care nursing workforce and with input from key stakeholders will explore best practices in both topics.

⇒ Register now

Regional networking events for individual employer and personal assistants

These networking events are aimed at personal assistants, individual employers and those who support them within the regional area. It will be an opportunity to share good practices, highlight new and innovative ways of working and provide opportunities to support and network with others. Collaboration will be key during the events both in content and any actions that emerge from the meeting.

North East, North West or Yorkshire and Humber Tuesday 10th September 2024 14.00-16.00 ⇒ Register



Skills for Care want to hear from you

Are you a provider employing Nursing Associates? If so we'd love to hear from you to share your developments at our Nursing Associate Forum

We're looking for provider representatives to sit on the forum and help shape this work. If you would like to be involved, please email <u>SocialCareNursing@skillsforcare.org.uk</u>.

We're receiving lots of interest about where the nursing associate role is being developed outside of nursing care home settings. If you are a provider, nurse, or student/qualified nursing associate involved in this and willing to share your experience please contact <u>lucy.gillespie@skillsforcare.org.uk</u>



Safeguarding Week 2024 Programme of free on-line sessions announced for Safeguarding Week 17 – 21 June 2024

Partners from Safeguarding Adults Boards, Children's Safeguarding Partnerships, Community Safety Partnerships across North Yorkshire, the City of York, East Riding and Hull have come together and developed an extensive programme of learning events, seminars and interactive sessions which all underpin this year's theme - 'Safeguarding is everybody's business'.

Spurred on by the success of Safeguarding Week 2023 the safeguarding partners have worked to extend the range of topics being covered this year. While a number of the sessions are open only to professionals working in the safeguarding sector, the majority of the sessions are also open to the public. The week-long programme of over 40 sessions caters for members of the public who want to learn more about safeguarding.

Covering topics such as modern slavery, drug and alcohol use, learning from local and national reviews, domestic abuse and much more. The sessions have been designed to stimulate discussion, spark innovation and share best practice. Each session will be delivered by inspirational and motivational speakers, all of whom are experts in their field.

The full programme of events is open for viewing and booking via EventBrite and early registration is recommended to avoid disappointment. <u>You can view and book on to sessions here</u>

All the agencies involved will be sharing information across their social media channels and website in the run up to Safeguarding week and throughout the week. To follow along look for the hashtag **#safeguardingweek2024**

Volunteers' Week 2024

Volunteers' Week marks it's 40th year this year and takes place between Monday 3rd June – Sunday 9th June 2024. Volunteers' Week is about celebrating and thanking those who give up their time to make a difference. Whether you are part of a voluntary organisation or a volunteer yourself, here's how to make your week as great as possible.

Useful guidance and downloadable resources to help you get the most out of Volunteers' Week for Organisations <u>For organisations – Volunteers' Week (volunteersweek.org)</u>

For Volunteers, whether you're already volunteering or want to start, find out how you can get involved <u>For volunteers – Volunteers' Week (volunteersweek.org)</u>

Brand new resources to help you mark 40 years of Volunteers' Week <u>Resources – Volunteers'</u> <u>Week (volunteersweek.org)</u>

Learning and Development Opportunities



Carer Awareness Training (online)

York Carers Centre are providing Carer Awareness Training via Zoom on the following dates:

1st July 10.30-12.30 1st October 10.30-12.30 5th November 10.30-12.30 14th January 10.30-12.30

To book a place, please access York Learning Pool and create an account, if you haven't already signed up:

https://york.learningpool.com/login/index.php

Please ensure you provide your name, contact number, employer, role and email address. The zoom login details, certificate, copy of the presentation and evaluation form will be emailed to you.

If you have any questions or issues accessing York Learning Pool please email wdu@york.gov.uk



Developing nursing placement opportunities in social care: An open letter to Higher Education Institutions

From Ed Hughes, CEO, Council of Deans of Health and Oonagh Smyth, CEO, Skills for Care.

Skills for Care in collaboration with NHS England's Chief Nurse for Adult Social Care, Deborah Sturdy, and key stakeholders published new guidance to support the development of social care nursing placement opportunities.

This open letter to Higher Education Institutes is in response to feedback from employers which suggests that a key challenge for potential placement providers is a lack of knowledge of who to contact within Higher Education Institutions to help begin the process of becoming a placement provider.

⇒ View the open letter⇒ View the guidance

Nursing careers in social care resource

We're pleased to launch our new careers resource for nursing in adult social care which has been designed to demonstrate the different opportunities and routes people have taken in their nursing careers to reach their current position. Each nursing story highlights the day-to-day activities of their current role, what brings them joy, how they started and developed their careers, and the qualifications they've completed. ⇒ Find out more

Share your nursing career journey with us!

We would love to know what inspired you to start a career in adult social care nursing, if you would like to share your journey with us complete this template and email it to

SocialCareNursing@skillsforcare.org.uk

Further Information

Contacts for Incident Reporting-Updated Process

To report any patient safety concerns regarding York and Scarborough Teaching Hospitals NHS Foundation Trust, please email <u>yhstr.s2s@nhs.net</u> This will allow the Trust to continuously receipt, acknowledge and investigate these concerns.

To make a complaint or to highlight any concerns regarding Yorkshire Ambulance Service NHS Foundation Trust, please email <u>yas.patientrelations@nhs.net</u>. Please find through this <u>link</u> a template which you are able to complete, which will ensure they have all the information required to investigate.

Chief Nurse for Adult Social Care Awards- Nominate Your Team!

The Chief Nurse Awards are an opportunity to recognise the outstanding contribution made by social care staff, and celebrate those who go above and beyond in their work, provide outstanding care, commitment and inspiration to colleagues. As well as being able to nominate individual staff members for a gold and silver award, there is now also the chance to nominate your team!

Further information on the award including the nomination criteria can be found through this <u>link</u>. We would encourage providers to have a think about staff meet these criteria and deserve recognition.

We're happy to support with any nominations, and if you submit an application please copy us in so we can also celebrate the outstanding work undertaken everyday by care staff in our area.

This bulletin is produced by York Health and Care Partnership

Do you have.....

- thoughts or comments to share?
- news that you would like to feature in the bulletin?

If so please contact <u>hnyicb-voy.yorkplacequalitynursingteam@nhs.net</u>