

<b>Title</b>	Follow up on Health and Wellbeing Board Themed Meeting on Mental Health on 12 January
<b>Date</b>	9 March 2017
<b>Lead contacts:</b>	Katie McDonald, Health and Wellbeing Lead Officer

**Purpose of this report:**

The Health and Wellbeing Board held a themed meeting on mental wellbeing on 12 January as part of progressing the ‘promoting good mental health and wellbeing for everyone’ priority included in the refresh of the Joint Health and Wellbeing Strategy refresh for 2016 – 2021.

This was the first HWB themed meeting for members to consider one of the Joint Health and Wellbeing Strategy priorities in detail with the aim of identifying potential gaps where a partnership response from the Health and Wellbeing Board could add value.

A summary of this meeting is included in this agenda pack and presentations from the meeting can be found on the HWB webpages <https://democracy.buckscc.gov.uk/ieListDocuments.aspx?CId=710&MId=9328&Ver=4>

Following discussion of the main themes at the meeting; there were two main actions for each board member organisation:

**1. Workplace Mental Health and Wellbeing**

- How will the Health and Wellbeing Board organisations lead by example?

**2. Joint Communications**

- How will the Health and Wellbeing Board improve people’s understanding of where to go when they need help or to access services?
- How will the Health and Wellbeing Board reduce stigma within communities (planning for joint campaigns/common messages)

**Responses from HWB members can be found in the table included in this report.**

There were also three areas raised as ‘quick wins’ for the Health and Wellbeing Board to take forward. HWB members are invited to comment and update on these at the 9 March meeting:

- 1) A suggestion that as lead commissioners there should be a set of guidelines for mental health and wellbeing in a central repository and this should be carried out in a way that uses existing resources more effectively.

- 2) Appetite for joined up positive mental health campaigns across the county
- 3) Commitment from members to make sure mental health and wellbeing information is available on their organisation websites (e.g. promotion of the Heads up website)

The following websites and resources were mentioned at the meeting and are useful as reference for taking forward commitments to the mental health and wellbeing priority:

- Does your organisation have a mental health champion?  
<http://www.mentalhealthchallenge.org.uk/>
- **The Workplace Well-Being Charter** can provide advice and support for any size of organisation. More information can be found at  
<http://www.wellbeingcharter.org.uk/index.php>
- **Mental Health First Aid training for staff** – provided by Bucks Mind - Andrea McCubbin <[andrea.mccubbin@bucksmind.org.uk](mailto:andrea.mccubbin@bucksmind.org.uk)>
- **Suicide prevention training for staff** (STORM or ASSIST)  
<http://www.stormskillstraining.co.uk/> [http://www.prevent-suicide.org.uk/asist\\_suicide\\_intervention\\_skills\\_training\\_course.html](http://www.prevent-suicide.org.uk/asist_suicide_intervention_skills_training_course.html)
- Link with IAPT and ensure organisation websites have links to it including a mention that people can self-refer <http://www.healthymindsbucks.nhs.uk/>

### **Recommendation for the Health and Wellbeing Board:**

- 1) To review the information provided
- 2) To put forward suggestions on future commitments and actions
- 3) To agree to review progress on the mental wellbeing priority in autumn 2017.

### **Background documents:**

Organisation	Workplace	Communication (planning for joint campaigns/common messages)	Future commitments /actions raised at 9 March meeting
<p><b>Buckinghamshire Healthcare Trust</b></p>	<p>1. How will the Health and Wellbeing Board members lead by example as employers?</p> <p>Karon Hart, Healthier lifestyles and Staff wellbeing services manager gave a full presentation on BHT work on improving mental health and well-being of staff at the 12 January Health and Wellbeing Board meeting.</p> <p>A number of people approached Karon after the meeting. There was an enquiry at the meeting about BHT availability to provide support/interventions to other organisations and David Williams and Karon Hart confirmed that BHT would be available to offer support and answer any queries going forward.</p> <p>Karon Hart is the Senior Responsible Officer for the Buckinghamshire, Oxfordshire Berkshire West Sustainability and Transformation Plan workforce wellbeing and prevention and chairs a bi-monthly meeting of NHS wellbeing services, which also links to Oxford Academic Health Science Network and other large organisations e.g. Johnson and Johnson, Vodafone and BMW, therefore raising awareness and circulation of best practice examples.</p>	<p>1. How will HWB members improve people's understanding of where to go when they need help or to access services?</p> <p>2. How will the Health and Wellbeing Board reduce stigma around mental illness within communities?</p> <p>BHT continue to use the Healthier Lifestyles Service as a portal for staff, patients and visitors to the Trust to be signposted/ referred to appropriate internal/external specialist services as appropriate. This is available via self-referral and clinician referral, while we offer specialist psychological interventions to staff, our remit does not extend beyond that for treatment services.</p> <p>BHT will continue to use the Healthier Lifestyle Service communications methods (Information stands that are on site at all hospitals to advertise and raise awareness of joint campaigns in line with BCC Public health calendar of events.</p> <p>BHT continue to use 5 ways to wellbeing as our 'entry point' awareness raising around mental wellbeing</p>	<p>STP work place Project Initiation Document to be circulated to HWB members once ready</p>

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	<p>1. How will the Health and Wellbeing Board members lead by example as employers?</p> <p>Karon is currently updating the PID for this stream of STP and attends the monthly BOB STP prevention work stream meetings in Newbury that this feeds into. The PID will ensure the raising of work place wellbeing standards across the BOB STP region.</p> <p>It is of note that at the meeting of NHS providers mental health in the workplace and its management by both the individual and the manager of the individual, as well as organisation wide initiatives was certainly the most pressing topic.</p>	<p>1. How will HWB members improve people's understanding of where to go when they need help or to access services?</p> <p>2. How will the Health and Wellbeing Board reduce stigma around mental illness within communities?</p>	
<b>Oxford Health NHS Foundation Trust</b>	<p>OHFT has an established Health &amp; Wellbeing Action Group chaired by a Trust Executive who works with a network of Champions, from across the workforce focused on staff health &amp; wellbeing.</p> <p>OHFT has a co-ordinated Wellbeing Action Plan:</p> <p><i>The plan aims to support an inclusive workplace, where staff feel safe to raise concerns and are provided with the tools to look after their own emotional and psychological-wellbeing.</i></p>	<p>OHFT is committed to raising awareness of joint campaigns and continues to use 5 ways to wellbeing as our 'entry point' awareness raising around mental wellbeing</p>	

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	<p><i>OHFT will</i> Continue their work to support the reduction of Workplace Stress through a number of initiatives, including:</p> <ul style="list-style-type: none"> <li>• Further develop opportunities for staff recognition</li> <li>• Apply for and attain; Wellbeing Charter, Healthy Workplace award</li> <li>• Promote and enable 'activity' groups via Workplace Champions, share good practice with external organisations, support a calendar of Wellbeing events.</li> <li>• Increase Organisational wide awareness for Wellbeing</li> </ul>		
<b>Aylesbury Vale and Chiltern Clinical Commissioning Groups</b>	<p>Robust wellbeing programme in place at the CCG (tasters with sports, regular pilates, walks, choir etc.)</p> <p>The Partner Forum to discuss signing up to the</p>	<p>Mental Health Partnership Board to discuss improving awareness in communities.</p> <p>Use of Prevention matters, Community Development Workers, Recovery College,</p>	

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	<p>1. How will the Health and Wellbeing Board members lead by example as employers?</p> <p>Mindful Employer Charter</p> <p>The Partner Forum will review the HR Health and Wellbeing Policy</p> <p>There is a Mental Health First Aider on the CCG staff</p> <p>Details of the National GP Mental Health service has been circulated to primary care- for GPs suffering with Mental health issues.</p>	<p>Schools, aligning with national campaigns</p> <p>Mental Health services information on CCG website (public facing) regarding services available locally with links to relevant services.</p>	
<p><b>Buckinghamshire County Council</b></p>	<p>BCC Organisational Development currently leading on 'Health and Wellbeing Ambition' to create a healthy, positive and engaged workforce.</p> <p>Current offer to staff includes</p> <ul style="list-style-type: none"> <li>- E-learning, online courses to assist with personal resilience and stress awareness</li> <li>- Mindtools: offers 70 free online courses around managing stress including coping strategies, happiness, wellbeing and relaxation and sleep.</li> <li>- PAM Assist EAP (Employee Assistance Programme)</li> </ul> <p>BCC currently in liaison with Karon Hart at BHT to</p>	<p>Public Health lead the multi-agency Suicide prevention group who are currently updating a comprehensive action plan which included priorities for improving communication and will be presented to the Health and Wellbeing Board later in the year.</p> <p>Public Health also leads a multi-agency adult mental wellbeing group who are also updating an action plan which will be aligned to the Joint Health and Wellbeing Strategy.</p>	

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<p><b>Wycombe District Council</b></p>	<p>Wycombe DC has a Health and Wellbeing Working group who provide direction and co-ordinated action to improve the health and wellbeing of staff via our Health and Wellbeing Strategy. The Health and Wellbeing Group are supported by the Health and Wellbeing Champions who promote health and wellbeing in their work areas and encourage colleagues to get involved. This includes a specialist Health and Wellbeing Champion for Mental Health who leads mid-week staff meditation sessions and signposts to additional advice and support resources. Information can be found in staff newsletters and within the leisure room.</p> <p>We also have Activity Representatives who organise activities and encourage colleagues to participate in physical activities such as football, badminton and keep fit classes. Regular activity is recognised as an important aspect of mental health and wellbeing.</p>	<p>Wycombe DC recognise regular exercise and access to green open spaces as being important to resident's health and wellbeing.</p> <p>Continue to consider and understand the important of green open spaces within new housing developments, particularly within the local plan on mental wellbeing</p> <p>Continue to support and fund county wide physical activity programmes and projects including Active In and Active Bucks.</p> <p>Continue to promote the district's attractions including walking and cycling routes via social media platforms and tourist information points.</p> <p>Lead officer for health to continue to represent WDC at county wide strategic health meetings, providing resources, assisting with partnerships and carrying out communication strategies with</p>	

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	<p>The Mental Health Awareness Week was piloted in 2016 and included a lunchtime brief bites session open to all employees, a literature stand and a quiz amongst other activities. Event to be held in 2017.</p> <p>The Occupational Health service delivered by PAM Assist. The Occupational Health nurse visits the council offices once a week for appointments at the request of line managers or officers. A telephone advice service is also available for all employees.</p> <p>Stress risk assessments carried out twice a year by line managers.</p> <p>Regular one to ones between line managers and officers.</p>	<p>local residents when required.</p> <p>Introduce council's health strategy and action plan for 2017/18 to ensure a more co-ordinated approach within departments.</p> <p>Develop a Dementia Awareness training programme for employees and members and support the High Wycombe Dementia Friendly Communities steering group. Desired outcomes to better support residents living in the District who have Dementia and to ensure they live well.</p>	
<b>Chiltern and South Bucks</b>	<p>Both councils already have Stress Policies, Absence policies, Occupational Health and provide additional therapy for staff as required through the occupational health process.</p>	<p>In relation to customers the services assist persons with complex needs to enable access to; benefits, housing, homelessness assistance, address housing standards, deal with neighbourhood issues including antisocial</p>	<p>Training for the Housing Team on suicide prevention.</p> <p>Improve</p>



	<p>The Councils developing a Joint Health and Wellbeing Strategy for employees.</p> <p>In terms of prevention the Councils have a Wellbeing offer including; massage, thoughtfulness therapies, physical exercise initiatives, including leisure discounts, healthy eating advice, employment counselling and mediation and a telephone advice line and an Employee assistance programme.</p>	<p>behaviour and nuisance. Due to the complex issues the team liaise with mental health services, early help, adult and children's services, police etc.</p> <p>An identified gap during the housing service review was to train staff to deal with people at risk of suicide such as the suicide first aid training.</p> <p>In relation to community asset building and resilience the work we undertake follows the principles around 5 Ways to Wellbeing supporting people to; connect, take notice, keep learning, give, and be active, supporting increasing volunteering, community asset building and building community empowerment. Some examples include supporting the setup of; dementia friendly communities, community and street associations, good neighbour schemes, community transport initiatives, intergenerational projects, and community outreach activities supporting learning and physical activities.</p>	<p>signposting for mental health and wellbeing services</p>
<p><b>Aylesbury Vale DC</b></p>	<p>AVDC has policies on Stress, Absence and Drug and Alcohol testing. AVDC employs the services of PAM Occupational Health and Aylesbury Counselling services on a pay as you go basis. As well as conducting individual stress assessment with staff as required.</p> <p>We ensure staff involvement in wellbeing through the Health, Safety &amp; Wellbeing committee. In 2016, we developed a Health, Safety &amp; Wellbeing strategy with an action plan. To monitor our staff wellbeing and identify stressors within AVDC we</p>	<p>AVHT links</p>	

	<p>have conducted a HSE Management standards survey and Staff engagement survey which we use to identify any issues which need addressing through training or other means.</p> <p>Wellbeing is managed internally with various offerings delivered by face to face training, eLearning and awareness programmes including resilience, mental health awareness, healthy lifestyles and drug and alcohol awareness. We are currently running a variety of workshops on financial wellbeing, mindfulness and are in the process of designing a new eLearning module called "Email Efficiency" which includes email stress. We have a series of articles on our intranet to address subjects such as stress, sleep and active lifestyles and are currently developing this further. We have recently delivered resilience training to specifically support the Union and staff reps as we embarked on a major restructure.</p> <p>AVDC support staff with issues that may be affecting them outside of work by sign posting organisation. Our previous learning at work week included an exhibition "support and opportunities for you", exhibitors included Age UK, Carers Bucks, Community Impact Bucks, Healthy Minds and Active Bucks. We also run regular sessions with Alzheimer's UK on dementia awareness.</p>		
<p><b>Healthwatch</b></p>	<p>Healthwatch Bucks:</p> <p>Provide a highly flexible and mutually supportive working environment that allows our staff to achieve work life balance</p>	<p>Healthwatch Bucks will be:</p> <ul style="list-style-type: none"> <li>- Using our signposting and engagement activities to direct to relevant services</li> <li>- Merging our mental health directory with</li> </ul>	

	<p>Holding events for volunteers and staff to increase engagement, mutual support and well being</p> <p>Transparent and collaborative approach to activities</p> <p>Promoting access to and engagement in CIB Monday Mile</p>	<p>the directory being produced by Bucks MIND</p> <p>Healthwatch needs:</p> <ul style="list-style-type: none"> <li>- A central point to be identified to carry a mental health directory of services which we can signpost to</li> </ul> <p>Healthwatch Bucks is unlikely to be delivering projects and services designed specifically to reduce stigma. However it can play a part in a number of different ways:</p> <ul style="list-style-type: none"> <li>- Support communications from other Health and Wellbeing Board participants aimed at doing this;</li> <li>- Support communications around key calendar events (e.g. World Mental Health Day);</li> <li>- Ensure that mental health is given parity with other areas in terms of prioritisation of our work.</li> <li>- Partnering with related voluntary sector organisations (e.g. Bucks MIND); and</li> <li>- Ensure that Healthwatch Bucks work in this area is aligned with this outcome (reduction in stigma) in terms of how we deliver our work reaching out to seldom heard groups to capture their experiences of local health and care services</li> </ul>	
<p><b>SOBS</b>  (NB. SOBS not</p>	<p><b>N/A</b></p>	<ul style="list-style-type: none"> <li>• Raising awareness of the vulnerability of Suicide Survivors [those who have lost someone dear to them through suicide]</li> </ul>	

<p>member of HWB but voluntary sector organisation who attended the Mental Health themed meeting and committed to raising awareness in Bucks)</p>		<p>as a group, especially in the early weeks of bereavement up to and including the inquest.</p> <ul style="list-style-type: none"><li>• Early intervention, from the Thames Valley Police initiative onwards, sympathetic support from the Coroner's Office, positive intervention by their GP, signposting to organisations such as ourselves. They will often be part of the Sickness and Absence data, as well as drawing on benefits</li><li>• SOBS is able to talk to any group, professional body or volunteers, to give them an insight into the feelings and reactions of the bereaved</li></ul>	
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