

Committee: Health and Wellbeing Board

Date: 28th January 2020

Wards: All

Subject: Emotional Health and Wellbeing update

Lead officer: Dr Dagmar Zeuner, Director of Public Health

Lead member: Cllr Tobin Byers, Cabinet Member for Adult Social Care, Health and the Environment.

Contact officer: Barry Causer, Head of Strategic Commissioning (Public Health).

Recommendations:

- A. HWB to agree to further develop the relationship with Thrive London to explore opportunities for further engagement, promote anti-stigma campaigns and seek opportunities for meaningful activity that compliments local work.
 - B. HWB members to agree to participate in the re-refresh of the Suicide Prevention action plan and promote evidence-based resources and training to residents and their staff.
 - C. HWB to discuss their experiences of workplace health programmes and the approach to supporting the mental health and wellbeing of their staff, to inform the approach to healthy workplaces in Merton.
 - D. HWB to note the holistic pilot programme taking place in East Merton around Health and Work.
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1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. This report, requested by the Health and Wellbeing Board, is an update on a number of areas of existing and new work related to emotional health and wellbeing in Merton. The update focusses on the wellbeing aspect of mental health and does not cover clinical services.

2 INTRODUCTION

- 2.1. The Health and Wellbeing Board (HWB) received an overview of recent successes, developments and opportunities for future action on mental health and wellbeing at their meeting in January 2019. Since then the HWB has agreed the Health and Well-being Strategy (HWBS), which takes a whole life course approach so that all Merton residents can Start Well, Live Well and Age Well. The HWBS includes mental health and wellbeing as one of the three attributes of a healthy place and sets key mental health related outcomes of: less self-harm; better relationships; less depression, anxiety and stress; less loneliness; and, better social connectedness.

3 THRIVE LONDON MENTAL HEALTH FAIR

- 3.1. The HWB agreed at their meeting in January 2019 to work in partnership with Thrive London to develop an event that celebrates local mental health

and wellbeing services and engage with people who live and work in Merton about what matters to them around their mental health and wellbeing.

- 3.2. The Merton Mental Health Fair was held on Monday 4th November 2019 and with an estimate of over 300 people attending, was seen as a success. The Fair celebrated over 25 local organisations, covering mental health and wellbeing across the life-course, and there were contributions from the Leader of the Council Councillor Stephen Alambritis, Director of Public Health Dr Dagmar Zeuner and James Ludley from Thrive London.
- 3.3. Positive feedback has been received from services that attended who, as well as connecting with residents about the services that they provide, were also able to connect with other services, many of whom they were not aware of.
- 3.4. Feedback from those who attended the fair was wide ranging but had key themes around (1) communications (residents use a wide range of channels to access information e.g. word of mouth and the internet and the on-going need for wider promotion of Merton services e.g. a single place to access information), (2) the importance of delivery in key settings (a desire for support in key settings such as schools and workplaces and the importance of local assets for social support e.g. libraries and leisure centres) and (3) holistic care (the need to align mental and physical health services).
- 3.5. In line with the HWB's key principles and ways of working, including community engagement and empowerment, agreed as part of the Health and Wellbeing strategy, we would ask that the HWB develops the relationship with Thrive London to explore opportunities for further community engagement, the promotion of anti-stigma campaigns and pan-London services e.g. www.good-thinking.uk and actively seeks opportunities for meaningful activity that complements local work.

4 SUICIDE PREVENTION

- 4.1. Approved by the HWB in November 2018, the Merton Suicide Prevention Framework and Action Plan aims to support the vision for London to become a zero suicide City and for Merton to be a place where our residents know where to get help when they need it, where those supporting people at greater risk of suicide are well trained and where our communities encourage people to talk about mental health and wellbeing. There has been good progress in delivery of the plan, particularly on training and awareness, and we ask that the HWB notes the following successes and they provide support for their on-going delivery
 - Merton Public Health and South West London STP Team has been successful in attracting £161,000 funding from the NHS/PHE 'Suicide Prevention Trailblazer Fund' for two suicide prevention projects. The first targets middle aged men and raises awareness about risk, encouraging people to talk, intervene and signpost to services. The second funds a bereavement co-ordinator who will work with the police and other emergency services to ensure people bereaved by suicide are connected to specialist and universal bereavement support services.
 - We have delivered two tranches of 'Suicide Explained' training across Merton, promoting it to partners, community organisations and most recently

Council staff in Children, Schools and Families (CSF) and Adult Social Care staff working with at risk groups. The programme has trained 160 people so far and additional courses are being re-commissioned for delivery over the next year.

- Delivery of suicide awareness training programmes for schools, including a training event for CSF staff, run by Papyrus, where 16 CSF representatives were trained in suicide awareness.
- Delivery of Mental Health First Aid courses (two-day first aider and one-day champion) for partners and organisations across Merton including Merton CCG, SWLSTG, Metropolitan Police and a number of VCS organisations (including Commonsense Trust, Faith in Action, Carers Support Merton, Jigsaw4U and Roots2Grow). In total 164 people have been trained to have greater awareness of mental health issues, reduce stigma around mental health and understand how to signpost to appropriate services. Additional courses are being re-commissioned, in partnership with MCCG, for delivery over the next year.
- Partners have supported Thrive London's campaign for a zero suicide city and have promoted the zero suicide alliance on-line training, found at www.zerosuicidealliance.com/training. The HWB's continued support by promoting the training and encouraging their staff and volunteers to complete the training would be welcome.
- Merton Public Health are working with the South West London STP Team on the Greater London Authority (GLA) pan-London data hub. This will provide data on suicides locally, with data being more time sensitive, as well as allowing greater data analysis functions which will be useful for prevention activity.

4.2. Over the next few months Merton Public Health will refresh the Suicide Prevention Framework Action Plan; choosing five key actions to progress in 2020/21. Proposals for action over the coming year include setting up a Suicide Prevention Forum, the development of a Community Action Plan which provides a framework when faced with clustering¹ or the risk of contagion², a short review of high risk buildings (such as multi storey car parks) and infrastructure in the borough (such as flyovers) to check for suicide risk and participation in a Suicide Prevention Sector Led Improvement programme; which includes webinars and case-studies that will guide our approach to the refresh of the Merton action plan.

The HWB members are asked to agree to participate in the re-refresh of the Suicide Prevention action plan and promote evidence based self-care resources e.g. www.good-thinking.uk and the suicide prevention training available at www.zerosuicidealliance.com/training.

¹ A series of three or more closely grouped deaths which are linked by space or social relationships. In the absence of transparent social connectedness, evidence of space and time linkages are required to define a cluster. In the presence of a strong demonstrated social connection, only time linkage is required

² Contagion refers to the spread of suicidal behaviour, whereby one (or more than one) person's suicide influences another person to engage in suicidal behaviour.

5 MENTAL HEALTH AND WELLBEING IN THE WORKPLACE

- 5.1. The HWB agreed in October 2019 as their priority action for the delivery of the Health and Wellbeing Strategy the expansion of healthy workplaces across Merton.
- 5.2. As one of the three pillars of the London Healthy Workplace Award, Mental Health and Wellbeing is a critical component of the action plan that is being developed for consideration by the HWB in June 2020. In advance of this, we would like to present three case studies to the HWB, as examples of action focussed on mental health in the workplace. These are shared with the HWB to stimulate discussion around existing approaches taken by HWB members and to inform future action.
- a) Merton CCG have supported their workforce in a healthy workplace programme by providing free fruit every week, encouraging participation in charity events that bring staff together and supporting physical activity through a global physical activity challenge. Due to the unsettling time for staff due to the restructure of the NHS across South West London, three of their senior managers have also been trained as Mental Health First Aiders so that they can have a greater awareness of mental health issues and be able to support colleagues and signpost to appropriate services. This has been well received by staff and managers and more staff will be trained as mental health first aiders and champions in the coming months.
- b) Merton Council sent a survey to 60 Councillors to understand more about the pressure they are under whilst carrying out their duties and the effects on their mental health. Over half of the Councillors responded to the survey and initial results show
- Most Councillors have felt stressed, anxious or had sleeping difficulties caused by their role.
 - The majority of Councillors are not aware of, and are not accessing, any resources for supporting their mental health and wellbeing.
 - The majority of Councillors think they should receive support for mental health and wellbeing in the workplace.
- The findings of the survey and the suggestions from Councillors e.g. highlighting self-care opportunities such as www.good-thinking.uk and exploring how Councillors can be supported at a pan-London level are being considered as part of the council approach to Healthy Workplaces which is led by the Workforce Strategy Board.
- c) Merton Public Health commission Healthy Dialogues to support businesses in the three Business Improvement Districts to improve the health and wellbeing of their staff. Their monthly breakfast workshops are popular and upskill business leaders and employees to recognise the signs and symptoms of poor wellbeing, promote key health and wellbeing messages, use coaching strategies to support colleagues make positive behaviour changes and build resilience in the workplace. As a result of the training more than 80 business leaders and employees have set behaviour change goals and aspirations this year, including

- “This week I’m going to put aside some time to evaluate my stressors and what I will do differently”.
- “I’m going to bring TGROW [coaching model] to my meetings with my employees to have a clearer more focused discussion on time management and wellbeing issues”.
- “I’m going to get the team involved in setting wellbeing goals for the company”.
- “I’m going to be a better listener at work”.

5.3. We would ask that the HWB discusses their experiences of existing approaches to workplace health programmes that support the mental health and wellbeing of staff to inform the Merton healthy workplace action plan, which is being developed for consideration by the HWB in June 2020.

6 WORK AND HEALTH

6.1. A partnership from across Merton including Merton Council, Merton CCG, Department of Work and Pensions, (DWP) East Merton Primary Care Network and VCS organisations have been successful in securing £80k from Healthy London Partnership (HLP). This will fund a pilot programme to support people who have been signed off work by primary care with poor mental health and/or musculo-skeletal conditions back into work.

6.2. The pilot programme is still in design phase, but will include a holistic assessment and then signposting to a series of evidence based interventions e.g. yoga for healthy lower backs and an expansion of the art therapy offer in Merton. All activities will link to the roll out of Social Prescribing, be delivered in a community setting and will be available to practices in east Merton and for direct referrals from DWP.

6.3. The programme is being delivered in three pilot sites in London (Merton, Southwark and Camden) and is being evaluated centrally so that it can inform future planning by HLP and primary care.

7 ALTERNATIVE OPTIONS

7.1. NA.

8 CONSULTATION UNDERTAKEN OR PROPOSED

8.1. We have engaged with residents, in partnership with Thrive London, as part of the Mental Health Fair that took place on 4th November 2019. This was attended by over 25 local organisations and services and was attended by over 300 staff and residents from across Merton.

8.2. We have engaged with over 60 Councillors to understand more about the pressure they are under whilst carrying out their duties and the effects on their mental health.

9 TIMETABLE

9.1. NA.

10 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 10.1. NA.
- 11 LEGAL AND STATUTORY IMPLICATIONS**
- 11.1. NA.
- 12 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS**
- 12.1. Improving mental health and wellbeing will contribute to reducing health inequalities.
- 13 CRIME AND DISORDER IMPLICATIONS**
- 13.1. NA
- 14 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS**
- 14.1. NA
- 15 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT**
- 15.1. NA
- BACKGROUND PAPERS**
- 15.2. Suicide Prevention Framework 2018-2023