

Dingley's Promise Mental Health and Wellbeing Strategy

The cost to the economy of people dropping out of work due to poor health can be considerable - in the UK it is estimated to be somewhere between £74 billion and £99 billion for mental health issues alone.

In England, 1 in 6 people report experiencing a common mental health problem (such as anxiety and depression) in any given week. Approximately 1 in 4 people in the UK will experience a mental health problem each year. (MIND)

The overall number of people with mental health problems has not changed significantly in recent years, but worries about things like money, jobs and benefits can make it harder for people to cope. It appears that how people cope with mental health problems is getting worse as the number of people who self-harm or have suicidal thoughts is increasing . (MIND)

MIND publish updated figures every four years (the most recent being published in June 2020) of the number of people, in any given week, who have different types of mental health problems:

Type of Mental Health Illness	How many people in 100 affected
Generalised anxiety disorder	6 in 100
Depression	3 in 100
Phobias	2 in 100
OCD	1 in 100
Panic disorders	Fewer than 1 in 100
Post Traumatic Stress Disorder (PTSD)	4 in 100
Mixed anxiety and depression	8 in 100

These figures have not significantly changed over the last 4 years, but with the 2020 Coronavirus, we are likely to see these increase over time. In a June 2020 study from MIND, they surveyed 16,338 people of which just over 14,000 were adults over the

age of 25. Of the adult respondents, 76% reported having personal experience of mental health problems, with over half experiencing either anxiety and/or depression. In addition, 60% of adults and 68% of young people surveyed, said that their mental health and got worse during lockdown. Also many without previous experience of mental health problems have experienced poor mental health during lockdown and have seen their mental health and wellbeing decline.

Top 5 concerns for adults that made their mental health worse (MIND 2020):

- Being unable to see family, friends or partners that they didn't live with (79%)
- Feeling anxious about family or friends getting coronavirus (74%)
- Not being able to go outside except for essential reasons (73%)
- Feeling bored/restless (69%)
- Feeling anxious about getting coronavirus (66%)

Top 5 positive coping strategies used by adults:	Top 5 most popular sources of information & advice for adults
Connecting with friends or family online (77%)	Friends and family (52%)
Watching TV (but limiting the News) or films (71%)	Official government guidance (41%)
Spending time outside (67%)	Social media (37%)
Doing household chores (e.g. cooking and cleaning) (66%)	Charities, e.g. Mind (28%)
Listening to music or the radio (59%)	TV (25%)

Wellbeing at Dingley's Promise - SWOT Analysis

Strengths	Weaknesses
<ul style="list-style-type: none"> - Staff receive regular 1:1 and supervisory meetings with their managers - Organisational 'buy in' from directors and CEO - Wellbeing boards in place in each centre - All key staff undergo Mental Health First Aid training. - EAP in place which includes unlimited counselling for staff when needed. - Posters are available to promote EAP and Wellbeing Champions - Events have been successful and well received 	<ul style="list-style-type: none"> - One off events are successful but not embedded for example yoga sessions.
Opportunities	Threats
<ul style="list-style-type: none"> - Use 1:1 and supervisory meetings to discuss support services - The four trained wellbeing champions are all managers and it would be beneficial to have staff champions who act as ambassadors amongst staff teams. - Use the SEG (Staff Engagement Group) to promote wellbeing messaging and get ideas and feedback from staff teams 	<ul style="list-style-type: none"> - Staff could have time off which could result in them leaving the organisation. - Without the support and leads from within each staff team there is risk that wellbeing support won't take place.

What our staff and volunteers said

In February 2020, 22 staff and volunteers of Dingley's Promise completed the staff survey. This particular survey was undertaken prior to Covid-19 pandemic. Factors relating to wellbeing included:

- 63% rated feeling stressed as higher than a 5 (on a scale between 1-low and 10-high)
- 42% reported this stress being due to both personal and work place issues
- 39% said they went to their line managers for support when experiencing work related stress
- 86% believe they have a good work-life balance (14% responded neutrally)
- 77% agreed that they feel supported when they are stressed (23% responded neutrally)
- 50% said they has accessed their GP for stress related issues
- 13% said their GP had given them medication
- 17% said their GP had given them information about local support services

Our Wellbeing Strategy

Dingley's Promise is committed to supporting wellbeing for employees and volunteers.

We want to help break the silence and end the stigma around mental health.

Raising the profile and awareness of mental health and wellbeing by:

Promoting better Mental Health & Wellbeing amongst staff and volunteers working at Dingley's Promise.

Establishing and embedding the Five Ways to Wellbeing:
Connect
Take notice
Keep learning
Give
Be Active

Increasing the profile of Mental Health & Wellbeing in existing and new policies, procedures and strategies across the organisation.

Establishing a support system for staff & volunteers who may be experiencing poor mental health & wellbeing.

Best Practice

The Mental Health Foundation suggests the following to support mental health in the workplace:

Involve leaders to create a culture of change

Programmes championed by organisation leaders inspire unity and are more effective.

Establish wellbeing ambassadors to lead change

Well-being champions can be the best ambassadors for engaging employees in well-being.

Establish a central resource for sharing

By establishing a central resource for information, you can direct your employees there for questions.

Use a variety of communication methods to increase engagement

It's important to communicate regularly with your employees in ways that are meaningful to them.

Make it fun

Adding elements of fun to existing company events and communications regarding well-being will help reinforce your messages.

Keep it simple

Encourage people to take the stairs. Hold a walking meeting or a “walk day” at your worksite. Ditch the cakes and provide healthy snacks at meetings

Be consistent

All-employee emails and newsletters are ways to be sure all employees receive consistent communication.

Activity Plan 2020-22

Principle	Activity	Lead	Timescales	Performance Measurement
Promoting better Mental Health & Wellbeing amongst staff & volunteers working at Dingley' Promise.	Update booklet of local services	People Trustee	Ongoing (annual update)	Updated booklet saved in share drive
	Ensure Wellbeing Ambassadors have MHFA training	People Trustee	COMPLETE (CMs, Deputies, FSWs & CEO)	Wellbeing section in staff survey
	Wellbeing section in all DM meetings, SEG meetings and 1:1s	CEO	COMPLETE - in place in all meetings	Minutes of meetings
	Promote national mental health and wellbeing days	CMs & Communications Coordinator	COMPLETE (World MH day 10 th Oct, Time to Talk Day Feb)	Record of actions in Centres & social media
	Lead wellbeing activities in Centres at least monthly	CMs	Ongoing (annual review)	Report in Management Meeting monthly
Establish and embed the Five Ways to Wellbeing: Connect, Take notice, Keep learning, Give, Be Active	Maintain and refresh wellbeing boards	CMs	Ongoing	Wellbeing Boards in each Centre
	Include 5 ways to wellbeing in supervisions	Line Managers	Ongoing	Supervision records
Increase the profile of Mental Health & Wellbeing in existing and new policies, procedures and strategies across the organisation.	Mental Health Awareness session given to all during induction process	Operations Manager	Pending identification of appropriate induction session	Induction session plan in share drive
	During policy reviews assess with a Mental Health lens and adapt where necessary	People Trustee	Ongoing	Policies & Procedures

Establish a support system for staff & volunteers who may be experiencing poor mental health & wellbeing.	Named Wellbeing Champions available in each Centre	People Trustee	Complete	Wellbeing notice boards and wellbeing section on share drive
	Poster to be created with names and contact details of Wellbeing Champions, and EAP details	Communications Coordinator	Complete	Posters on Boards and share drive
	Staff and volunteers experiencing MH difficulties signposted to EAP, local resources and support	Wellbeing Champions and Line Managers	Ongoing	Supervisions

Signed off: September 2020 by Catherine McLeod

Next review: September 2022