

Introduction

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:

Specific Diagnosis	Number of people affected
Mixed Anxiety & Depression	8 in 100 people
Generalised Anxiety Disorder (GAD)	6 in 100 people
Post Traumatic Stress Disorder (PTSD)	4 in 100 people
Depression	3 in 100 people
Phobias	2 in 100 people
Obsessive Compulsive Disorder (OCD)	1 in 100 people
Panic Disorders	Less than 1 in 100 people

Reports from England and Wales tell us that approximately 1 in 3 adults who have a common mental health problem seek treatment in the form of either talking therapies, medication or a combination of both. 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 had 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.

Strengths

- *Staff have regular 1:1 sessions with their Manager
- *Wellbeing is a key feature within Dingley's Promise
- *Employee Assistance Programme Established
- *Support from SLT, Directors as well as events to get together.
- *Wellbeing Champions established across the organisation.

Weaknesses

- *One off events are lovely, but are not embedded and a common approach
- *Lack of established approach within Centres.

Dingley's Promise Wellbeing SWOT Analysis

Opportunities

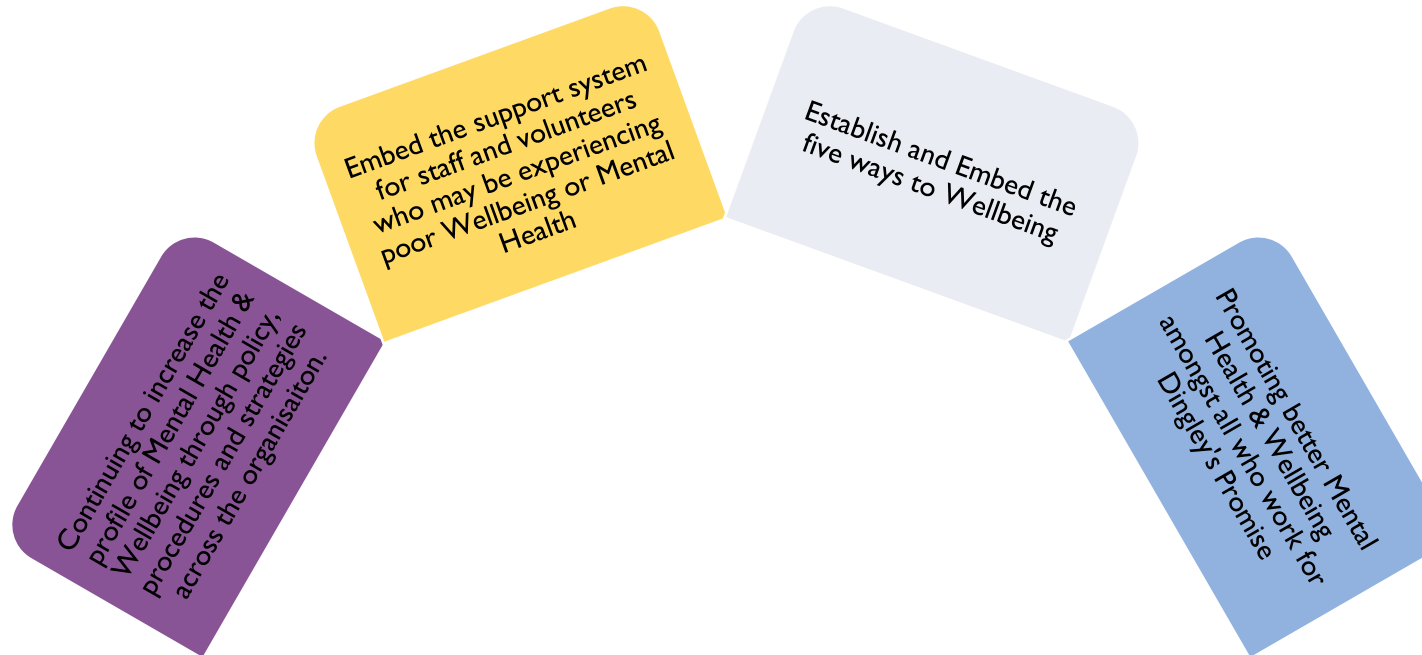
- * The use of 1:1 sessions to discuss relevant support and signposting
- * The Staff Engagement Group being merged with the Wellbeing Champions to promote discussion within centre teams.

Threats

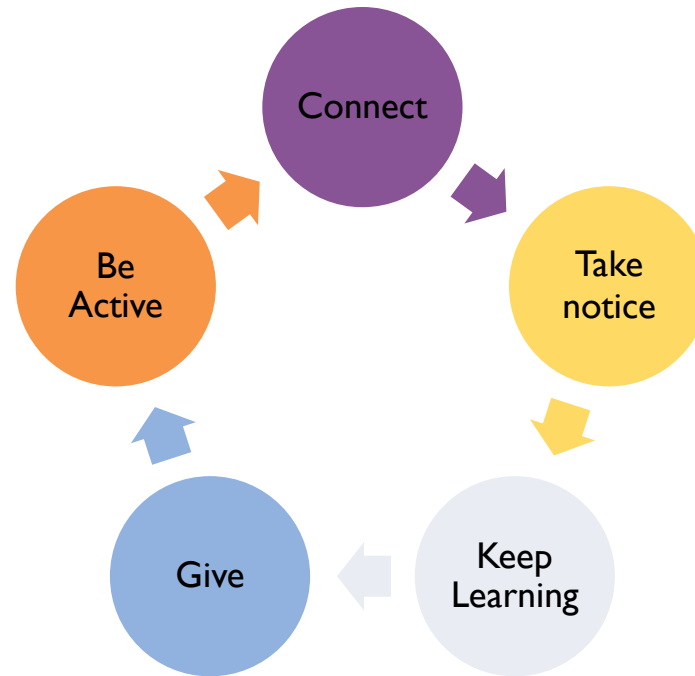
- * Staff could have time off which can lead to them leaving
- *inconsistent approach to wellbeing in each Centre could result in lack of support.

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 by providing a culture of psychological safety. Raising the profile and awareness of mental health and wellbeing by



Five Steps to Wellbeing



1. **Connect:** Build and maintain positive relationships with others.
2. **Be active:** Regular physical activity is helpful for mental health.
3. **Take notice:** Be mindful of the moment and value your environment.
4. **Keep learning:** Constantly learn and challenge yourself and your thinking.
5. **Give:** Acts of kindness and helping others positively add to wellbeing.

Dingley's Promise Action Plan 2025-2027

Principle	Action	Lead	Timeframe	Support Tools & Impact Measurement
Establish and Embed the five Steps to Wellbeing	Include five steps to wellbeing in 1:1 sessions	Line Managers	Ongoing	Supervision records Staff Wellbeing and engagement
	Maintain and refresh wellbeing boards with relevant and useful information for teams to access and signpost.	Centre Managers & Wellbeing Champions	Ongoing	Wellbeing Boards in each Centre
	Establish the five steps of wellbeing into how we evaluate the centres, team and organisation Look at how we can use the 5 steps as standard practice.	Centre Teams Operations Team	Ongoing	Supervisions Development Plans Staff Wellbeing and engagement
Embed the support system for staff and volunteers who may be experiencing poor Wellbeing or Mental Health	Staff and volunteers experiencing MH difficulties signposted to EAP, local resources and support	Wellbeing Champions and Centre Managers	Ongoing	Supervisions Chronologies
	Ensure that all new & existing Centres have a named Wellbeing Champion who attends regular meetings.	Chief Operating Officer Operations & Quality Managers	Review bi-annually	Wellbeing boards updated and staff discussion up to date Staff Wellbeing and engagement

Dingley's Promise Mental Health & Wellbeing Strategy

Continuing to increase the profile of Mental Health & Wellbeing through policy, procedures and strategies across the organisation.	Mental Health Awareness session given to all during induction process	Operations Team	Following identification of appropriate induction session	induction session Induction session plan in share drive
	During policy reviews assess with a Mental Health lens and adapt where necessary	Chief Operating Officer People Trustee	Ongoing	Policies & Procedures
Promoting better Mental Health & Wellbeing amongst all who work for Dingley's Promise	Promote national mental health and wellbeing days	Centre Managers, Wellbeing Champions & Communications Teams	Ongoing throughout the year to participate in World Mental Health Day and other associated days.	Record of actions & impact within the Centres Posts shared on our social media
	Lead a range of wellbeing activities within the Centres during monthly meetings.	Centre Managers Wellbeing Champions	Ongoing alongside an annual review	Report and update in monthly Management Meetings & Wellbeing Champions Catch Up Sessions.
	Mental Health & Wellbeing regularly discussed as part of Senior Meetings with HR. looking at the organisation from a People perspective.	Chief Operating Officer Operations & Quality Managers HR Team	Ongoing monthly during dedicated meetings.	Support for staff increased through HR support Reporting monthly from Operations Team