

The Highland Council

Community Safety, Public Engagement and Equalities Committee – 5 December 2013

Agenda Item	15
Report No	CPE 56/13

Annual Report: Promoting Inclusion and Reducing Stigma for People Affected by Mental Illness

Report by Depute Chief Executive

Summary

This report updates members on work to promote inclusion for people living with mental illness and to reduce the effects of stigma experienced by them. It includes proposals for continued and further work in this area.

1. Background

- 1.1 On 9th March 2012, Highland Council signed the See Me Pledge, committing us to a range of activities to reduce the stigma of mental health and to promote inclusion of people living with mental illness. This is consistent with, and includes activity towards our obligations under the Mental Health (Care and Treatment) (Scotland) Act 2003, sections 25-31, to promote wellbeing and social development for those who have, or have had, a mental disorder.
- 1.2 The Council has made a commitment across each of the themes in its Programme 'Working together for the Highlands' to implement its equality plan, A Fairer Highland, to meet the general and specific duties of the Equality Act (2010) and to aim to ensure that people are treated fairly and with respect. The work reported here falls within that plan.
- 1.3 The suicide rate in Highland has fallen from 22.5 people per 100,000 population in the period before the Choose Life programme (1998-2002), to 17.9 people per 100,000 in 2008-2012 (a 20% reduction). The current figure is slightly above the national average of 14.6 and in 2012 equated to 50 deaths from suicide. National studies estimate that mental illness affects 1 in 4 people at some point in their life.

2. Report on achievements since March 2012

- 2.1 On signing the See Me Pledge, the Council committed to an action plan to promote mental wellbeing and inclusion. The plan, updated with progress to date and targets for the next year, is included in Appendix 1. This plan is divided into five sections and progress and future development with each of these is described below.

2.2 Public Awareness Raising

This work falls broadly into two areas: reduction of stigma and promotion of awareness through the Scottish Mental Health Arts and Film Festival (SMHAFF) which uses creative approaches to engage people in a subject area many would otherwise find difficult to address; and suicide prevention work through the national Choose Life programme (www.chooselife.net) Key achievements are:

- Highland has contributed to the SMHAFF since 2009 and attendances at events in Highland have increased by 60% over 2011. In 2013, 2023 people attended.
- Because of success in the festival in Highland in previous years, Highland was invited to host the national launch of SMHAFF in September 2013. The festival was opened by the Convener.
- From post event surveys, 84% of attendees at SMHAFF events reporting changed thinking about mental health issues, or feeling better informed about them.
- The suicide prevention plan for phase 3 of the national Choose Life programme has been implemented. A multi-agency plan led by Highland Council includes work to raise awareness of suicide prevention across the Highlands, train key professionals in prevention and risk management skills and support projects which aim to reduce suicide.
- All suicide prevention training and engagement targets have been exceeded, with 58% of health and social care staff trained, compared to a target of 50%, 484 third sector staff and members of the public were trained (compared to a target of 400) and 340 people engaged in other suicide prevention events (compared to a target of 300) were trained.

Key areas for development and improvement are to work with the changing national programmes of anti-stigma and suicide prevention work. The new national Choose Life Strategy is awaited.

2.3 Staff Awareness Raising

Staff awareness raising work is done largely through our training programme delivered in partnership with NHS. In addition to this, we have promoted stress awareness through the annual Stress Awareness Day and supported it through resources available to staff on the intranet. Key achievements are:

- 223 NHS Highland staff trained in suicide prevention. This figure includes 41 staff transferred through integration.
- Launch of Mentally Healthy Workplaces training through My Online Learning
- Launch of Health Working Lives “Mentally Healthy Workplace” course for managers, with 77 attendees to date and average feedback score of 9.1 (out of 10)

The “Children in Distress” course, aimed at adults working with children, is being updated and so has missed its delivery target for this year, with 6 courses run against a plan for 10.

Key areas for development and improvement are the re-launch of the Children in Distress course, and a review of further training needs following the introduction of the two courses described above.

2.4 Staff Wellbeing

Alongside continued focus on stress risk assessment through Work Positive, and the stress awareness work mentioned above, a staff Health Promotion Group has been established by the Health, Safety and Wellbeing Manager.

Key achievements in this area are:

- Highland Council has been awarded the Healthy Working Lives Mental Health Commendation Award, which forms part of our work towards the Healthy Working Lives Gold Award. Among the activities contributing to this award were:
 - Establishing a workplace mental health and wellbeing policy
 - Training managers in the Mentally Healthy Workplace course
 - Work Positive
 - Staff stress awareness promotion
- Implementation of the Occupational Health contract
- Redevelopment of the health and wellbeing intranet pages

Key areas for development and improvement are promotion of practical ways to reduce stress and improve wellbeing through a new workplace walking programme and continued support for Work Positive.

2.5 Mental Health Improvement

Much of the work described in previous sections contributes to mental health improvement. In addition to that, a new course has been introduced to Highland, in partnership with NHS Highland. The course, called Mainstreaming Mental Health in Highland, aims to raise awareness of mental health issues for participants, helping them to understand the nature of mental health and the approaches taken to improve it. The course then goes into an action planning workshop where participants develop plans to improve the impact of their own work on the people they work for and with. Four courses have been delivered to date and have been well evaluated. This course is targeted at anyone delivering services which might impact on recipients' mental wellbeing, including a wide range of Council services and those of other public and third sector organisations.

Mental health improvement is a core theme in the Highland suicide prevention strategy, because suicide risk is significantly raised for people living with mental ill-health.

2.6 Mental Health Inclusion

A very important element of our obligations under the Mental Health (Care and Treatment) (Scotland) Act 2003 is enabling inclusion for people who have, or have had, a mental illness. In our role as a service delivery organisation, the nature of our services can have a profound impact in this area.

Key achievements are:

- Support for the Highland Recovery Network in establishing its web-based resource for inclusion. The site is now running sustainably and can be found at www.highlandrecovery.org.uk. It provides information on events and signposts people to agencies and groups offering advice.
- Review of and continued support for the Well Read scheme in Highland Libraries.
- Inclusiveness of services such as the Plus One scheme, employability service, income maximisation and money advice.
- Work under way to measure the effects on mental health of allotment gardening using the nationally-recognised Warwick-Edinburgh Mental Wellbeing Scale to assess the mental wellbeing benefits experienced by people new to allotment gardening.

Key areas for development and improvement are the further development of, and raising awareness of the Highland Recovery Network and the review of the allotments policy and community growing.

3. Implications

3.1 Resource implications

There are no new resource implications arising from this report. Expenditure from the Health Improvement budget in the policy team in support of these activities in the current year totals £69,160 (following a saving of £6,000 taken at the beginning of the year). This was apportioned to:

- Training in suicide and mental health awareness and prevention - £25,600 (materials, licences, events);
- Discretionary grants to voluntary associations including the Samaritans- £22,750;
- Public events and activities to promote awareness and reduce stigma, including the arts and film festival - £12,400;
- Awareness-raising through advertising at events and in press and publications - £8,410.

3.2 Legal and equalities implications

The report demonstrates the Council is meeting its duties in the Mental Health (Care and Treatment) (Scotland) Act 2003, sections 25-31 and in the Equalities legislation. The work plan appended supports the Council's Fairer Highland Plan. Following a future Committee meeting, members can meet with representatives from the Highland Users Group to hear testimony of how it feels to live in the Highlands with mental ill health.

3.3 Risk implications

The national See Me campaign has recently been re-contracted and the details of the new approach to anti-stigma work are not yet available. The breadth of the Council's response to the current campaign means that we are likely to be able to contribute to it with little change required.

3.4 Climate Change/Carbon Clever implications

Much of this work is done in partnership with other agencies. In making appropriate use of technology to support meetings, we will minimise carbon emissions from travel wherever possible.

Recommendation

The Committee is asked to:

- i. consider and note the progress being made in mental health inclusion and anti-stigma work as described in the report and to agree the proposed action and targets in the forward plan as set out in Appendix 1; and
- ii. note that a consultation session following a future Committee meeting with members of the Highland Users Group (HUG) can be arranged.

Designation: Depute Chief Executive

Date: 22 November 2013

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Appendix 1: Mental Health Inclusion Plan

Action	Lead officer	Fairer Highland Plan Intermediate Outcomes (see key below)	Data 2011	Data 2012	Data 2013	Plan target 2014
Public Awareness-raising						
Promote and support Highland events in the Scottish Mental Health Arts & Film Festival. <ul style="list-style-type: none"> Number of people attending festival events 	Policy Officer - Health Improvement	1, 2*	1106	1281	2023	Maintain attendance levels above 1500
<ul style="list-style-type: none"> Proportion of festival events located outside Inverness 	Policy Officer - Health Improvement	1, 2	18%	38%	31%	Maintain above 30%
<ul style="list-style-type: none"> Percentage of those aged under 20 years attending festival events 	Policy Officer - Health Improvement	1, 2	2.5%		10%	Increase participation of under-20's
Highland Council signs the See Me pledge, and encourages partners and local businesses to sign. Future work to engage with new See Me programme and develop local responses to the national strategy.	Policy Officer - Health Improvement	1, 2			Pledge signing completed	Response to new national strategy by December 2014
Provide training in suicide awareness and prevention skills, to the 3rd sector and members of the public. Measured by number of members of the public/voluntary sector trained.	Policy Officer - Health Improvement	2	608		484	Maintain at above 400

Promote suicide awareness, measured by number of people engaged in suicide awareness events.	Policy Officer - Health Improvement	2			340	Maintain at above 300
Develop Highland local action plan for Choose Life Phase 3, incorporating suicide prevention and self-harm awareness raising	Policy Officer - Health Improvement			Completed		
Develop Highland suicide prevention strategy with Choose Life partners in response to the Scottish strategy due for publication late 2013	Policy Officer - Health Improvement	2				Strategy in place by end June 2014
Promote awareness of mental wellbeing issues and reduce mental health stigma through involvement in 'see me' creative campaigns	Policy Officer - Health Improvement		20 entries 277 votes	(not held in 2011)	Discontinued by See Me	
Staff awareness-raising						
Provide training in suicide awareness and prevention skills, to health and social work professionals. Measured by achievement of NHS Highland HEAT H5 target and the number of Social Work staff trained in Suicide Awareness (Corp. Plan 2.23)	Policy Officer - Health Improvement	2	NHS 53% SW 39		NHS 58% (includes SW)	NHS maintain 50%
Review and re-launch the Getting It Right for Children in Distress training for adults working with children	Policy Officer - Health Improvement	2, 11	13 Courses		6 Course being redeveloped	Re-launch by end June 2014
Promoting awareness of mental health issues and stigma through equalities training, measured by number of people trained	Employee Development	18			128	Maintain training levels

Promoting participation in the Mainstreaming Mental Health course for Council staff	Policy Officer - Health Improvement	1, 2, 18				20 participants
Develop staff training for mental health awareness	Policy Officer - Health Improvement				Completed	
Review future mental health training needs	Policy Officer - Health Improvement	1, 2, 18				Review complete by March 2015
Staff wellbeing						
Achieve Healthy Working Lives Gold award, along with Mental Health Commendation Award	Health, Safety and Wellbeing Manager				Completed	
Continue with implementation of Work Positive to address stress at work	Health, Safety and Wellbeing Manager	18			Ongoing	Reported separately to Finance, Housing and Resources Committee
Develop a staff mental health and wellbeing policy	Health, Safety and Wellbeing Manager			Developed	Completed	
Mental health awareness-raising for line managers	Health, Safety and Wellbeing Manager				Completed	
Establish a staff health promotion group	Health, Safety and Wellbeing Manager				Completed	

Implement new Occupational Health Contract	Health, Safety and Wellbeing Manager			Implemented	Completed	
Redevelopment of staff wellbeing intranet pages	Health, Safety and Wellbeing Manager				Completed	
The creation and promotion of a group specifically for Highland Staff Health and Wellbeing in GLOW	Policy Officer - Health Improvement			Completed	Completed	
Support for development of partnership employee's disability equality network, with plan to launch network in April 2011.	Policy Officer - Equalities			Launched	Completed	
Support delivery of Mentally Healthy Workplaces course	Policy Officer - Health Improvement	18				Reported separately to Finance, Housing and Resources Committee
Continue to support staff wellbeing through intranet resources, online courses, health promotion events and promotion of workplace walking.	Health, Safety and Wellbeing Manager	18		Launched		Reported separately to Finance, Housing and Resources Committee
Mental Health Improvement						
Map current mental health improvement activity (NHS Highland and Highland Council)	Policy Officer - Health Improvement			Completed		

Promote supported self-help and CBT through the NHS24/Breathing Space Living Life to the Full pilot project.	Policy Officer - Health Improvement				Completed	
Support and facilitate Forestry Commission Health Advisor to establish sustainable health improvement projects. Abriachan Mental Health Project established and sustainable.	Policy Officer - Health Improvement				Completed	
Mental Health Inclusion						
Promote access to social, arts and leisure events for people with mental health issues through participation in the Highland Recovery Network. Website fully functioning and content sustainable. Support further development of the network.	Policy Officer - Health Improvement	1, 2		completed		Continued sustainability
Improve access to services for people with mental health issues through re-launch of Well Read scheme in Highland Libraries	Policy Officer - Health Improvement	1, 2		Completed		Continued support
Improve access to services for people with mental health issues through support for existing initiatives (Plus one scheme, employability, income maximisation, money advice)				Completed		
Using WEMWEBS, measure the effects on mental health of allotment gardening.	Policy Officer - Health Improvement	2			Ongoing	Initial results by end Dec 2014, report with annual review of allotments policy April 2014.

Employability Service providing support for people with mental health difficulties in gaining employment, through confidence-building and skills acquisition			Completed			
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***Key to Fairer Highland Plan Intermediate Outcomes references in this plan:**

1. People feel involved and are able to participate in public life and influence decision making.
2. Highland continues to be viewed as a welcoming place to live and there is positive support for an equal society.
11. Increase the number of young people leaving school moving into positive and sustained destinations.
18. Increase the proportion of staff who feel they are treated fairly, both in terms of employment and development opportunities, and more generally, feelings of fair treatment in the workplace (as measured through the Employee Survey).