

## Report of the Chief Executive

**MENTAL HEALTH INITIATIVES IN BROXTOWE**1. Purpose of report

To provide an update on initiatives to support mental health wellbeing in Broxtowe.

2. Detail

In the last Council term, a Mental Health Working Group was established to consider mental health issues and come up with recommendations for improvements. Appendix 1 sets out the terms of reference for the Mental Health Working Group, and progress on implementing the recommendations that were agreed. Appendix 2 sets out the joint strategic needs analysis lines of enquiry which were followed by the group, appendix 3 sets out the terms of reference of the Mental Health Employee Champions Group and appendix 4 is an evaluation by the housing section of the summer holiday activity event.

3. Financial implications

A budget of £10,000 for mental health initiatives was included in the 2019/20 revenue budget. Funding of £25,000 was earmarked in the 2019/20 budget to support a pilot mental health initiative in Eastwood.

**Recommendation**

**The Committee is asked to NOTE the report.**

Background papers

Nil

**APPENDIX 1**Terms of reference of Mental Health Working Group

In May 2018 Council agreed to set up a task and finish group in the following terms.

“The Group would review the arrangements that each Council service area has in place to respond to individuals, who may have mental health issues and need to access Council services.

Recommendations would be made in order to continue to improve the responsiveness of Council services to these residents. It is proposed that the terms of reference be set broadly to enable the making of appropriate recommendations to the Policy and Performance Committee. The Committee would also receive the minutes of the Working Group.”

The approach was evidence led. The working group followed the Joint Strategic Needs analysis for mental health for adults and older people and children and young people and developed lines of enquiry from the evidence that were found in those documents (appendix 2).

The group identified activities and actions which were already contributing positively to positive mental health including:

- Jobs club in Eastwood grant aided by the Council
- Child poverty action plan
- White ribbon accreditation
- Children and Young people’s multi-agency task group and action plan
- Guidance for managers on autism and online training
- Grants for voluntary groups and charities in Broxtowe
- Grant for Broxtowe Youth Homelessness
- Walk and talk sessions
- Events and community engagement activity
- Dementia vision and action plan, including newbuild dementia friendly bungalows
- Dementia cafes Beeston and Eastwood
- Employee stress management policy
- PAMASSIST programme for employees
- Making every contact count training
- Mental health first aid training for employees
- Grants to voluntary sector organisations encouraging social contact, practical help and peer support
- Health multi agency partnership and action plan
- Smoking cessation action plan
- Looked after children council tax discount scheme
- Customer Learning journey: people with learning disabilities
- Get Active Strategy which promotes exercise and activity and addresses needs of lonely and isolated people
- People strategy which has mental wellbeing as a central priority

- Middle Street community resources centre in Beeston is a valuable resource for people with mental health problems in Broxtowe

These are actions the group identified as desirable and recommended to Council. Progress made against each item is indicated.

1. A small mental health budget be considered as part of the budget for 2019/20. (We have allocated £10,000)  
  
Achieved
2. Raising awareness of mental health in the community be endorsed during Mental Health Awareness week (13-19 May 2019).  
  
Achieved
3. An internal campaign to promote good employee mental health be developed (A communications plan supports this).  
  
Achieved
4. As part of the internal campaign the PAM Assist service be actively promoted.  
  
Achieved
5. Employee champions for employee mental health be identified to undertake actions to support good mental health including actions on the Action for Happiness website (this has been set up). (Terms of reference are set out in appendix 2).  
  
Achieved
6. It be mandatory for all managers to attend mental health first aid training.  
  
100 managers have now completed this training.
7. Councillors be encouraged to take mental health first aid training.  
  
Outstanding - to be included in member training programme
8. The Council become a member of the 'We're In' project and a member champion for mental health be identified. A member champion (Councillor Fletcher) was been appointed.  
  
Achieved
9. Quiet rooms are being designed into our offices as part of the New Ways of Working project.  
  
In hand as part of office refurbishment

10. The Housing section to organise summer holiday activities in housing areas for low income families with children in association with Liberty Leisure Limited.

Achieved in Summer 2019. Evaluation attached as appendix 3.

11. Consideration be given to supporting access to free events and swimming opportunities in Broxtowe.

Free swimming in school holidays continued. Additional event in Brinsley as part of this Summer's activities programme. Events programme is being re-looked at for next year.

12. Broxtowe Youth Voice be asked to contribute their ideas to support the mental health of young people in Broxtowe.

They were included in the working group through the Youth Mayor. It is also proposed to support the Broxtowe Youth Voice to come up with a Youth Action Plan to go to Policy and Performance Committee as a separate move

13. The Mayor will host a lunch in 2019 at which to present certificates of recognition and appreciation for the contribution of voluntary organisations such as Hope Nottingham, Framework, Canaan Trust, Broxtowe Youth Homelessness and CAB in preventing homelessness in Broxtowe.

To be included as part of Councillor Brown's year of office.

14. A new web page will be introduced on the website signposting people to useful resources to support good mental health - this has just been designed.

Achieved

15. The Council investigate the possibility of a student placement from Nottingham Trent University to undertake a survey on mental health and wellbeing.

This was explored but we did not manage to attract a placement. A borough-wide survey concerning wellbeing in the borough be conducted along the lines of the survey carried out by the ONS.

Not yet completed

16. That mental health wellbeing as a result of the Council's day to day operations be considered by conducting Equality Impact Assessments when adopting new policies.

Incorporated into the EIA framework

17. The 'Champions' group be asked to consider initiatives for the 'happiness' calendars and implementation of such initiatives be discussed at the group's next meeting.

Further initiatives are coming forward from the Champions group. These included a new Menopause Policy which was recently approved by the Personnel Committee.

We have consulted with stakeholders, and have supported a project to address the needs of people with mental health problems in Eastwood (investment £20,000).

This initiative has commenced. Progress is being reported to the next Local Strategic Partnership meeting.

## APPENDIX 2

**Mental Health of children and young people joint strategic needs analysis.  
Lines of Enquiry**

1. What is available in terms of parenting course provision in Broxtowe. Are there gaps in provision?
2. What support is there for lone parents in Broxtowe?
3. What support is there for parents bringing up disabled children in Broxtowe?
4. What are the views of the Youth Council regarding the mental health of young people in Broxtowe?
5. How does the youth council think the use of social media affects the mental wellbeing of children and young people? Do they have views about what the council should do in this area?
6. Does the Youth Council feel there are adequate online resources for young people to support their mental health?
7. Does the Youth Council feel young people who self-harm or who have eating disorders have sufficient access to services and support?
8. Does the Youth Council think young people who are gay, bisexual or transgender in Broxtowe have needs to support their wellbeing that have not been recognised?
9. What is a “think family” approach and what would it look like if it were fully integrated into our service provision?
10. What more can Broxtowe do to support “looked after” children living in our area to reduce their risk of mental health disorder... e.g. offer work experience opportunities
11. How does the Homeless prevention team work?
  - To address the mental health risks young people (16-25) encounter when they are threatened with homelessness?
  - To identify and take account of the mental health needs of children within homeless families
12. How does the Community safety team take account of the mental health needs of children and young people who may be offenders or at risk of offending?

**Joint strategic needs analysis mental health of adults and older people. Lines of enquiry**

1. How easy is it for people with mental health difficulties to access information about support and assistance?
2. How could Broxtowe’s website provide useful information or signpost people to relevant resources?

**Joint strategic needs analysis mental health of adults and older people. Lines of enquiry**

3. What is the reason behind why Broxtowe has significantly higher life satisfaction and feeling that life is worthwhile scores compared with other Notts districts and the England average? How can we build on this to achieve even greater success in future?
4. What is the “100 happy days” initiative. Can we get involved?
5. What social prescribing is happening in Broxtowe?
6. Are “books on prescription” available in Broxtowe. If not can we help to get it going?
7. What self-help is available for people with mental health problems in Broxtowe
8. How can Broxtowe encourage and support more social prescribing in our area?
9. What more can Broxtowe do to support more resilient communities?
10. How is the mental health concordat operating in Broxtowe?
11. Is volunteering being promoted in Broxtowe to reduce social isolation?
12. Is befriending in Broxtowe addressing the issue of loneliness and social isolation which is a risk factor for mental ill health
13. How is liberty Leisure Ltd promoting physical activity?
14. How is Liberty Leisure reaching out to and including people with mental health problems?
15. Does Liberty Leisure have any ideas as to how people with mental health difficulties can be supported and enabled to enjoy active lifestyles?
16. How will the new Liberty Leisure Get Active strategy help people with mental health difficulties?
17. How is the jointly employed mental health worker supporting the needs of people with mental health difficulties?
18. What ideas does the mental health worker have about how the needs of people with mental health problems can be further supported?
19. How do front line employees and Councillors support people who threaten to self-harm or commit suicide?
20. What policies and procedures can be introduced to ensure that Broxtowe is well equipped to respond well to people going through mental health crises?
21. Is the “vulnerable people’s panel” an effective way to reduce risk of harm to people suffering from mental health problems?
22. How holistic are the packages of care offered to homeless people who have

**Joint strategic needs analysis mental health of adults and older people. Lines of enquiry**

mental health problems?

23. What is the experience of the CAB in supporting people with mental health difficulties?

24. What further ideas do the CAB have which may make life better for people with mental health difficulties?

25. What is the experience of the CAB in assisting people with mental health difficulties who need help because of indebtedness and what more can be done to help?

26. What is the experience of the Police in handling and supporting the needs of people with mental health difficulties in Broxtowe?

27. What proportion of employee absence is due to mental ill health?

28. Is the stress management policy an effective tool to address stress at work?

29. How effective is the PAMASSIST service in supporting employees with mental health problems?

30. How can the new People Strategy address and promote mental health in the workplace?

31. What further ideas does the HR manager have to promote good mental health in the workplace?

32. What ideas to Unions have to support and promote the mental health of employees?

33. What ideas do employees have to support and promote the mental health of employees?

34. What is the experience of Housing staff in addressing the housing needs of people with mental health problems?

35. What is the experience of Revenues and benefits and customer service staff in addressing the housing needs of people with mental health problems?

36. What is the experience of Independent living co-ordinators in addressing the needs of people who live in our supported accommodation?

37. What is the evidence regarding to access to green space and good mental health?

38. In the light of the council's investment in green spaces how can we develop a centre of excellence in using our green spaces to promote the mental health



**Joint strategic needs analysis mental health of adults and older people. Lines of enquiry**

of the population?

39. What more can we do to support those who care for others? ( eg particularly those living with dementia or disabled relatives?)

40. Do refugees in Broxtowe have mental health needs that need to be supported?

41. How does Change Grow Live who support people in Broxtowe with drug and alcohol issues to cease their addiction support their clients who also have mental health difficulties?

42. What ideas does Change Grow Live have regarding what more can be done to help their clients?

**APPENDIX 3**

**Employee Mental Health Champions Group terms of reference**

1. To promote employee resilience and wellbeing
2. To encourage positive behaviours and attitudes resulting in a happy, compassionate and supporting working environment for all employees
3. To create conditions where people feel comfortable and safe to be open and honest about their feelings and to encourage good listening skills and skills in supporting people who face mental health challenges
4. To educate managers on the importance of good mental health in the workplace and their responsibilities in promoting good mental health and supporting employees with mental health difficulties with compassion and empathy
5. To help develop self-sustaining healthy teams
6. To develop resources for good mental health - including signposting
7. To give people strategies and tools to promote mental wellbeing
8. help people to understand anyone can suffer from mental health conditions and there should be no negative stigma attached to asking for or needing help with mental health difficulties