

CABINET RESPONSE TO ADULT SOCIAL CARE SELECT COMMITTEE

MENTAL HEALTH AWARENESS TRAINING

“That the Cabinet Member for Business Services consider the need for internal training for Surrey County Council employees, in order to prevent discrimination against staff and residents with mental health difficulties.”

I welcome the recommendation to promote mental and emotional well-being in the workplace and put an end to the stigma and discrimination that people with mental health problems can face. I consider our internal training adequate for our employers, in order to prevent discrimination against staff and residents with mental health difficulties. As well as supporting [Time to change Surrey](#)¹ we have in place a number of programmes and are developing new ones. These are:

1. **Manager Masterclasses “ Supporting mental and emotional Well-being“**
A 90 minute Manager Masterclass called ‘supporting mental and emotional well-being’ was launched on 8 Jan 2014. There are four 90 minute masterclasses per day, over 6 days, from February to March 2014 in multiple locations. They are delivered by Santia (our occupational health provider) and Workplace Options (our employee assistance programme provider). Up to 20 managers can attend each workshop, so in total up to 480 can attend. We can roll this out further from April 2014. There will be a strong emphasis on spotting early signs, early support and creating workplace environments that support mental well-being. As of 29 January 2014, 180 managers and supervisors have pre-booked.
2. **E-Learning**
We are putting together a mental health awareness e-learning package. We are using embedded video from Time To Change, MIND, Mindful Employers² and Re-Think³, using actual clips of people with mental health problems, to make the offer more powerful.
3. **Equality and inclusion matters training**
This is mandatory one day training for all new staff. Also, refresher sessions are available. On average 4-6 sessions are delivered per month and there is coverage of mental health awareness. These sessions have been delivered since 2010 and are regularly refreshed.
4. **Reasonable adjustments and flexible working training for managers (Institute of Leadership and Management accredited)**
Covers mental health conditions and supporting staff with various challenges. Has been delivered since 2010.
5. **Time To Change – Employer Health Checks – Engagement Study**
The council has been successful in becoming part of a national study, with 49 other organisations in a comprehensive study and review of their performance, in relation to mental health in the workplace. A Time To Change consultant will work with the Council for 3 months, using a survey, interviews and desktop research, to produce a comprehensive report, identifying current and future improvements.

¹ **Time to Change Surrey** – Campaign to tackle discrimination, stigma and inequalities in mental health services

² **Mindful Employer** – National Campaign for employers to sign up to action that supports a healthy workforce

³ **Re-think** - Rethink Mental Illness helps millions of people affected by mental illness by challenging attitudes and changing lives.

6. **'Flashpoint': Interactive drama training**

It is intended to roll out a programme of drama workshops which illustrate the impact of stigma and discrimination. The forum theatre style enables participants to re-direct the script to enable more positive outcomes for the characters. Rollout, delivery and funding options are currently being discussed.

7. **Mental Health Awareness (multi-agency training)**

Aimed at anybody who works with people who may be at risk of developing symptoms of depression, anxiety or any other mental illness, or anyone interested in learning about mental health and emotional well-being.

8. **Mental Health Awareness and Improving Wellbeing at Work (multi-agency training)**

A further mental health awareness programme has been developed as a joint training venture by Surrey CC as part of their Time to Change campaign in collaboration with the First Steps⁴ team and Employment Support Retraining Agency.

9. **SADAS Substance Misuse and Mental Health Programme (multi-agency training)**

An exciting programme of modules in the Guildford area facilitated by the Southern Addictions Advisory Service (SADAS)⁵ and their partners aimed at health and social care staff, mental health staff, emergency services personnel, volunteers and all those whose work brings them into contact with people who may have mental health or substance abuse issues in Surrey.

I believe we have an excellent workforce whose values are consistent with the aims of the County Council but we need to ensure that all directorates are aware of, and avail themselves of the training that tackles inequalities, discrimination and stigma within the council.

Ms Denise Le Gal
Cabinet Member for Business Services
4 February 2014

⁴ **First Steps** – Universal primary care access to mental health services

⁵ **Southern Addictions Advisory Service (SADAS)** - Southern Addictions Advisory Service are an organisation dedicated to improving the lives of drug and alcohol users and people with mental health problems by providing different services to meet needs