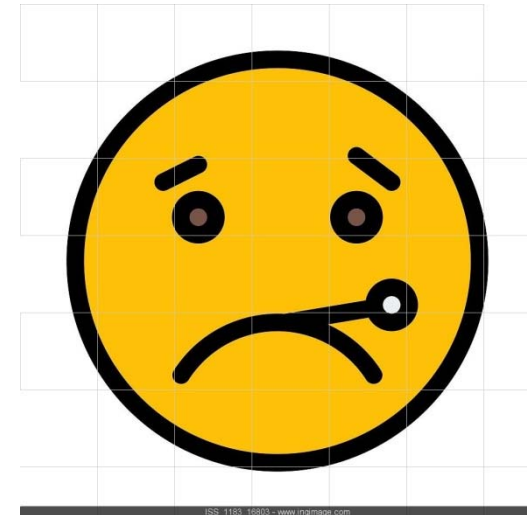


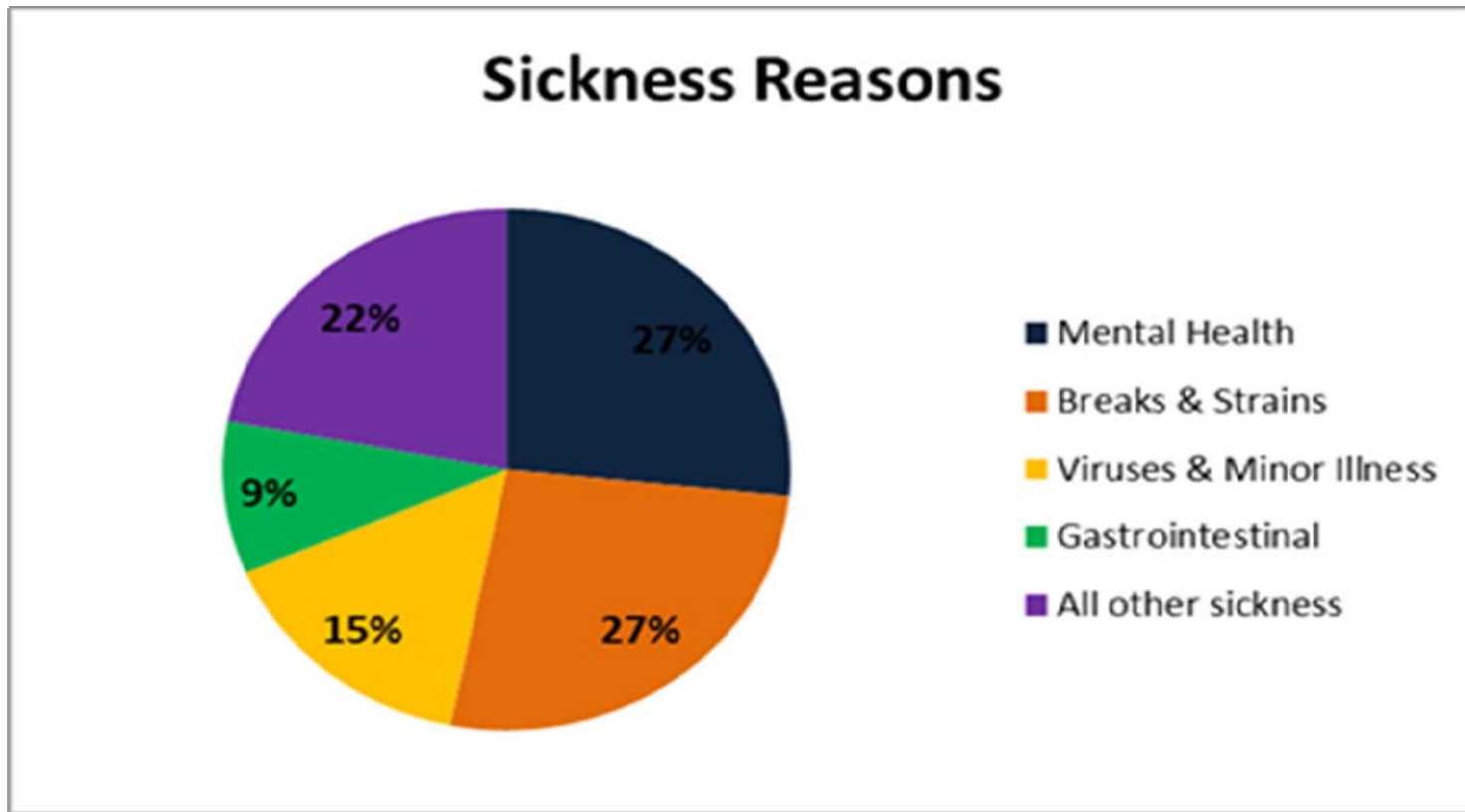
Positive Mental Health

The Case for Change

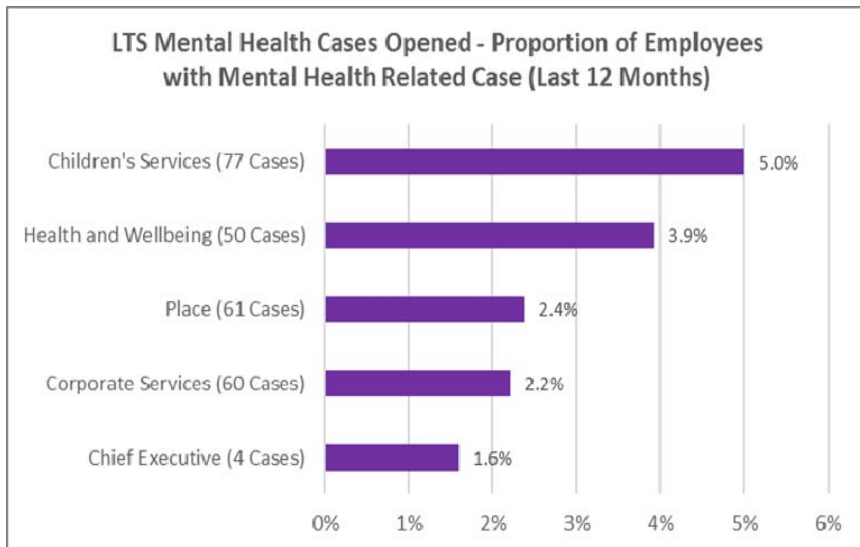
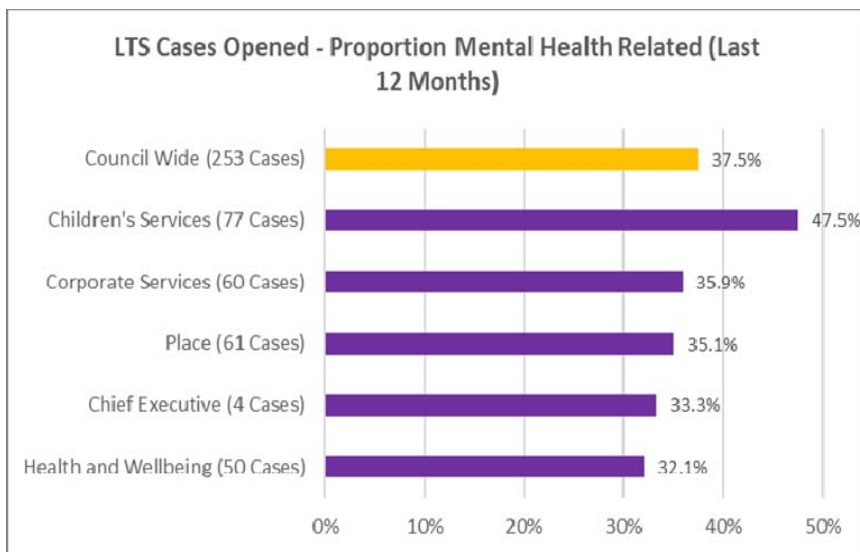
Year	Outturn
2005/06	14.29
2006/07	13.48
2007/08	12.56
2008/09	12.54
2009/10	11.44
2010/11	10.32
2011/12	10.10
2012/13	10.44
2013/14	10.09
2014/15	9.99
2015/16	9.59
2016/17	10.11
2017/18	10.55



Main Causes of Sickness



Mental Health Focussed Performance



- Across the Council over the last 12 months, 37.5% of new LTS cases with HR Plus have been mental health related.
- Children's Services, have by far the largest proportion,
- Children's Services have 5% of employees with a mental health related LTS case in the last 12 months.
- Mental health related cases include, work and non-work stress and depression, and psychological illnesses.





City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Time to Change



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Time to Change



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Champions

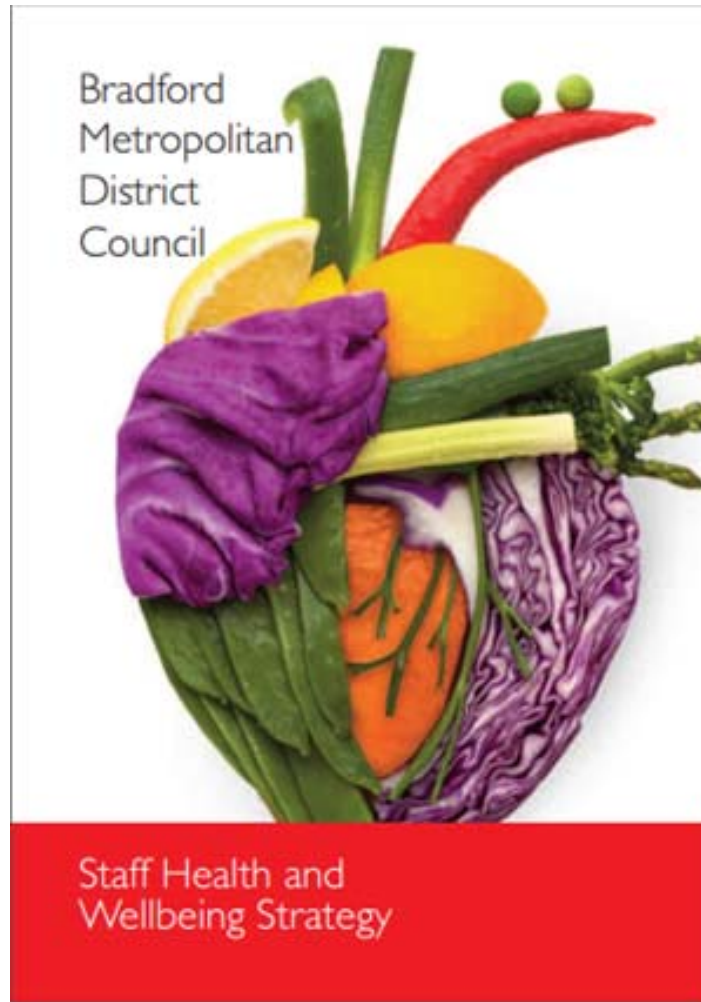
A number of employees volunteered to champion Time to Change.

Their role includes inputting ideas towards the implementation of the Pledge, challenging stigma associated with mental health and disseminating information on mental health issues.



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Health and Wellbeing Strategy



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Our responsibility for the health and wellbeing of our workforce extends far beyond the key responsibility of providing a safe working environment. We recognise that health promotion and support is key to a healthy workforce.

Improved staff health and wellbeing links to the organisations performance and the service we provide to the people of Bradford. This Strategy aims to link and work in partnership with other parts of the Council such as Public Health and to organisations (e.g. Bradford District Care Trust) that relevant to the delivery of the Strategy.

Implementation

Ensuring senior leadership ownership of health and wellbeing

The Chief Executive commits to the implementation of this Strategy. The Human Resources Director is responsible for ensuring it is communicated and that a commitment is obtained from Senior Management within the authority to its Objectives.

The Trade Unions are supportive of this strategy and will work jointly with management on its objectives. It is important that there is a joint and collaborative partnership between both sides.

Investigate, understand and target local needs and wider determinants of health and wellbeing.

Sickness Absence - We will investigate the sickness statistics within the Council with the aim of identifying areas of focus (e.g. target groups of staff/professionals) and developing plans to address some of the main issues.

Health & Wellbeing staff survey – We will incorporate a section into the Council Staff Survey which asks staff specifically about areas relating to their health and wellbeing. From this information we will look to develop appropriate targets, initiatives and interventions where it is evident that help and support is needed.

Collate a Matrix of our Staff Health & Wellbeing activity

Integral to our strategy of enabling and equipping our staff with the skills, tools and techniques to maintain/improve their health and wellbeing is a collation of any opportunities, schemes, training and activities that may be of benefit including how these can be accessed.

This will not only include what is available internally but also through external partners/organisations.

This information will be shared with staff through as many media as possible including our Health and Wellbeing intranet page, the Evolve system, briefings and email communication. This matrix will be organic and can be added to at any time.

Staff Involvement

Staff involvement and engagement is an important factor in terms of ownership and the acceptance that Health and Wellbeing is a mutual responsibility.

We want to inspire our staff to take a greater interest in their own health and wellbeing. It will include a focus on mental as well as physical health and wellbeing which links into the Councils commitment in the Time to Change Pledge. The pledge aims to remove the stigma associated with mental health conditions and to focus on ensuring appropriate signposting of managers and staff to appropriate resources.

Every employee will be supported to improve their health and wellbeing and to act as role models to their colleagues and the broader community.

Appropriate learning will be provided to all staff and managers.

There are a number of ways we can involve staff:

- Staff survey data
- Involvement of Trade Unions
- The staff risk assessment process
- Use Bradford and internal communications to create a two-way dialogue on health and wellbeing issues – involve staff both in the on-going co-design and the monitoring data as to its effectiveness!



Senior
Leadership
Ownership

Matrix of
Wellbeing
Activities

Measure
Success



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Documents

Mental Health Framework

Stress Policy

Stress Risk Assessment
Forms



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

The answer to everything?



How to address it?



E-Learning

A mental health e-learning package was developed and 97% of managers completing this training found it relevant to practice and felt able to apply what they had learnt in the workplace.

It provides information on mental health conditions, the law relating to this issue and workplace mental health.

Stress Busting

Stress Busting Courses have proved to be very popular.

Open to all staff they are a session to educate and help with early onset of depression and anxiety and help to spot and stop the cause of stress, with a step by step guide.

Keeping Psychologically Healthy

The Keeping Psychologically Healthy Course is available to all staff and is run over six weeks and open to all employees.

This focuses on what an employee can do to keep themselves psychologically well, offering practical strategies and tools to look after their own health.

Remploy

Working in partnership with Remploy, the Council offers Workplace Mental Health Support surgeries to employees who are experiencing mental health difficulties at work where they can access emotional and wellbeing support for six months, improve coping strategies and develop a step by step support plan



Greenline Mile

Places to walk and run in the City

The Greenline Mile is an easy accessible city loop for walking, jogging and running.

Just follow the regular green markers left into the pavement (either way) for an approximately mile-long loop that takes in Little Denmark Toppings, Exchange (Home of City of Fines, Westfield, The City Connect Cycle Route, Bradford Cathedral and Bradford Playhouse.

- Take a stroll
- Power walk
- Try a jog
- Take a walk

WALKING BRISKLY FOR 10 MINUTES COUNTS AS EXERCISE

Making Every Contact Count

Every Contact Count (ECCO) is an approach to improve the quality of everyday communication and interactions and people have with other people to encourage positive, their families and their communities.

Behaviour changes such as:

- Living / maintaining a healthy weight
- Including consumption of alcohol
- Increasing physical activity
- Good sexual health
- Stopping smoking
- Mental wellbeing
- Breastfeeding
- Improving diet
- Ageing well

We are offering staff a free 3-hour training course to gain the confidence to raise these issues and support individuals.

The training offers practical advice on how to carry out opportunistic chats, signpost to other services and support / encourage people to make positive steps towards making a lifestyle change.

Call us to arrange this training at your place of work for your staff.

For the next training or if you would like further support contact the Health Improvement Team: improvement@bradford.gov.uk

BDA Food Fact Sheet

Food and mood

Use all these great ideas and tips today, use all these foods, use like more, or like less. But is there a connection between feeling fed and the foods we have eaten? (Or, some foods make us feel grumpy?) Is it possible to plan a diet for a good mood?

Vitamins and Minerals

When you don't eat enough, your body can't get the vitamins and minerals it needs to function properly. This can lead to a variety of health problems, including depression. Some vitamins and minerals are particularly important for mood. These include:

- B vitamins:** These are essential for energy production and are found in whole grains, legumes, and leafy greens.
- Omega-3 fatty acids:** These are found in fish, flaxseed, and walnuts. They help to reduce inflammation and improve brain function.
- Iron:** Iron deficiency can lead to fatigue and depression.
- Zinc:** Zinc is important for brain function and is found in shellfish, meat, and legumes.

Carbohydrate = Glucose = Brain Power

The ability to concentrate and focus comes from the glucose that is produced from the food we eat. The brain uses more than 20% of the body's energy. Glucose is also used to fuel muscles and maintain body temperature. The glucose in our blood comes from all the carbohydrates we eat, including fruit, vegetables, grains, and dairy products. It is important to eat a variety of carbohydrates to ensure we get all the nutrients we need.

Carbohydrate sources of carbohydrates include: whole grains, legumes, fruits, vegetables, and dairy products. These are an important source of having enough glucose in the blood (hypoglycemia) can happen when we don't eat enough carbohydrates. Eating food, and it is a particular risk for people with diabetes and people doing extreme exercise. It can also happen with people following very restrictive diets or with erratic eating patterns.

Caffeine and the 'drug-effect'

Coffee, found in coffee, tea and energy drinks, often called a 'drug', it acts as a stimulant and affects the balance of chemicals, and causes feelings of fatigue. However, there is also a lot of research that shows the effects of caffeine are more 'normalised' than lower levels of substance use. Users who have had substance abuse through coffee.

think care

think care is a free, confidential, 24-hour helpline for people who are struggling with mental health issues. It is available for people aged 16 and over.

For more information, visit www.thinkcare.org.uk

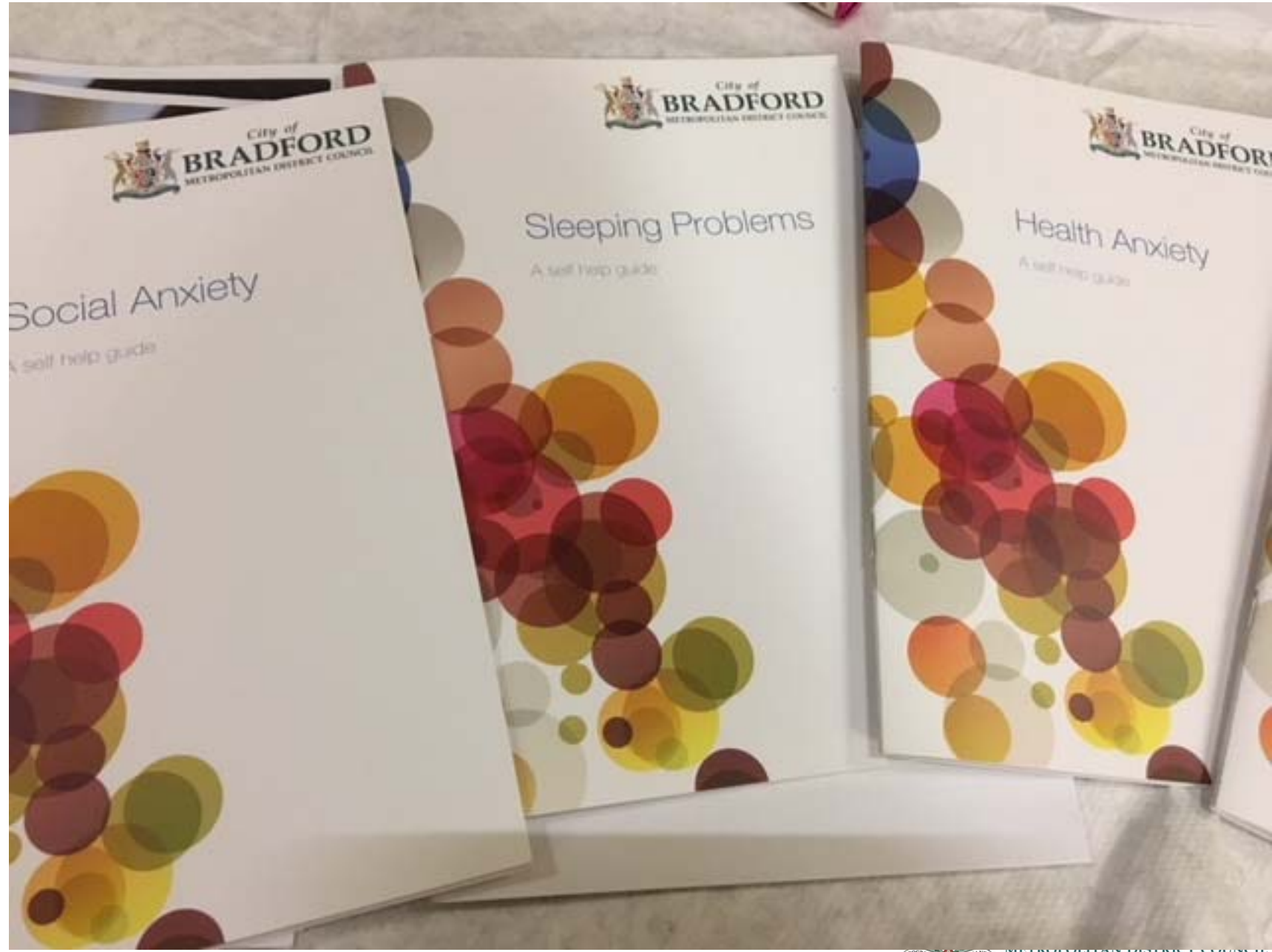
A Range of Solutions

We have recently purchased an online library of 13 award winning self help guides on a range of mental health topics developed by Northumberland, Tyne and Wear NHS Foundation which are also available in hard copy

Through our Employee Health and Wellbeing service, we now offer access to short term, solution focused, counselling and life coaching for employees experiencing a range of mental health symptoms

We employ a Resolution Co-ordinator offering mediation and development of stress management action plans for employees

The Employee Health and Wellbeing Service signposts employees to a wide range of local self-referral schemes, for example, My Wellbeing College, a free NHS service to help people manage everyday mental health problems through a range of learning opportunities from online to group courses



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Social Anxiety
A self help guide

City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Sleeping Problems
A self help guide

City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Health Anxiety
A self help guide



Managing Mental Health in the Workplace

Mental Health in the Workplace Workshops have been offered to all managers and particularly promoted in areas of the Council where there are high levels of mental health related sickness absence.

This one-day course helps managers to develop the skills and confidence to support staff with mental health issues in the workplace.

MANAGING MENTAL HEALTH IN THE WORKPLACE

Workshop: **Mental Health Awareness**



COURSE DURATION	One-day course
COURSE LEADERS	Pat Advertiser, Director of Learning Solutions, Mark Paul and Helen Moran, Senior HR Advisers.
PRICES	Course prices vary according to number of workshops required. Please contact us for a quote.

WHO SHOULD ATTEND?

Anyone with people management responsibility, who would like to gain greater knowledge about mental health in the workplace and understand how to manage these situations.

Courses are designed for up to 16 delegates.

COURSE MODULES

- Practical quiz – exploring existing awareness and understanding
- Identifying the early signs of distress – what to look for

COURSE OBJECTIVES

- Help managers be more confident in talking about mental health at work
- Build capability of managers supporting colleagues experiencing mental health
- Enable a smooth transition back to work for those returning after long-term mental ill-health

- Practical case study – group exercise to plan, deliver and review real-life scenarios
- Key learnings re-cap and practical tips reviews

WHAT WILL YOU LEARN?

- How to have difficult conversations, building confidence and improving your own behaviour and knowledge around mental health
- How to spot the early signs, symptoms and behaviours of mental health
- Greater awareness of the stigma attached to mental health
- Understanding the business reasons for change and the steps you can take to gain board buy-in
- The importance for self-care and managing stressors in and out of the workplace
- The role of the mental health first aider and your steps to accreditation

call 0800 827 2299

e-mail info@adviserplus.com

follow us [@AdviserPlus](https://twitter.com/AdviserPlus)

visit www.adviserplus.com



Managing Mental Health

AdviserPlus (who are our partners in the provision of workforce related advice) are recognised as leaders in the field of mental health and provide this course.

These workshops have proven to be excellent and help managers and the staff affected.

They build the capability of managers when supporting employees experiencing Mental Health issues in work, help to create a disability confident culture that seeks to eradicate barriers that can prevent work-place inclusion of people experiencing Mental Ill Health and help to dispel the many fears, myths and misconceptions managers may have around this agenda.

A Principal Manager's Story

When a Principal Manager at Bradford Council noticed that there was an issue regarding the performance of a member of her team, she was able to put her management training into practice.

For example, she didn't automatically act on the assumption that his below-par work was due to a lack of training, unwillingness or laziness.

Taking the time to sit down with him and talk about his work, he revealed he was going through a stressful relationship breakdown, and hadn't realised this was impacting his day-to-day role.

By listening and empathising, the employee's manager was able to offer emotional support in the form of an occupational health referral, followed by weekly counselling. While his personal situation hasn't changed substantially, his manager is already seeing a marked improvement in his attitude and responsiveness at work



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Overall Evaluation deck completed following **Managing Sensitive Conversations Workshops** delivered by AdviserPlus in December 2017 and January 2018

Managers were asked to complete pre and post confidence **Questionnaires** at the start and close of each workshop

A total of **12** workshops were attended by approximately **150** Managers from across **BDMC** including: Children's Services, Corporate Services and Waste Management

100% of managers found the workshop **Valuable, Very Valuable or Extremely Valuable** and felt **more confident** in handling sensitive mental health conversations



Pre workshop

67% of participants rated their confidence in mental health awareness and managing sensitive conversations as **not confident**, had **some concerns** or **ok**

Post workshop

100% of participants found the workshop **valuable** (87% stating **very valuable** and **extremely valuable**)

72% of participants rated their confidence as **confident** or **very confident**

54% of participants had a better understanding of how **HRPlus** could support them

Suggestions for enhancement from all courses to date have been in the context of managers finding the content so beneficial they wanted more of it.

Disability Confident 2



The logo is enclosed in a purple rectangular border. On the left side, there are four icons arranged in a 2x2 grid: a pink square with two white silhouettes of people, a purple square with two white checkmarks, a blue square with a white padlock, and a green square with a white silhouette of a person and a speech bubble. To the right of these icons, the words "disability" and "confident" are written in a large, black, pixelated font, stacked vertically. Below this, the word "EMPLOYER" is written in a smaller, purple, pixelated font.

disability
confident

EMPLOYER



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Disability Confident

The Council has signed up to the 'Disability Confident' scheme, to help make sure disabled people and those with long term health conditions have opportunities to fulfil their potential and realise their career aspirations.

Being part of the scheme demonstrates to customers and other businesses the Council's commitment to equality in the workplace, and in particular to employ and retain disabled people and those with health conditions within our organisation.



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Thanks for Listening

