

**Derbyshire County Council**  
**Improvement and Scrutiny Committee - Resources**  
**Thursday 5<sup>th</sup> December 2019**

**Staff Mental Health and Wellbeing Initiatives - Update Report**

**Purpose of the report**

To provide an update on the progress that has been made towards the recommendations in the scrutiny review of initiatives to support staff wellbeing and good mental health.

**Background**

This Committee conducted a review of initiatives to support staff wellbeing and good mental health, and submitted the final report to Cabinet on 9 May 2019. The report recommended that the Health and Wellbeing Strategy Implementation Group develop an implementation plan specifically for mental health and that, following on from this, a Mental Health Steering Group should be established to oversee its sustained delivery. The report also recommended that the benefits and feasibility of a series of initiatives (outlined by the Public Health Lead for Mental Health at a working group meeting in February 2019) be explored.

Appendix A of this report sets out the progress that has been made towards delivering (or assessing the feasibility of) the initiatives specified in the scrutiny review.

**Officer Recommendation**

The Committee is requested to:

1. Note the progress made towards implementing the recommendations, made by this Committee, in the review of initiatives to support staff wellbeing and good mental health.

**James Creaghan**  
**Public Health Lead for Mental Health**

## Appendix A

Review Recommendation	What's happened?	Next steps
A DCC Health and Wellbeing Strategy working group to develop an implementation plan specifically for mental health and wellbeing and then develop an ongoing DCC Mental Health Steering Group – to have corporate wide buy-in, maintain oversight, assure delivery of actions, keep momentum going	<ul style="list-style-type: none"> <li>DCC Health and Wellbeing Strategy implementation group established to have oversight</li> <li>Health and Wellbeing Strategy launched in April 2019 <a href="https://www.derbyshire.gov.uk/working-for-us/your-wellbeing/wellbeing-strategy-and-action-plan/wellbeing-strategy-and-action-plan.aspx">https://www.derbyshire.gov.uk/working-for-us/your-wellbeing/wellbeing-strategy-and-action-plan/wellbeing-strategy-and-action-plan.aspx</a></li> <li>Wellbeing events through w/c 21st Oct 2019</li> </ul>	<ul style="list-style-type: none"> <li>Hold discussions about a Mental Health specific steering group</li> </ul>
Develop a DCC Mental Health Policy	<ul style="list-style-type: none"> <li>Policy developed and now in consultation stage.</li> <li>Due to be considered at Appointments and Conditions of Service Committee (ACOS) in February 2020 for approval</li> </ul>	<ul style="list-style-type: none"> <li>Finalise and launch the policy</li> </ul>
Influence staff engagement and communication	<ul style="list-style-type: none"> <li>No specific action yet, but influenced by the Mental Health Policy and Derbyshire Healthy Workplaces survey</li> </ul>	<ul style="list-style-type: none"> <li>Using the launchpad of the policy and the results of the survey consider how staff engagement and communication could be improved</li> </ul>
Develop a network of mental health first aiders/mental health champions across the authority.	<ul style="list-style-type: none"> <li>Existing MH First Aid trained staff identified and invited to be a DCC MH First Aider</li> <li>48 people have initially accepted</li> <li>Established a supervisory group to provide support and direction to MH First Aiders</li> </ul> <a href="https://www.derbyshire.gov.uk/working-for-us/your-wellbeing/your-mental-health/your-mental-health.aspx">https://www.derbyshire.gov.uk/working-for-us/your-wellbeing/your-mental-health/your-mental-health.aspx</a>	<ul style="list-style-type: none"> <li>Expand the network to provide coverage across all sites and departments by recruiting more MH First Aiders, running more training courses – additional resource is required</li> <li>Establish communication lines and network events to support MH First Aiders</li> </ul>
Deliver awareness campaigns	<ul style="list-style-type: none"> <li>Delivered a suicide prevention campaign from September to October 2019</li> <li>Piloted a MH peer support group at County Hall</li> </ul>	<ul style="list-style-type: none"> <li>Deliver an awareness campaign around time to talk day in Feb 2020</li> <li>Evaluate and expand peer support groups – Matlock and Ripley</li> </ul>

Adopt and deliver Derbyshire Healthy Workplaces approach	<ul style="list-style-type: none"> <li>Derbyshire Healthy Workplaces programme adopted by DCC</li> <li>Employee survey ended Nov 30<sup>th</sup> to gauge need</li> </ul>	<ul style="list-style-type: none"> <li>Survey results to be evaluated to identify areas of focus</li> <li>Delivery against areas of focus</li> </ul>
Embed a minimum level of mental health training for ALL staff	<ul style="list-style-type: none"> <li>Initial informal discussions about training for all staff</li> </ul>	<ul style="list-style-type: none"> <li>Once the mental health policy is finalised work on a framework</li> </ul>
Embed training for managers on empathetic and compassionate leadership skills	<ul style="list-style-type: none"> <li>Section on wellbeing to be included in MyPlan</li> </ul>	<ul style="list-style-type: none"> <li>To be determined</li> </ul>
Elected Member Training	<ul style="list-style-type: none"> <li>Elected Members can sign up to the rolling programme of training currently available <a href="https://www.derbyshire.gov.uk/social-health/health-and-wellbeing/mental-health-and-wellbeing/mental-health-training/mental-health-training.aspx">https://www.derbyshire.gov.uk/social-health/health-and-wellbeing/mental-health-and-wellbeing/mental-health-training/mental-health-training.aspx</a></li> </ul>	<ul style="list-style-type: none"> <li>Consider bespoke delivery at an Elected Member session – additional resource is required</li> </ul>
Elected Member Champions	<ul style="list-style-type: none"> <li>Elected members from Derbyshire County Council are yet to sign up <a href="http://www.mentalhealthchallenge.org.uk/champions/">http://www.mentalhealthchallenge.org.uk/champions/</a></li> </ul>	<ul style="list-style-type: none"> <li>Consider a programme of leadership and promotion with and by Elected Members</li> </ul>

In the summer of 2019 Derbyshire County Council signed up to the Public Health England (PHE) Prevention Concordat for Better Mental Health

<https://www.gov.uk/government/publications/prevention-concordat-for-better-mental-health-consensus-statement/prevention-concordat-for-better-mental-health> .