



THRIVE Progress Update
&
Workplace Mental Wellbeing Call to action

Dr Jane Fowles, Consultant in Public Health

Key Updates for Place Forum Members

- Refresh of the THRIVE Commitment – Place Forum YOW sign up pledges
- THRIVE at Work Programme - Coventry and Warwickshire position
- Case study – Bronze Award Holders ‘Our Journey’ (Coventry and Rugby and Warwickshire North CCGs)
- Call to Action Workplace Mental Health & Wellbeing





Warwickshire North
Clinical Commissioning Group



Coventry and Rugby
Clinical Commissioning Group



**Coventry and Rugby and Warwickshire North CCGs
Staff Wellbeing
Case Study**



Working together to improve our local NHS



Tips for Success

- Get senior management **buy in**
- Create a **brand**
- **Engage** with staff
- Get on **team agendas**
- Go for **easy wins** first
- Work with **partner organisations**
- Use **Jenny Duggan!**

Challenges

- Time management
- Understanding this is **important** work
- Getting staff **involved**
- Ensuring all staff **included**
- **Covid-19**



What We Have Done

- Time to Change Pledge
- Wellbeing Commitment
- Wellbeing Matters Bulletin
- Wellbeing calendar
- Wellbeing boards
- Staff wellbeing channels on Teams



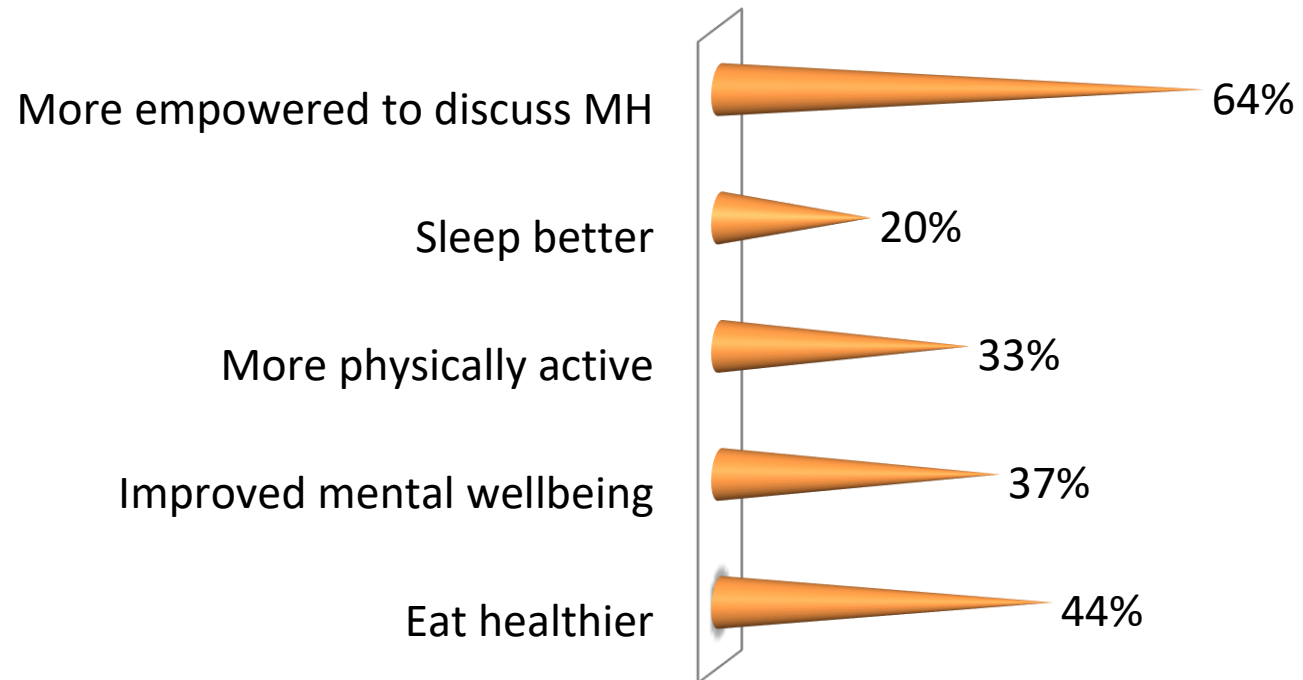
What We Have Done

- Programme of events inc:
 - Sleep workshop
 - Meditation sessions
 - Mental Health workshops
 - Healthy cooking demo and quiz
 - Physio session
 - Agile working workshop
 - Financial wellbeing workshop
 - Personal safety workshop
 - Laughter therapy
 - Macarena
 - Walking sessions
 - Men's health awareness
- Training inc:
 - NVQ in Mental Health Awareness Level 2
 - Suicide Prevention
 - Bullying and Harassment



Impact After 1 Year

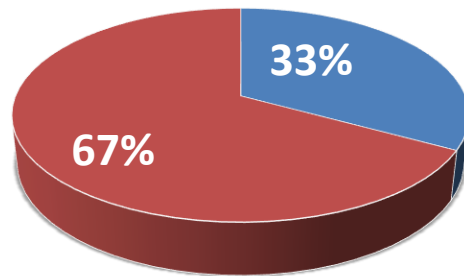
Impact on Staff



Impact: Mental Health and Staff Wellbeing Workshop 13 Oct 2020

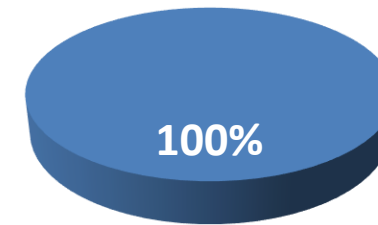
Recommend?

■ Highly likely ■ Likely



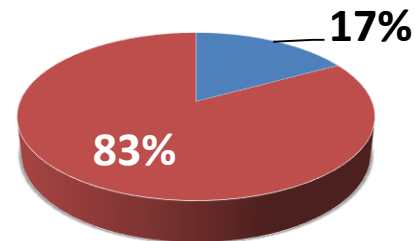
Will you use what learned?

■ Yes



Interested in another session?

■ Extremely interested ■ Very interested





Impact: Staff Feedback

- General comments included:
 - *I've really valued it. Thank you to the wellbeing warriors for all the hard work and commitment they have put into it.*
 - *I have enjoyed reading the newsletter and feel the subjects covered have been very helpful. Some of the subjects are a little bit "taboo" and the work the wellbeing warriors have done this last year has made them seem "normal" as they have been recognized and accepted for what they are. thank you for including staff well being into the organisation, it was long overdue.*
 - *I have used some of the documents to support healthier living choices for both myself and my family*
 - *All in all I believe that the well being programme has been nothing but inclusive and informative and a positive resource for staff. Long may the warriors continue!*

Thrive at Work Bronze Award



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Call to Action: Workplace Mental Wellbeing

- **Regional Health Impact of COVID-19 Report** (Aug 20). Emerging evidence shows a widening of pre-existing inequalities in mental health.
- Mental health and loneliness appear worse than before COVID-19 with young adults, people from low income households, people with mental illness and people from BAME groups disproportionately at risk
- Illness, bereavement and anxiety around contagion are also likely to contribute to poorer mental health during the pandemic
- Pressures on the NHS from the impact of Covid19. **What can other sectors do?** THRIVE supports employers to meet **good practice standards** for the health and wellbeing of their workforce.
- Sign up to **Bereavement and Mental Health at Work webinar 25th November 10am – 1pm**



Further Organisational Mental Health Training

Coventry & Warwickshire Mind Business Support: Arden Skills Development Service CWPT:

- FREE mental health assessment
- 12 steps to improved productivity tool
- One-hour introduction to mental health training

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www.cwmind.org.uk/training



- Communicating Effectively when Supporting People with Bereavement
- Recognising Stress and Sustaining Resilience
- Other bespoke psychologically informed training catering to the needs of the organisation

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