

## **Report to Cabinet**

**Subject:** Commitment to improving Mental Health in Gedling Borough

**Date:** 7<sup>th</sup> November 2019

**Author:** Sports and Health Development Officer – Community Relations

### **Wards Affected**

All Wards

### **Purpose**

To obtain a commitment from the Executive to improving mental health within Gedling Borough, through mental wellbeing promotion and mental illness prevention approaches, by signing up to the Prevention Concordat and supporting the Time to Change Pledge.

### **Key Decision**

This is not a Key Decision.

### **Recommendations**

#### **THAT:**

- 1) Gedling Borough Council makes a commitment to increasing the focus on the prevention of mental health problems and the promotion of good mental health within Gedling Borough, by signing up to the Prevention Concordat for Better Mental Health;**
- 2) The Chief Executive be authorised to sign the Prevention Concordat/Consensus Statement and approve and sign the Commitment Action Plan; and**
- 3) Cabinet notes and supports the work being undertaken by Officers to explore the feasibility of signing up to the Time to Change Pledge.**

## 1 Background

- 1.1 According to research carried out by NHS England 1 in 4 people in the UK will experience a mental health problem each year. In England 1 in 6 people report experiencing a common mental health problem (such as anxiety and depression) in any given week.
- 1.2 At the March 2019 Nottinghamshire Health and Wellbeing Board (HWB) meeting, a discussion was held around potential actions which would help promote good mental health across the county (see background paper for further information).
- 1.3 HWB Members agreed the following essential actions to deliver local improvements in mental health:
  - 1) Signing up to the **Prevention Concordat for Better Mental Health** (Appendix A) to increase the focus on the prevention of mental health problems and the promotion of good mental health at a local level.
  - 2) Signing up to the **Time to Change Pledge** (Appendix B) to support ending stigma and discrimination around mental health.
- 1.4 **Prevention Concordat for Better Mental Health**

The Prevention Concordat is a Public Health England (PHE) initiative, to secure an increase in the implementation of public mental health approaches across the whole system. According to PHE taking a prevention-focused approach to improving the public's mental health is shown to make a valuable contribution to achieving a fairer and equitable society.

- 1.5 Signing up to the Concordat provides an opportunity to share the work that Gedling Borough Council is currently doing to create a resilient community. Whilst supporting the momentum in a national shift to support prevention activity and ultimately, through local and national action, to prevent mental health problems and promote good mental health.
- 1.6 Organisations demonstrate their endorsement of this by signing a Consensus Statement, which describes the shared commitment of each organisation to:
  - Increase the focus on prevention and the wider determinants of mental health.
  - Encourage joint cross-sectional action to deliver an increased focus on the prevention of mental health problems and the promotion of good mental health at a local level.

1.7 By agreeing the Consensus Statement, the Council will be giving the following commitments:

- a. To transform the health system, we must increase the focus on prevention and the wider determinants of mental health. We recognise the need for a shift towards prevention-focussed leadership and action throughout the mental health system; and into the wider system. In turn, this will impact positively on the NHS and social care system by enabling early help through the use of upstream interventions.
- b. There must be joint cross-sectoral action to deliver an increased focus on the prevention of mental health problems and the promotion of good mental health at local level. This should draw on the expertise of people with lived experience of mental health problems, and the wider community, to identify solutions and promote equality.
- c. We will promote a prevention-focused approach towards improving the public's mental health, as all our organisations have a role to play.
- d. We will work collaboratively across organisational boundaries and disciplines to secure place-based improvements that are tailored to local needs and assets, in turn increasing sustainability and the effective use of limited resources.
- e. We will build the capacity and capability across our workforce to prevent mental health problems and promote good mental health, as outlined in the Public Mental Health Leadership and Workforce Development Framework Call to Action.
- f. We believe local areas will benefit from adopting the Prevention Concordat for Better Mental Health.
- g. We are committed to supporting local authorities, policy makers, NHS clinical commissioning groups and other commissioners, service providers, employers and the voluntary and community sector to adopt this Concordat and its approach.

1.8 To sign-up, organisations follow a simple protocol this includes; Completing the Prevention Concordat commitment action plan, highlighting a commitment to carry out specific actions, centred on the prevention of mental health problems and promotion of good mental health. The Chief Executive (or appropriate senior leader) of the organisation must commit and sign up to the approved commitment action plan. Examples of Local

Authorities that have already signed the Prevention Concordat to highlight their commitment include: Derby City Council, Bristol City Council, Cherwell District Council and Swindon Borough Council.

## 1.9 Time to Change Campaign

The Time to Change Employer Pledge is a commitment to changing the way employers and employees think and act about mental health in the workplace.

- 1.10 According to Mind and Rethink Mental Illness, Mental ill-health is the leading cause of sickness absence in the UK, costing an average of £1,035 per employee per year. Over 300,000 people leave their place of work each year due to poor mental health. Organisations who take the Pledge and put their Action Plan in place have found that employees report feeling more supported about issues concerning mental health and are more confident about making managers and colleagues aware of their experience.
- 1.11 The Time to Change Pledge is supported by a 12 month Employer Action Plan. The Pledge and Action Plan supports organisations to put in place best practice interventions and policy, to help staff work in ways that promote a positive mental wellbeing.
- 1.12 Supporting these 2 initiatives contribute to delivering the following corporate priorities in the Gedling Plan 2019-2020:
  - Healthy Lifestyles - To promote the health and wellbeing of our residents: Improve health and well-being and reduce health inequalities
  - High Performing Council - To be a high performing, efficient and effective council: Maintain a positive working environment and strong employee morale.
- 1.13 The Sport and Health Development Officer of the Community Relations Team works with a range of partners to collaboratively deliver a number of projects and initiatives to achieve the corporate priorities outlined within The Gedling Plan 2019-2020, to promote the health and wellbeing of Gedling Borough residents.
- 1.14 Cabinet will be aware that there are a range of projects and initiatives in place to reduce loneliness, social isolation and support for those experiencing Mental health illness; these include the Arnold Methodist Church Mental Health Befriending Service, Dementia Cafes, the SPRING social prescribing project and the AGE UK Men in Sheds project.

## **2 Proposal**

- 2.1 It is proposed that Gedling Borough Council signs up to the Prevention Concordat for Better Mental Health and that the Chief Executive is authorised to formally sign the Concordat/Consensus Statement to give effect to this. A copy of the draft commitment action plan highlighting the Council's commitment to deliver specific actions centred on the prevention of mental health problems and promotion of good mental health is attached at Appendix A. It is proposed that the Chief Executive be authorised to approve the final version of the action plan and sign it for formal submission to Public Health England.
- 2.2 The Nottinghamshire Health and Wellbeing Board also recommended that organisations sign up to the Time to Change Pledge. This seeks a commitment in the Council's role as an employer, responsibility for which rests with Appointments and Conditions of Service Committee and therefore falls outside the remit of the Executive. Cabinet is however asked to note and support the work currently being undertaken by Officers to explore the feasibility of signing up to the Time to Change Pledge and the supporting Action Plan. A copy of the Action Plan is attached at Appendix B for information.

## **3 Alternative Options**

- 3.1 The alternative is not to sign up to the Prevent Concordat for Better Mental Health and to not explore signing up to the Time to Change Pledge in accordance with the Nottinghamshire Health and Wellbeing Board recommendations. Choosing not to adopt the recommendations may have impact on Gedling Borough Council's current successful relationships with key partners represented at the Nottinghamshire Health and Wellbeing Board.
- 3.2 An alternative option could be to choose a different mechanism to commit to delivering Mental Health prevention in Gedling Borough. This may provide duplication and an ineffective use of resources if the approaches do not align.

## **4 Financial Implications**

- 4.1 There are no immediate financial implications associated with this proposal. Finance required to deliver actions within the proposed plan will be obtained from existing approved budgets and from external sources as and when appropriate.

## **5 Appendices**

5.1 Appendix A – Prevention Concordat for Better Mental Health

5.2 Appendix B – Employer Time to Change Pledge

## **6 Background Papers**

6.1 Nottinghamshire Health and Wellbeing Board Report – Health and Wellbeing Board Actions in Developing Public Mental health Prevention Approaches in Nottinghamshire.

## **7 Reasons for Recommendations**

7.1 Signing up to the Prevention Concordat, enables Nottinghamshire Health and Wellbeing Board Members to deliver consistent and effective mental health prevention planning arrangements within their local area. This whole system approach includes local authorities, the NHS, public, private and the Voluntary Community and Social Enterprise (VCSE) sector organisations.

7.2 Working in an aligned way with key partners in Nottinghamshire will ensure that resources are effectively invested into the prevention and promotion of mental health at a local level.

7.3 Signing up the Prevention Concordat will ensure that Gedling Borough Council receives national recognition in the Council's approach to mental health prevention.