



Staff Mental Health & Wellbeing Action Plan 2023-2025

Purpose:

To ensure the four key principles laid out in the plan by the HSCP's Mental Health & Well-being group for staff health and wellbeing are progressed and monitored: Staff mental health becomes part of the HSCP's local strategies and action plans Staff mental health and well-being is everybody's responsibility All staff deserve to work in a mentally healthy workplace where discussions about mental health and well-being are valued and met with kindness and compassion All staff have the opportunity to talk about mental health and well-being with their manager to ensure they receive the appropriate supports

Key Principles:

The strategic intent of this plan has been informed by GCC and NHS GG&C Mental Health and Wellbeing Action Plans, Glasgow City HSCP Mental Health & Wellbeing group discussions, formal staff feedback via iMatters and other mechanisms. The recognition of the need that staff mental health and well-being policies should be trauma informed. The plan consists of 4 basic principles:

- 1. Staff mental health becomes part of the HSCP's local strategies and action plans**
- 2. Staff mental health and wellbeing is everybody's responsibility**
- 3. All staff deserve to work in a mentally healthy workplace where discussions about mental health and wellbeing are valued and met with kindness and compassion**
- 4. All staff have the opportunity to talk about mental health and wellbeing with their manager to ensure they receive the appropriate supports**

Key themes:

This plan aims to make a real difference in terms of staff being able to openly have conversations about their mental health and wellbeing and receive appropriate support as required. We want to support best practice where possible whilst recognising the current strain on services can limit this approach. This requires acknowledgement from the HSCP that organisational issues, service demands and stigma can negatively contribute to staff mental health and wellbeing and start to address this. We aim to support staff with their mental health and wellbeing by focusing on the following key themes:

1. Culture – Ways of Working	2. Communication	3. Activity	4. Environment
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Key Theme 1: Culture - Ways of Working

This involves listening to staff and having protected time to dedicate to mental health and wellbeing and equipping managers with the tools they need to have supportive conversations with staff about their mental health and wellbeing. There is growing national evidence that shows wellbeing conversations are beneficial and promotes staff mental health and wellbeing. A recent GCC staff health survey reports that only 66% of staff feel their team and line manager supports their mental health and wellbeing and that staff tend to feel less supported by the wider organisation. Furthermore, that staff feel psychologically safe to enable honest conversations about improvements to their teams.

The Glasgow HSCP Staff Mental Health Group will endeavour to carry out a meta- analysis of all current data including iMatter.

Aim and Objectives	Key steps / Tasks	Implementation Leads	Resource Requirement
1. Support the development of a culture of compassionate leadership and kindness	All managers are encouraged to participate in the NES National Trauma Informed (TI) Leadership Programme (STILT) as this is rolled out across the HSCP.	Susanne Aziz – Transforming Psychological Trauma Implementation Coordinator(Trauma Informed)	Commitment to staff / managers having protected learning time

Aim and Objectives	Key steps / Tasks	Implementation Leads	Resource Requirement
<ul style="list-style-type: none"> Building capacity of resilience through utilising trauma informed leadership and strengthening personal resilience programmes 	<p>Share learning from Resilience workshops and develop further individual staff skills in managing personal resilience - Promotion of TI training and Personal Resilience training on digital IT platforms i.e. GOLD (for GCC) & TURAS Learn(for NHS GGC)</p>	<p>Carrie Fivey (development of capacity for resilience)</p> <p>In collaboration with service leads and managers</p>	
<p>2. Support staff mental health and wellbeing</p> <ul style="list-style-type: none"> Raising awareness of mental health and wellbeing resources available to staff Establish a network to support staff resilience and wellbeing Continue with Healthy working lives activities 	<p>Actively promote good practice of manager / employee wellbeing check</p> <p>Specific HSCP virtual programmes are established based on the needs of all staff and the impact of these sessions are evaluated on impacted</p> <p>Network established – grow membership including network of wellbeing champions</p> <p>Continue to support the Healthy Working Lives programme including encouragement of local service areas to take ownership and implement this agenda in a flexible way which is reflective of their needs and takes</p>	<p>Karen Bell and Morag Kinnear</p> <p>Carrie Fivey/Debbie Conlon</p> <p>Carrie Fivey In collaboration with service leads, managers and HR</p> <p>Local Service Managers</p>	<p>All managers and staff</p> <p>Endowment funds</p> <p>Endowment funds</p>

Aim and Objectives	Key steps / Tasks	Implementation Leads	Resource Requirement
	discussions, which focuses on wellbeing, team needs and priorities Alternative methods to be explored to reach non pc facing staff	In collaboration with HR (Karen Bell and Morag Kinnear)	

Key Theme 2: Communication

All staff will be able to receive and readily access the various types of support available in relation to staff mental health and wellbeing. Non PC facing Staff report increased feelings of isolation and disconnection. In addition, we will take specific measures to meet equalities measures.

The Glasgow Staff Mental Health and Wellbeing Group will run an informal network for any staff member who wants to discuss any issue impacting of their wellbeing and resilience.

Aim and Objectives	Key steps / Tasks	Implementation Leads	Resource Requirement
<p>4. Accessibility of mental health and wellbeing resources to all HSCP staff</p> <ul style="list-style-type: none"> A review of existing communication arrangements, exploring 	Homecare communications & marketing working group to consider upgrades to mobile devices and/or explore SMARTCROWD and other apps that improves communication and accessibility and feedback	/ HR / Equality Leads / Disability / BAME / LGBTQ Groups	All staff with a focus on Non PC facing staff i.e. homecare / residential, facilities staff / Underrepresented groups / ethnic minority groups

Aim and Objectives	Key steps / Tasks	Implementation Leads	Resource Requirement
<p>alternative ways to reach non pc facing staff</p>	<p>HR working with senior managers / service managers and partnership / to incorporate into local action plans accessibility and feedback options for staff</p> <p>Promote webinars to all staff and HSCP webpage updated</p> <p>Co-ordinated approach to Communications to staff</p>	<p>HR</p> <p>In collaboration with, OD, SMH&W Group, GHSCP Communication</p>	<p>Staff time to consult with via appropriate methods using staff forums</p>
<p>5. Support the mental health and wellbeing of women that are experiencing the peri/menopause</p> <ul style="list-style-type: none"> • promote and implement both organisation’s menopause policy / guidance to raise the profile • provide support options to women in managing symptoms of peri/menopause 	<p>Menopause information sessions will be made more widely available, details through a range of methods, corporately, including podcasts HSCP YouTube channel and individual service areas implementation. Example of equalities work. NHSGGC : Menopause Policy</p> <p>Further national information www.gov.scot/publications/womens-health-plan/documents/</p>	<p>HR</p> <p>In collaboration with and OD and SMH&WB Group</p>	<p>Female Staff</p> <p>Protected time</p>

Aim and Objectives	Key steps / Tasks	Implementation Leads	Resource Requirement
	Ensure there are specific session to support women in the HSCP such as webinars and other virtual sessions	Carrie Fivey/ Debbie Conlon	

Key Theme 3: Activity

All staff should be have easy access to a range of activities at work which encourages positive mental health and wellbeing. Workplace practices and policies that support such access can make it much easier and more convenient for employees to engage in health and wellbeing activities throughout their work day. Good health is associated with a variety of positive outcomes for employees and putting effort into employee wellness can increase higher levels of job satisfaction, better mental health, lower rates of absenteeism, and greater productivity in the workplace. The development of health and wellbeing activities need to have considered the workforces needs, what is most effective and appropriate to the range of staff groups and their working practices.

The Glasgow HSCP Staff Mental Health Group will complete an endowment bid annual to ensure at least 10k funding to support a range of activities for all staff wellbeing. This will be directed by the group based on robust evaluation.

Aim and Objectives	Key steps / Tasks	Implementation Leads	Resource Requirement
<p>6. To continue to support the healthy working lives programme</p> <ul style="list-style-type: none"> continue to promote health initiatives / activities associated with the maintenance of the gold award campaign to seek to implement wellbeing champions at local service level 	<p>HR linking with service managers to identify healthy working lives champions in each service / base</p> <p>Incorporate into local action plans and encourage staff suggestions 1-1 / team meeting time</p>	<p>HR</p> <p>Service Managers</p>	<p>Staff time</p> <p>Small endowment bids yearly,</p> <p>Range of funding applications</p>

<ul style="list-style-type: none"> • Activity that supports staff mental health and wellbeing will happen as close to the building footprints as possible to ensure equitable access. • Empower local service areas to access funding for health and wellbeing initiatives and encourage the development of local activities based on staff needs. 			
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Key Theme 4: Environment

ALL STAFF

The surroundings where staff work can often coincide with job satisfaction, motivation and interaction with others.

Aim and Objectives	Key steps / Tasks	Implementation Leads	Resource Requirement
<ul style="list-style-type: none"> • Access to local HSCP facilities / staff room for all HSCP staff within Health and Care Centres • To influence the location of the wellbeing bus 	<p>Healthy working lives champions support local site to access funding for tea/coffee/mental health and wellbeing notice board / resources</p> <p>Ensure the legacy of the Care Home Art Project influences HSCP strategy</p>	<p>HR</p> <p>Service Managers</p> <p>Homecare / Residential</p>	<p>Staff Time</p> <p>Endowment Funding</p>