

<b>REPORT TO:</b>	<b>HEALTH AND WELLBEING BOARD</b> 21 October 2020
<b>SUBJECT</b>	Mental Health First Aid Community Programme
<b>BOARD SPONSOR:</b>	Rachel Flowers & Councillor Janet Campbell
<b>PUBLIC/EXEMPT:</b>	Public

**SUMMARY OF REPORT:**

- To highlight the activities of the Community COVID Mental Health First Programme, which is based on the TFL funded Recovery model.
- This programme is intended to support the mental health and wellbeing of Croydon residents which has been impacted by the COVID epidemic and to help them recognise others who are struggling with their mental health and wellbeing and listen to and support those in distress.
- It is intended to reach a 1000 Croydon residents and people who live and work in Croydon.

**BOARD PRIORITY/POLICY CONTEXT:**

- Improving mental health is a key part of Priority 4 of the Health and Wellbeing Strategy.
- By training more people in the community as Mental Health First Aiders will be equipping people to deliver the 'Improving mental health is everyone's business. We want to see this led by employers, service providers and communities'.
- Reducing inequalities. The cost of this training to attendees will usually make it inaccessible to many residents and community groups. This programme facilitates the reduction in inequalities by directly supporting residents and community groups to increase their knowledge about mental health as well as having prioritised delivery to those affected by the Sandilands tram accident including areas which are some of the most deprived in Croydon.

**FINANCIAL IMPACT:**

The costs for training are funded by TfL and the Local authority test and trace service support grant. There are no financial implications on the general fund.

**RECOMMENDATIONS:**

This report recommends that the Health and Wellbeing Board note:

- 1) The Community COVID MHFA and Croydon Recovery Mental Health First Aiders programme
- 2) Residents from across the Borough are encouraged to apply and,

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| 3) That Mental Health First Aider instructors within all organisations represented on the Health and Wellbeing Board, and beyond, are asked to join the network and deliver future training. |
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## **DETAIL OF YOUR REPORT**

### **1. Background – Croydon Recovery Model**

- 1.1 As a result of the Sandilands tram accident, Transport for London (TFL) provided financial support for a programme known as the 'Croydon Recovery model'. The aim of the programme is to support the mental health and wellbeing of people living along the tramline and particularly New Addington. It is managed by the Public Health team.
- 1.2 The delivery model agreed with TFL has a number of components, the largest of which is a programme to train people working and living in Croydon as Mental Health First Aid Instructors and Mental Health First Aiders (adult and youth programmes)
- 1.3 The instructor course is an 8 day programme, and the Mental Health First Aider course is 2 days. Since COVID both options have been turned into on line training courses
- 1.4 The aim of Mental Health First Aid training is to provide people with:
- An in-depth understanding of mental health and the factors that can affect wellbeing
  - Practical skills to spot the triggers and signs of mental health issues
  - Confidence to step in, reassure and support a person in distress
  - Enhanced interpersonal skills such as non-judgemental listening
  - Knowledge to help someone recover their health by guiding them to further support - whether that's self-help resources, through their employer, the NHS, or a mix
- 1.5 A key TFL requirement was to build in long term sustainability and investment in the community. The Recovery model therefore adopted a train the trainer approach which invests in the skills of the local community. This training normally costs £3000 per individual and once trained and accredited individuals or their organisations can earn income from running their own MHFA courses.
- 1.6 The Recovery Model started delivering the Mental Health First Aid (two day) training to people living and working in Fieldway and New Addington in 2019 and the first group of instructors started their 8-day training in March 2020. The instructor training was interrupted by COVID and the remaining training days are taking place in October.

## **2. Mental Health Aware Croydon - Croydon Mental Health First Aid Instructor network**

2.1 The purpose of the Croydon MHFA instructor network is to support the sustainable development of Croydon as a Mental Health Aware borough. The network first met in October 2019 with representatives from the Council, MIND, Croydon Health Services. The network provides both learning, development and sharing opportunities. All organisations with instructors are encouraged to enable their trainer to join the network.

2.2 Applicants for the Recovery model instructor training are required to join the instructor network and to provide two free two-day Mental Health First Aid courses on behalf of the network each year. Council staff will be expected to deliver more than this. This will ensure that there will be a minimum 300 Mental Health First aider training places available across the community each year.

## **3. Building on the Recovery model to support people's mental health and wellbeing during COVID – 'The COVID Community MHFA programme'**

3.1 In May 2020 Councillor Campbell and Croydon Mutual Aid set an ambition of training 1000 people living and working in Croydon on the Mental Health First Aid 2-day training course. It was recognised that delivering on this commitment would help deliver the goals of the TFL funded the Recovery model.

3.2 COVID19 has affected the way in which the original Croydon Recovery Model programme is delivered and the solutions have expanded its reach and uptake.

- MHFA England paused all frontline training but they then developed a virtual training package for the MHFA 2 day course which the Council with support from community instructors has been delivering since it became available in June
- The traditional Mental health first aider course is face to face training for two full days whereas the new virtual option is four half days spread out over two weeks. We are seeing that this is much easier for people to manage.
- Virtual training has also reduced venue and refreshment costs, and this money is being used to more directly support training and increase the number of Mental Health First Aiders

3.3 An additional training post is being recruited too using the COVID grant in recognition of the impact of COVID and the wider effects of COVID on the mental wellbeing of Croydon residents to enable delivery of more courses, particularly in the evenings and weekends.

**4. Number of people applying to and attending the COVID community MHFA programme to date.**

4.1 Prior to June over 70 people had been trained in the Croydon Recovery programme, with the first tranche of trainers also starting training. Since June over 300 people have applied to the programme. By the end of October an additional 150 people will have taken part. Participant feedback is very positive.

4.2 The team attends regular meetings with Councilor Campbell, Croydon Mutual Aid, CVA, and other community representatives to provides updates on the training programme and discuss any issues and publicity opportunities e.g. World Mental Health Day on the 10<sup>th</sup> October.

4.3 Accessibility. Applicants are asked to fill in an equal opportunity form so we can assess the programmes' reach and understand where more publicity is required. The data is limited to those people that complete the equal opportunities form, but it suggests that men are underrepresented in the applications to date.

	Category	Number	%
Equal opportunity forms returned		79	
Gender	Male	16	20%
	Female	62	78%
	Prefer not to say	1	1%
Age			
	18-24	3	4%
	25-34	13	16%
	35-44	19	24%
	45-54	21	27%
	55-64	15	19%
	65+	6	8%
Ethnic Group	Asian or Asian British	11	14%
	Black/African/Caribbean/Black British	18	23%
	Mixed/ Multiple Ethnic Groups	4	5%
	Other ethnic group	1	1%
	White	39	49%
	Do not wish to declare ethnic group	2	3%

4.4 Applications have been received from organisations across Croydon including:

• Croydon Volunteer Centre	20
• Samaritans	8
• BME forum	6
• Croydon Mencap	2
• Croydon College	27
• Places of worship	14
• Children's Centres	10
• Home start Croydon	3
• Primary schools	10

4.5 The recruitment of the new temporary instructor will help with some of the challenges of the programme. These include providing evening and weekend training opportunities and supporting the administrative challenges associated with this large training programme.

## 5. Next steps

- Recruit new temporary (COVID grant funded MHFA instructor / senior programme co-ordinator)
- Increase accessibility by adding weekend and evening courses
- Support the new instructors finishing the training in October to start delivering training
- Set up the next Croydon Mental Health First Aid instructor network meeting

## 6. CONSULTATION

6.1 Members of the public are involved via Croydon Mutual Aid. Feedback from the community about their struggles with emotional wellbeing during COVID informed the decision to create the programme.

## 7. FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS

7.1 The costs for training are funded by TfL and the Local authority test and trace service support grant. There are no financial implications on the general fund.

*Approved by:* Josephine Lyesight Head of Finance, on behalf of the Director of Finance, Investment and Risk

## 8. LEGAL CONSIDERATIONS

8.1 The Head of Litigation and Corporate Law comments on behalf of the Director of Law and Governance that there are no additional that there are no direct legal implications arising from the recommendations within this report.

*Approved by:* Sandra Herbert, Head of Litigation and Corporate Law on behalf of the Director of Law and Governance and Deputy Monitoring Officer.

## **9. HUMAN RESOURCES IMPACT**

- 9.1 No human resources impact directly from this report. MHFA trainers provide internal training of Mental Health First Aiders who provide mental wellbeing support across Croydon Council. This was in existence before the development of the Croydon Recovery model, however there is additional gain in the development of the wider network and sharing of best practice and skills across the borough.

*Approved by:* Debbie Calliste, Head of HR for Health, Wellbeing and Adults on behalf of the Director of Human Resources

## **10. EQUALITIES IMPACT**

- 10.1 We are in the process of completing an equalities impact assessment. In the meantime, we are monitoring to uptake to the course by different groups using the equal opportunities form. As COVID has exacerbated existing inequalities the aim this programme is to give access to people who otherwise might not be able to take part in such a training programme.
- 10.2 We are aware that COVID has had a disproportionate impact on BAME communities and such will ensure we work through the Council Infrastructure organisations the BME Forum, ARCC, CVA and Faiths together in Croydon, and local community groups to help them recognise others who are struggling with their mental health and wellbeing and listen to and support those in distress. We will also target groups such as women, young people, LGBT and disability.

*Approved by:* Yvonne Okiyo, Equalities Manager

## **11. DATA PROTECTION IMPLICATIONS**

- a. **WILL THE SUBJECT OF THE REPORT INVOLVE THE PROCESSING OF 'PERSONAL DATA'?**

**YES**

Applicants for the training course have to provide a delivery address, email and phone number. This information is collected and held securely in accordance with GDPR.

The equal opportunities data is anonymous and cannot be related to the individual's application.

**b. HAS A DATA PROTECTION IMPACT ASSESSMENT (DPIA) BEEN COMPLETED?**

**NO**

Limited personal data is retained to maintain training lists and network contact details

Approved by: Rachel Flowers, Director of Public Health

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**APPENDICES TO THIS REPORT**

*None*

**BACKGROUND DOCUMENTS:**

*None*