

GREATER LONDON AUTHORITY

REQUEST FOR ASSISTANT DIRECTOR DECISION – ADD2376

Title: Mental Health Awareness Training

Executive Summary:

In his statutory London Health Inequalities Strategy, the Mayor made a commitment for staff at City Hall to be trained in mental health first aid informed approaches. The GLA's Corporate Management Team have agreed a pilot of mental health awareness training should be delivered to staff. A package of training bespoke to the needs of the GLA with its unique strategic and political context will be delivered early 2020 after a competitive tendering process from selected providers.

The training package would preferably consist of:

1. 3 or more half day sessions tailored to the GLA's needs for around 75 – 100 staff in total;
2. A digital training package for line managers/staff (approximately 350+ licences lasting 45-60 mins long. The package could include case studies, scenarios, interactive activities; and
3. A lunchtime presentation by the winning bidder to raise awareness and invite feedback from staff.

The Health and HR teams will manage the procurement. HR will manage the training / evaluation. Further training for Mental Health First Aid and mental health awareness training will be rolled out following this pilot and evaluation.

Decision:

That the Assistant Director of Communities and Intelligence approves:

Expenditure of up to £15,000 (from the C&I minor programmes budget) for this training.

AUTHORISING ASSISTANT DIRECTOR/HEAD OF UNIT

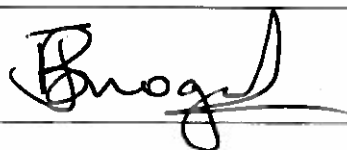
I have reviewed the request and am satisfied it is correct and consistent with the Mayor's plans and priorities.

It has my approval.

Name: Jazz Bhogal

Position: Assistant Director, Health Education and Youth

Signature:



Date:

27/01/2020.

PART I - NON-CONFIDENTIAL FACTS AND ADVICE

Decision required – supporting report

1. Introduction and background

- 1.1 In the Mayor's manifesto in 2016 under 'Improving London's Health' one of his pledges was to provide greater support for mental health. This was to be by leading a campaign to break down the stigma of mental illness, promoting and supporting Mental Health Awareness Week and coordinating efforts to reduce the number of people taking their own lives.
- 1.2 As referenced in MD2439 in October 2018, the GLA Health Team has developed a programme of work to lead and implement the Mayor's Health Inequalities Strategy (HIS) with relevant partners and stakeholders and support his leadership role as chair of the London Health Board. The aims set out in the HIS are:
 - Healthy Children;
 - Healthy Minds;
 - Healthy Places;
 - Healthy Communities;
 - Healthy Living; and
 - Supporting the Mayor's leadership role for health.
- 1.3 Funding of the training of Youth Mental Health First Aid (YMHFA) instructors in every London borough and delivery of Youth MHFA in state schools and further education colleges is being rolled out through the Young Londoners Fund with project management support from Thrive LDN.
- 1.4 Mental Health Awareness and Mental Health First Aid training for GLA staff builds on the Mayor's aim that all Londoners share in a city with the best mental health in the world. The Healthy Minds chapter of the HIS sets out 5 objectives to achieve this with London's workplaces supporting good mental health being a key ambition.
- 1.5 MHFA is referenced in the HIS implementation plan, and the Mayor referred to it directly in the Assembly plenary on Monday 3rd September. This can be found at [this link](#).
- 1.6 The training is complimentary to the GLA's London Healthy Workplace Award (LHWA), and the Time To Change Employers' Pledge, both of which are being reviewed and updated as part of the GLA's Transformation Programme. In addition, the training will help to address concerns raised in previous staff surveys regarding staff mental health and the Mayor's ambition to make London a zero-suicide city.

2. Objectives and expected outcomes

- 2.1 Objectives:
 - meet the Mayor's commitment to 'roll out training in mental health first aid informed approaches across City Hall, and support TfL, the Metropolitan Police and London Fire Brigade to build on the mental health awareness work they have already started'. (The London Health Inequalities Strategy, September 2018)
 - have up to 100 staff trained in a half day mental health awareness course, which should cover:
 - what mental health is and how to challenge stigma;

- equipping staff with a basic knowledge of some common mental health issues. This should also include some reference to those who may be at more risk of poor mental health as well as common life and work stresses that when exposed to can put people more at risk. For example, moving home, having a child, changing work hours, bereavement, working long hours or long period of illness;
- giving an introduction to looking after your own mental health and maintaining wellbeing; and
- giving confidence to support someone in distress or who may be experiencing a mental health issue.

2.2 Outcomes:

- staff will be equipped with:
 - understanding of what mental health is and how to challenge stigma;
 - a basic knowledge of some common mental health issues;
 - an introduction to looking after their own mental health and maintaining wellbeing; and
 - confidence to support someone in distress or who may be experiencing a mental health issue.
- upon completion, attendees should receive resources such as:
 - a certificate of attendance;
 - a reference manual; and
 - a workbook including a helpful toolkit to support your own mental health.
- In addition to the half day course, the training will also include a digital package which could include case studies, scenarios and interactive activities. The digital package would be able to be accessed by at least 350 staff.
- The training should support the GLA's transformation programme's workstreams, particularly 'New Ways of Working' and HR/People policies. In particular, the training will help further line managers' awareness of mental health issues in the context of managing staff who are working remotely.
- Following the roll out of Inclusive GLA Programme, the training will support further work on creating an inclusive and supportive working culture at the GLA.

3. Equality comments

- 3.1 The training supports the GLA's Equality Diversity and Inclusion Duty's (EDI) Health actions under "Strategic Objective 34: To work with communities, employers and the voluntary sector to ensure London's diverse populations no longer experience stigma associated with mental ill-health". Namely, embedded mental health and related inequalities in City Hall strategies and programmes.
- 3.2 The training supports the organisation's work in the area of disability equality, notably supporting awareness around poor mental health. The training will have a positive effect on staff's mental health awareness and general sense of wellbeing inside and outside of work. It will be encouraged that this knowledge will be shared with friends and family.
- 3.3 Staff from all GLA Networks (BAME, Womens, Disability, LGBT+ etc) will be specifically invited to undertake the training to encourage participation from as diverse a pool of staff as possible. These networks will be invited to come together to discuss the training.
- 3.4 The training will be open to all staff, dependant on line manager sign off and completion of learning and development requirements when booking.

- 3.5 All GLA Line managers will be encouraged to complete the digital training as mandatory and a lunchtime presentation will be run by the successful provider for all staff.

4. Other considerations

Risks

Logistics
Room availability at City Hall may affect training dates/attendance.
Mitigation: Project team works with Facilities to move other meetings as necessary.
Training content
Room availability at City Hall may affect training dates/attendance.
Mitigation: Project team works with Facilities to move other meetings as necessary.
Content doesn't take into account diverse range of staff needs at GLA.
Mitigation: Health/HR consults with staff networks and Unison and Assembly.

Links to Mayoral strategies

- 4.1 Health Inequalities Strategy, Healthy Minds section : Objective 1: Mental health becomes everybody's business. Londoners act to maintain their mental wellbeing, and support their families, communities and colleagues to do the same and Objective 4: that 'London's workplaces support good mental health: https://www.london.gov.uk/sites/default/files/health_strategy_2018_low_res_fa1.pdf.

5. Financial comments

- 5.1 Approval is being sought for expenditure of up to £15,000 for a provider to be confirmed to deliver mental health awareness training. This expenditure will be funded by the Communities & Intelligence Minor Programme budget for 2019-20.

6. Planned delivery approach and next steps

- 6.1. Dates are indicative and subject to change.

Activity	Timeline
Procurement	By end February 2020
Announcement [if applicable]	End February 2020
Comms: Blog post by member of CMT, Presentation by provider at Lunch and Learn training, live on Employee Self Service	End February 2020 to end March 2020
Recruitment for MH awareness training	End February 2020 to end March 2020
Online training commences	By End March 2020
Training delivery begins	March / April 2020
Final evaluation start and finish (self)	Autumn 2020
Delivery End Date	Autumn 2020

- 7.2 Once the package of support is procured, the L&OD Team will take over the implementation of the training as part of the existing L&OD offer. This will mean liaising with the appointed supplier to

design, pilot and roll out the session as per the specification. While L&OD will take on the lead role, the Health team will input into the design, pilot and review of the evaluation.

Appendices and supporting papers:

None.

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FoIA) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary. **Note:** This form (Part 1) will either be published within one working day after it has been approved or on the defer date.

Part 1 - Deferral

Is the publication of Part 1 of this approval to be deferred? NO

If YES, for what reason: N/A

Until what date: (a date is required if deferring) N/A

Part 2 - Sensitive information

Only the facts or advice that would be exempt from disclosure under FoIA should be included in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form -NO

ORIGINATING OFFICER DECLARATION:

Drafting officer to
confirm the
following (✓)

Drafting officer:

Nathan Winch has drafted this report in accordance with GLA procedures and confirms the following:

✓

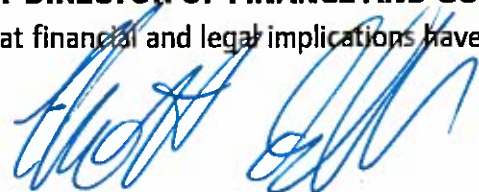
Corporate Investment Board

This decision was agreed by the Corporate Investment Board on 27 January 2020.

ASSISTANT DIRECTOR OF FINANCE AND GOVERNANCE:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature



Date

27/1/20