

Health Improvement Board – Mental Wellbeing in Oxfordshire

13th September 2018

Recommendations

1. The Health Improvement Board is asked to
 - a. Agree the approach of focusing efforts on promoting and supporting mental wellbeing
 - b. Recognise that this is in addition to the mental ill-health overview provided by other partnerships (Joint Management Group for Adults and Children's Trust)
 - c. Recommend the Health and Wellbeing board to endorse the consensus statements of the Prevention Concordat programme.
 - d. Set up a working group to develop an Oxfordshire Mental Wellbeing Framework including actions needed for HIB partners to sign up to the Prevention Concordat and proposed indicators that can be used to measure progress.

Background

The Health Improvement Board agreed in May 2018 for mental wellbeing to be a priority for Oxfordshire, after noting the results of the workshop in March 2018.

In order to demonstrate the Board's commitment to this priority it was suggested that adopting the Prevention Concordat for better mental health (by signing up to the Consensus Statement) is the start of the process for making mental wellbeing a priority.

All partners are already taking a prevention focussed approach to improving the public's mental wellbeing.

The Board already works across sectors and can continue to encourage partners to adopt mental wellbeing approaches.

Defining mental wellbeing.

Achieving a positive state of health, physical or mental, is highly reliant on having good mental wellbeing. If you are resilient and empowered you are better able to make positive lifestyle choices and better able to respond to adverse events.

"Mental Health" and "Mental Wellbeing" tend to be terms that are used interchangeably, when talking about a person's ability to cope with adversity and thrive in life. The following definitions give more clarity:

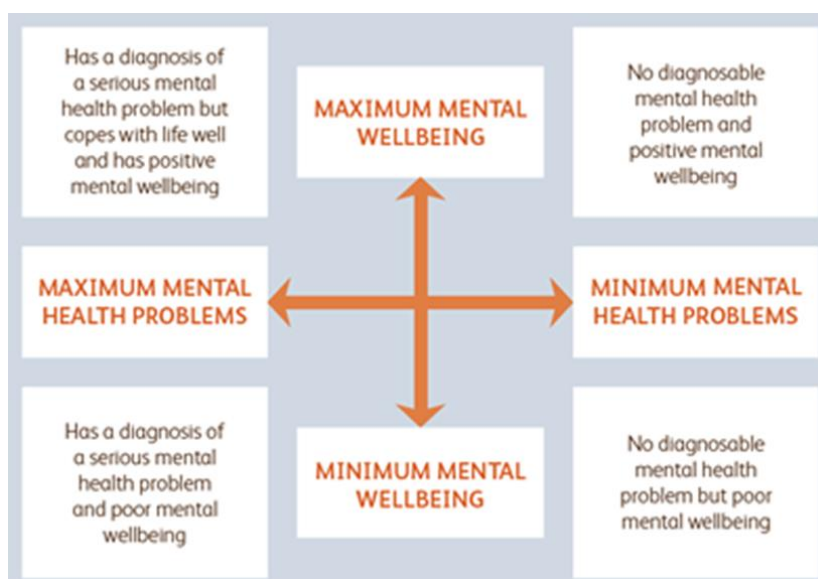
- **Mental ill-health** is concerned with disorders (such as depression, anxiety, schizophrenia, personality disorder) that are used to imply the existence of a

clinically recognizable set of symptoms or behaviour associated in most cases with distress and with interference with personal functions¹.

- **Mental Health: a state of wellbeing** in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community².
- **Mental wellbeing** can be understood as how people feel and how they function, both on a personal and a social level, and how they evaluate their lives as a whole³.

There are two schools of thought about the relationship between mental health and mental wellbeing. The first is that mental wellbeing is on a continuum with mental health at one end, leading through to mental ill health at the other. The second, is that mental wellbeing is entirely separate from mental health, though there is a relationship between the two.

Figure 1 shows the dual continuum model⁴ which recognises that a person with mental health problems can simultaneously be experiencing positive mental wellbeing, and vice versa.



It is proposed that the Board adopts the understanding of mental wellbeing as being separate to mental health. From this point on mental wellbeing will be the primary term used at the Health Improvement Board.

Since the mid-1990s academics have studied mental health in a more positive way, looking at what conditions create positive mental wellbeing. Based on these theories and models, the New Economic Foundation⁵ (NEF) in 2012 formulated the Five Ways to Wellbeing. This approach has been adopted nationally by MIND and is recognised by many.

¹ <http://www.who.int/classifications/icd/en/bluebook.pdf>

² http://www.who.int/features/factfiles/mental_health/en/

³ New Economics Foundation (2012) *Measuring Wellbeing: A guide for practitioners*, London: New Economics Foundation. https://www.mentalhealth.org.uk/blog/what-wellbeing-how-can-we-measure-it-and-how-can-we-support-people-improve-it#_ftn1

⁴ K Tudor "Mental health Promotion: Paradigms and Practice" 1996

⁵ *Staying Alive: How to Get the Best From the NHS* by [Dr Phil Hammond](#) 2015



In Dr Phil Hammond's⁶ book, this concept was added to and perhaps been made more memorable. CLANGERS, is made up of the 5 Ways to Wellbeing - Connect, keep Learning, be Active, take Notice, Give, with three additional factors which spell the "ERS" at the end of CLANGERS - Eat Well, Relax and Sleep.

It is proposed that the Health Improvement Board uses the concept of CLANGERS when describing the different elements of Mental Wellbeing.

An Oxfordshire Mental Wellbeing Framework

The proposed Mental Wellbeing Framework will build on work and activities already in place for promoting mental wellbeing, highlight gaps and give an outline of what all partners are committed to do. It will serve as an action plan for this topic and can be monitored by the HIB. It will include actions that need to be delivered to enable Oxfordshire HWB to sign up to the Prevention Concordat (see the section below)

Having reviewed the outputs of the HIB workshop at the May 18 meeting, it is recommended, that an Oxfordshire Framework is jointly owned and therefore jointly created – Mental Wellbeing is everyone's business and all partners have a contribution to make

Actions need to be owned by and relevant to the partners and therefore increase the likelihood of them being delivered. A co-designed framework will help support this outcome and working jointly is one of the key principles of the consensus statements

It is recommended that the Board commissions a Task and Finish group of its respective organisations, with representation from a range of departments that can influence wellbeing (HR, Leisure and Parks/Environment, Public Health) as well as views of those with lived experience. This group will recommend a framework to the Board which will progress future work, including details of how progress will be measured. The group will report back to the HIB at a future meeting.

Prevention Concordat for Better Mental Health

The Prevention Concordat for Better Mental Health was discussed in the May 2018 Health Improvement Board meeting and there was interest in finding out more about what partner organisations would need to do to sign up to the concordat.

To recap, the aim of the Prevention Concordat for Better Mental Health is to help every local area to put effective prevention planning arrangements in place. It guides organisations through a series of actions, that will help them deliver on the aim of improving mental health and wellbeing.

It aims to do this by raising the profile and securing commitment to some actions. There is a two-page application form (Appendix 1) per partner organisation which is submitted to Public Health England who will publish their commitment on Prevention Concordat website⁷.

In order to be able to demonstrate that an organisation has signed up to the Consensus Statements (see appendix 2), there are several requirements. The following four are needed for each of the HIB partner organisations.

1) Organisations need to show that they intend to continue to promote and support mental health and wellbeing.

Each partner organisation should demonstrate delivery of a range of actions, perhaps based on (but not limited to) the following ideas from other areas who have already signed up to the Concordat

- 1) Supporting mental wellbeing campaigns/messages on organisations websites, social media accounts and newsletters.
- 2) Convene communications officers across the key partners to plan a mental wellbeing literacy campaign in 2019 and report back to the board on the outcomes.
- 3) Share best practice with partners of where evidence based planning and commissioning has been used to reduce the impact of health inequalities.
- 4) Train staff in how to sensitively facilitate conversations with those with a lived experience of poor mental wellbeing and ill health, to improve their services.
- 5) Carry out a review of HR policies and practices related to encouraging opportunities to promote the 5 ways to wellbeing. For example, to move more whilst at work, learning (for example the promotion and use of free online courses or accessing local adult learning courses), maximising volunteering take up of staff. Promote best practice of HR/employment policies between partners.
- 6) Promote examples of where culture and the arts were incorporated in a novel way, to existing services, to enhance mental wellbeing of users of the service or the local area.
- 7) Include a standard clause in contracts that require contracted out services to promote the mental wellbeing of their employees.
- 8) Assess community based interventions for grants against how mental wellbeing will be improved as a result of any new, or additional activity is being implemented.
- 9) Send a communication to all employers and partners (e.g with more than 50 employees) in the area encouraging them to sign up to the concordat.

2) Organisations promoting the adoption of these principles make a public statement that this is what they are and will be doing to tackle mental health.

The Board members may wish to identify what parts of this proposal they will be able to recommend to their respective organisation.

⁷ <https://www.gov.uk/government/publications/prevention-concordat-for-better-mental-health-consensus-statement/prevention-concordat-for-better-mental-health>

- Liaise with communications officers to put together a locally tailored media content, such as a press release, including photograph of signing a document, and/or comment demonstrating what the signatories personally do to take care of their wellbeing, as per Five Ways to Wellbeing. That is launched on the same day/week.
- Include an article in next local residents' e/newsletter
- Host the information on front page of organisations website
- Host information and relevant content on social media pages. Ask residents what they do to relax/look after their wellbeing. Use suggested hashtag such #Oxon5ways
- Encourage other partners to host the media content in their newsletters etc

3) **Sign off from the Health and Wellbeing Board** that all partners take forward the the Mental Health Prevention Concordat.

The HIB will discuss whether to make a proposal to the Health and Wellbeing Board, requesting that it endorses the Prevention Concordat and call for action across all its sub-partnerships and working groups.

4) Nominate a **mental health champion**⁸, ideally for each organisation, but at least one representing Oxfordshire. Details of what is required of a Champion can be found in Appendix 3

There are other requirements for being able to sign up to the Concordat, which Oxfordshire already has in place

- A suicide prevention plan
- An Oxfordshire Mental Health Joint Strategic Needs Assessment.
- Evidence of current mental health and wellbeing support and promotion. We can use the results of the March 2018 mental wellbeing workshop to demonstrate this.

Next steps

If all partners on the HIB are in agreement that this proposal can be taken forward, **it is recommended** that the Mental Wellbeing Task and Finish group should ensure the process of signing up to the Concordat is completed. This will require a member of staff from each of the respective organisations being appointed to work on the group.

Actions which need to be completed in order for the Concordat to be adopted will be set out in the Mental Wellbeing Framework so that the HIB can monitor progress.

Indicators

As the Board is recommended to adopt the positive mental wellbeing approach, it should follow that the indicator to monitor progress should reflect this.

It is proposed that the Health Improvement Board monitors indicators for wellbeing by using the Office for National Statistics' (ONS) subjective well-being questions⁹. There are four wellbeing related

⁸ <http://www.mentalhealthchallenge.org.uk/>.

⁹ <https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/bulletins/measuringnationalwellbeing/januarytodecember2017>

questions, with a response scale of 0-10 are intended to capture what people think about their happiness, satisfaction with life and anxiety levels. From April 2011 these questions have been included in the Integrated Household Survey, which is a composite survey that gathers information from over 200,000 people in UK.

The indicators suggested are as follows.

- a. Self-reported well-being - high happiness score: % of respondents
- b. Self-reported well-being - high satisfaction score: % of respondents
- c. Self-reported wellbeing - people with a low happiness score

Appendix 4 shows the performance of Oxfordshire over the past six years.

The data presents annual estimates of personal well-being on a rolling quarterly basis. These estimates provide a timelier picture of how the UK population are feeling and allows us to monitor how well-being is changing in the UK more frequently. This data is also included within the Public Health Surveillance Dashboard¹⁰.

However, this is a very high-level indicator and will not show whether local work is having an impact on local people. Therefore it is also recommended that we also report on activity or other local outcomes to supplement this.

It is recommended that the Task and Finish Group propose relevant indicators for monitoring progress as part of their Mental Wellbeing Framework. These might include proxy indicators of wellbeing such as volunteering activity, participation in learning, physical activity and others linked to CLANGERS.

Summary of proposals in this paper. The Health Improvement Board is asked to

- a. Agree the approach of focusing efforts on promoting and supporting mental wellbeing
- b. Recognise that this is in addition to interventions to treat mental ill-health led by other partnerships (Joint Management Group for Adults and Children's Trust)
- c. Recommend the Health and Wellbeing board to endorse the consensus statements of the Prevention Concordat programme.
- d. Set up a working group to develop an Oxfordshire Mental Wellbeing Framework including actions needed for HIB partners to sign up to the Prevention Concordat and proposed indicators that can be used to measure progress.

August 2018

Contact:

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¹⁰ https://insight.oxfordshire.gov.uk/cms/system/files/documents/F-008_FourMeasures_PersonalWellBeing_1.pdf

Appendix 1 – Concordat application form

Concordat application form (*with suggested responses that partner organisations may be able to cite added in italic font*)

Prevention Concordat for Better Mental Health: information required from signatories to the Consensus Statement

We are delighted that you are interested in becoming a signatory to the [Prevention Concordat for Better Mental Health Consensus Statement](#). You will be joining a number of organisations who have committed to working together to prevent mental health problems and promote good mental health through local and national action.

Please can you complete the template below to enable us capture your pledge and the key contacts in your organisation. Once completed, please send to: publicmentalhealth@phe.gov.uk

Lead Contact	
Name of Organisation	
Type of Organisation	Public Sector <input checked="" type="checkbox"/> Private company <input type="checkbox"/> Membership Organisation <input type="checkbox"/> Charity <input type="checkbox"/> Other (please state)
Are you a national organisation?	Yes <input type="checkbox"/> Please State which regions you cover
Please tell us more about your organisation’s work (<i>no more than 150 words</i>)	<i>**Name of organisation** provides essential public services to **** residents of Oxfordshire, from eg education, public health, child and adult social care to fire and rescue, trading standards, roads, environment and strategic planning.</i>
What are you currently doing on: <ul style="list-style-type: none"> • prevention of mental health problems and suicide • promotion of mental health 	<i>Details from the Mental Wellbeing workshop E.g Our HR Policies have recently been reviewed We have an employee wellbeing service which provides counselling support Our managers have access to mental health and wellbeing training and are encouraged to attend We support the national 5 Ways to Wellbeing campaigns We recognise the value of the arts in mental wellbeing and employ Arts Officers to promote the arts in local communities.</i>
What contribution would you like to commit to in 2018/19	<i>As per discussed in HIB meeting 13th September, with local amendments - these will be set out in the Mental Wellbeing Framework</i>

and beyond	
Can you provide a brief communication plan to indicate how you will promote your commitment?	<i>As per discussed in HIB meeting 13th September, with local amendments</i>
Please provide a confirmation from the CEO or Board of your organisation (include name and date)	
Name of the signatory from your organisation.	County Councillor xxxxx/Chief Executive

Appendix 2 – Mental Health Prevention Concordat Consensus Statements

The undersigned organisations agree that:

1. 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.
2. 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.
3. We will promote a prevention-focused approach towards improving the public's mental health, as all our organisations have a role to play.
4. 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.
5. 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 Action¹.
6. We believe local areas will benefit from adopting the Prevention Concordat for Better Mental Health.
7. 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.

Appendix 3 - Details of what is required of a Mental Health Champion

The Challenge - find a champion!

Local authorities have a key role in promoting wellbeing and improving mental health in their communities. We want to support and encourage local authorities to take a proactive approach to this crucial issue. So we've set up the Challenge.

Mental Health Challenge Poster

Local authorities

We are asking all local authorities to take up The Mental Health Challenge and have produced a template motion to enable councils to promote mental health across all of their business.

This council notes:

- 1 in 4 people will experience a mental health problem in any given year.
- The World Health Organisation predicts that depression will be the second most common health condition worldwide by 2020.
- Mental ill health costs some £105 billion each year in England alone.
- People with a severe mental illness die up to 20 years younger than their peers in the UK.

This council believes:

- As a local authority we have a crucial role to play in improving the mental health of everyone in our community and tackling some of the widest and most entrenched inequalities in health.
- Mental health should be a priority across all the local authority's areas of responsibility, including housing, community safety and planning.
- All councillors, whether members of the Executive or Scrutiny and in our community and casework roles, can play a positive role in championing mental health on an individual and strategic basis.

This council resolves:

- To sign the Local Authorities' Mental Health Challenge run by Centre for Mental Health, Mental Health Foundation, AMHP, Mind, Rethink Mental Illness, Royal College of Psychiatrists and YoungMinds.
- We commit to appoint an elected member as 'mental health champion' across the council.
- We will seek to identify a member of staff within the council to act as 'lead officer' for mental health.

The council will also:

- Support positive mental health in our community, including in local schools, neighbourhoods and workplaces.
 - Work to reduce inequalities in mental health in our community.
 - Work with local partners to offer effective support for people with mental health needs.
 - Tackle discrimination on the grounds of mental health in our community.
 - Proactively listen to people of all ages and backgrounds about what they need for better mental health.

The member champion

Enthusiasm and commitment are more important than formal position in becoming a member champion. What is crucial is that an elected local authority member takes on this role in order to influence the full range of the authority's activities and responsibilities.

The role of champion will be defined locally but key activities might include:

- Advocating for mental health issues in council meetings and policy development
- Reaching out to the local community (eg via schools, businesses, faith groups) to raise awareness and challenge stigma
- Listening to people with personal experiences of mental ill health to get their perspectives on local needs and priorities
- Scrutinising the work of local services that have an impact on mental health: eg health, social care, housing, police.
- Fostering local partnerships between agencies to support people with mental health problems more effectively
- Encouraging the council to support the mental health of its own workforce and those of its contractors.

The member champion will have access to the following benefits to help them in these roles:

- Advice and support from the mental health challenge national partners (usually by phone or email)
- Access to resources on the challenge web site
- A monthly update on relevant news, events and key policy developments
- An annual meeting with other member champions to share intelligence, experiences and ideas.
- Workshops and other learning events on key topics

As local leaders for better mental health, we expect all member champions to:

- Provide a vocal presence for mental health within their council where this is necessary
- Identify at least one priority each year for focused work

- Seek the views of people with lived experiences of mental ill health when identifying priorities and concerns
- Work respectfully, sensitively and empathically with people with mental health problems at all times
- Respond to occasional requests from the challenge coordinator for updates on activities undertaken in the role of member champion.

We are aware that member champions are elected members of councils who have a number of competing priorities and limited time to put into the role of member champion.

The national partners reserve the right to raise concerns where member champions whose conduct falls below the expectations set out above. Where steps are not taken to address concerns expressed by the national partners, councils may be removed from the challenge membership.

Lead officer role description:

The role of lead officer can be taken by any staff member in the council. Their role may include, but not be limited by:

- Providing information to the member champion to support their work
- Advising the member champion on current issues and priorities
- Supporting implementation of strategies initiated by the member champion
- Raising awareness within the council's staff about mental health issues
- Seeking external support for activities led by the council to promote mental health and wellbeing
- Liaising with the mental health challenge national partners to secure information and advice.

The lead officer will also have access to the benefits described above for member champions.

Support from national organisations

National mental health organisations will support local authorities that take on the challenge by:

- Providing resources (for example published evidence, expert opinion and briefings) to help councils to take local action.
- Offering networking opportunities and peer support for mental health champions, including an annual meeting and through use of electronic media.
- Recognising and acknowledging publicly the councils that sign up to the challenge and the champions they appoint.

Appendix 4

Proposed mental wellbeing indicators are explained below, with latest results for Oxfordshire shown in the charts.

The 4 personal well-being questions asked of the Survey sample are:

- overall, how satisfied are you with your life nowadays?
- overall, to what extent do you feel the things you do in your life are worthwhile?
- overall, how happy did you feel yesterday?
- overall, how anxious did you feel yesterday?

People are asked to respond on a scale of 0 to 10, where 0 is “not at all” and 10 is “completely”.

People are asked to respond on a scale of 0 to 10, where 0 is “not at all” and 10 is “completely”. We produce estimates of the mean ratings for all four personal well-being questions, as well as their distributions, using thresholds.

Labelling of thresholds

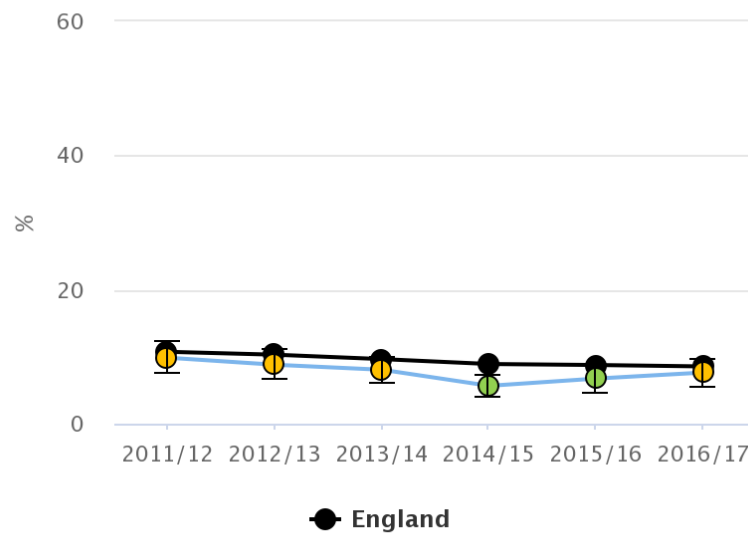
Life satisfaction, worthwhile and happiness scores		Anxiety scores	
Response on an 11 point scale	Label	Response on an 11 point scale	Label
0 – 4	Low	0 – 1	Very low
5 – 6	Medium	2 – 3	Low
7 – 8	High	4 – 5	Medium
9 – 10	Very high	6 – 10	High

Latest Oxfordshire Figures, compared with England

Note – Statistical significance, nor confidence intervals have been calculated for these figures, so it is not possible to say the differences are significant.

- a. **2.23iii - Self-reported wellbeing - people with a low happiness score**

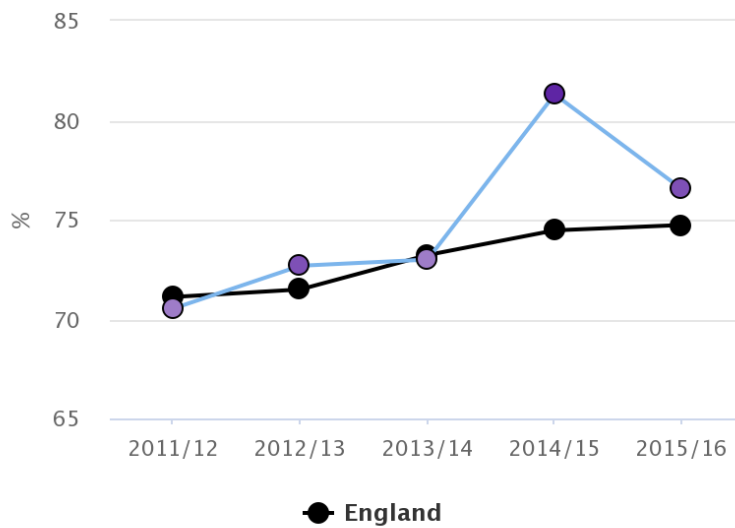
2.23iii – Self-reported wellbeing – people with a low happiness score
– Oxfordshire



The percentage of people with a low happiness score for Oxfordshire is similar to England and the trend is generally better than England.

b. **Self-reported well-being - high happiness score: % of respondents**

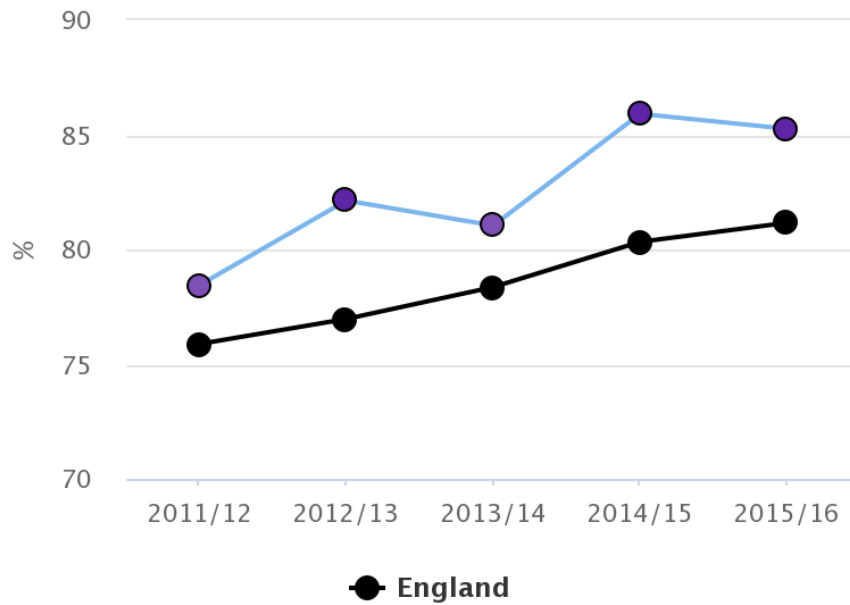
Self-reported well-being – high happiness score: % of respondents – Oxfordshire



Oxfordshire has a higher percentage (76%) of people reporting a high happiness score, compared to England (74.9%).

c. **Self-reported well-being - high satisfaction score: % of respondents**

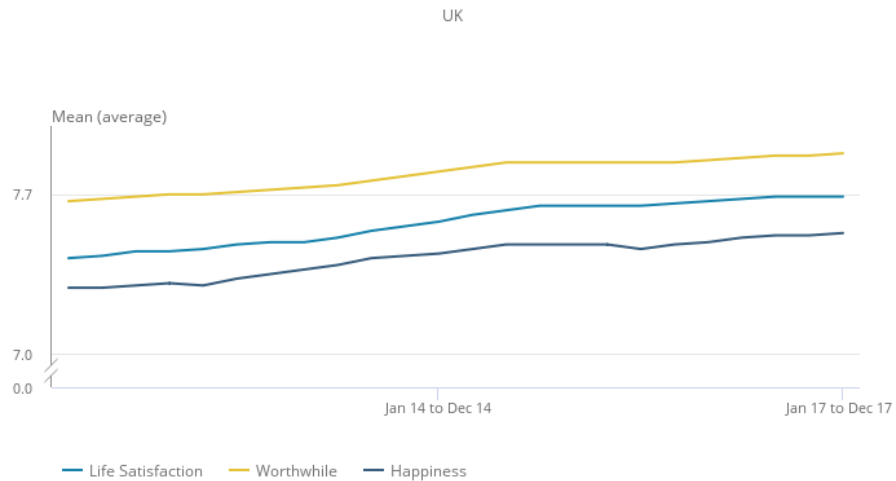
**Self-reported well-being – high satisfaction score: % of respondents
– Oxfordshire**



The score for high satisfaction levels in Oxfordshire (85%) is higher than the England average (81%), (noting that the graph starts at 70%).

The graph below shows the combined figures against the scores people assign out of ten, for life satisfaction, worthwhile and happiness in England.

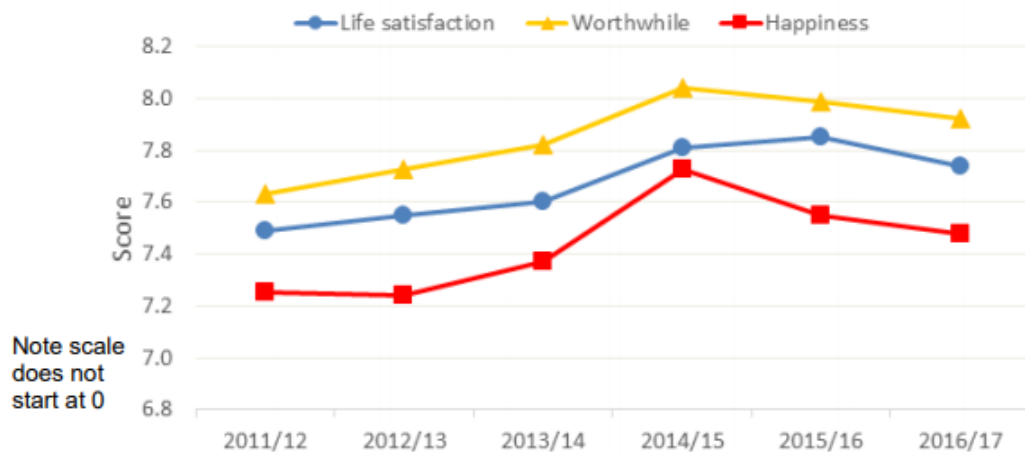
Figure 1a: Average life satisfaction, worthwhile and happiness ratings, year ending March 2012 to year ending December 2017



Source: Annual Population Survey, Office for National Statistics

Below are the figures for Oxfordshire, which can be found in the Mental Health Joint Strategic Needs Assessment.

Figure 15 Trend in average wellbeing scores in Oxfordshire for (a) life satisfaction, (b) things you do that are worthwhile and (c) happiness



Source: Office for National Statistics Personal Wellbeing released Nov17