



## Healthy Minds: Managing Wellbeing Programme

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- ▶ 1 in 4 people have a mental health issue.
- ▶ Employer cost of mental health related absence is £53 - £56 billion per year.
- ▶ Management style remains one of the most common causes of stress at work.

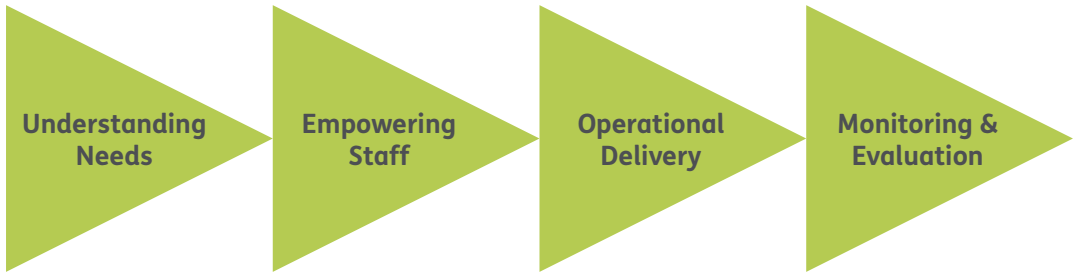
## **HOWEVER:**

**Employers that invest in workplace mental health support return an average £5 for every £1 spent! This rises to £5.60 for universal support and drops to £3.40 for reactive support.**

### **Our corporate programme**

YMCA is the world oldest and largest youth charity, operating in over 140 countries. Locally, YMCA Trinity group have been at the heart of the Cambridgeshire and Suffolk community since 1852. Whilst we specialise in young people, our focus is on building proactive and sustainable communities, with workplaces central to this.

YMCA Trinity group uses an evidence-based approach to supporting staff mental health through a dedicated team of qualified mental health professionals, with a focus on empowerment and prevention. Our model consists of four phases:



#### **1. Understanding needs**

- ▶ We will arrange an initial consultation to understand the makeup of your organisation and current provision
- ▶ We will then guide you through a self-assessment tool to help you identify any gaps in provision
- ▶ An anonymised survey will then be given to staff to audit needs including a training needs analysis and wellbeing measurement tool.

#### **2. Empowering Staff**

- ▶ Following this initial audit, we will work with you to analyse the data and identify priority areas for an initial action plan

- ▶ We will also identify staff mental health champions who will act as initial support and engagement leads within their teams (depending on the size of the organisation)
- ▶ This phase will also involve delivering core managers and champions training including self-care, how to support staff, how to identify issues, where to go for help
- ▶ Enhanced training for managers of frontline staff and mental health champions will then be arranged based on needs; to include various mental health topics, how to have difficult conversations, reflective practice skills, etc.

### **3. Operational Delivery**

- ▶ After the managers and champions training, wider staff training will be rolled out to include self-care, managing stress and reflective practice
- ▶ Using a locally approved competency framework, training will help improve knowledge of mental health theory and how to apply this into practice
- ▶ This phase will also involve delivering wider mental health support programmes identified in the audit, which may include: campaigns, counselling, self-care resources and events, wellness action plans, etc
- ▶ Depending on the organisation, this phase may also involve identifying initiatives to support clients and understand their needs.

### **4. Monitoring & Evaluation**

- ▶ Ongoing monitoring of the programme will identify outcomes using direct feedback, anecdotal evidence, and analysis of HR data such as retention, absence, etc
- ▶ Following the implementation of each phase, recommendations will be developed and provided
- ▶ An on-going monthly one hour check in to discuss progress and any challenges will be provided
- ▶ We will then revisit the staff wellbeing measurement tool to identify any improvements and the initial action plan
- ▶ You will then be supported to develop your long-term organisational strategy as an outcome of the programme.

## Costs

As this programme is bespoke to needs, costs will depend on the size of the organisation and level of involvement required. Phases 1-3 can be purchased separately, with Phase 4 included in the price.

A minimum of 10% of any fees will go back into supporting the mental health of vulnerable children and young people within local communities. Details of how your funding is being spent can be provided on request.

We can also provide additional services and training such as:

- ▶ Corporate membership for one of our gyms
- ▶ First aid training
- ▶ Other qualifications including Award in Education and Training
- ▶ Room hire for meetings and events
- ▶ Volunteering and fundraising opportunities

## How to get involved

Contact our mental health services team:

**T** 01733 373187  
**E** [mentalhealthservices@ymcatrinity.org.uk](mailto:mentalhealthservices@ymcatrinity.org.uk)  
**W** [ymcatrinitygroup.org.uk](http://ymcatrinitygroup.org.uk)

