Delivered by:
Mike Jeffries, Training Manager, Birmingham Mind

An inclusive approach to mental health and volunteering:

What do we do?

We estimate that we have contact with over **4500 Service Users per annum and another 2000 people per annum through our Workplace wellbeing training.**

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The Cost of Mental Health Problems

Mental health problems cost the UK economy an estimated **£70-£100 billion each year,** and account for **4.5% of GDP**.

It is estimated that:
20% of this cost is attributed to health and social care costs
30% to lost productivity, and the remaining
50% to human suffering

Source: 2013 Annual Report of the Chief Medical Officer
(Which focused on mental health)

In The Workplace

60% of employees have experienced a mental health problem due to work in the last year.

31% formally diagnosed with a mental health issue.

15% of those who disclosed were subject to disciplinary procedures, demotion or dismissal (up from 9% in 2016 survey).

Business in the community: Mental Health at work report Sept 2017
(3,006 people responded to survey)

- Volunteering can be a hugely successful way for people experiencing mental health issues to break through social isolation and re-connect with the world around them including the world of work. **"Evidence shows that helping others is actually beneficial for your own mental health and wellbeing. It can help reduce stress, improve your emotional wellbeing and even benefit your physical health" – Mental Health Foundation.**

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VOLUNTEER Citizens Advice Bureau report: 2014

https://www.citizensadvice.org.uk/Global/Migrated_Documents/corp

citizensadvice.org.uk

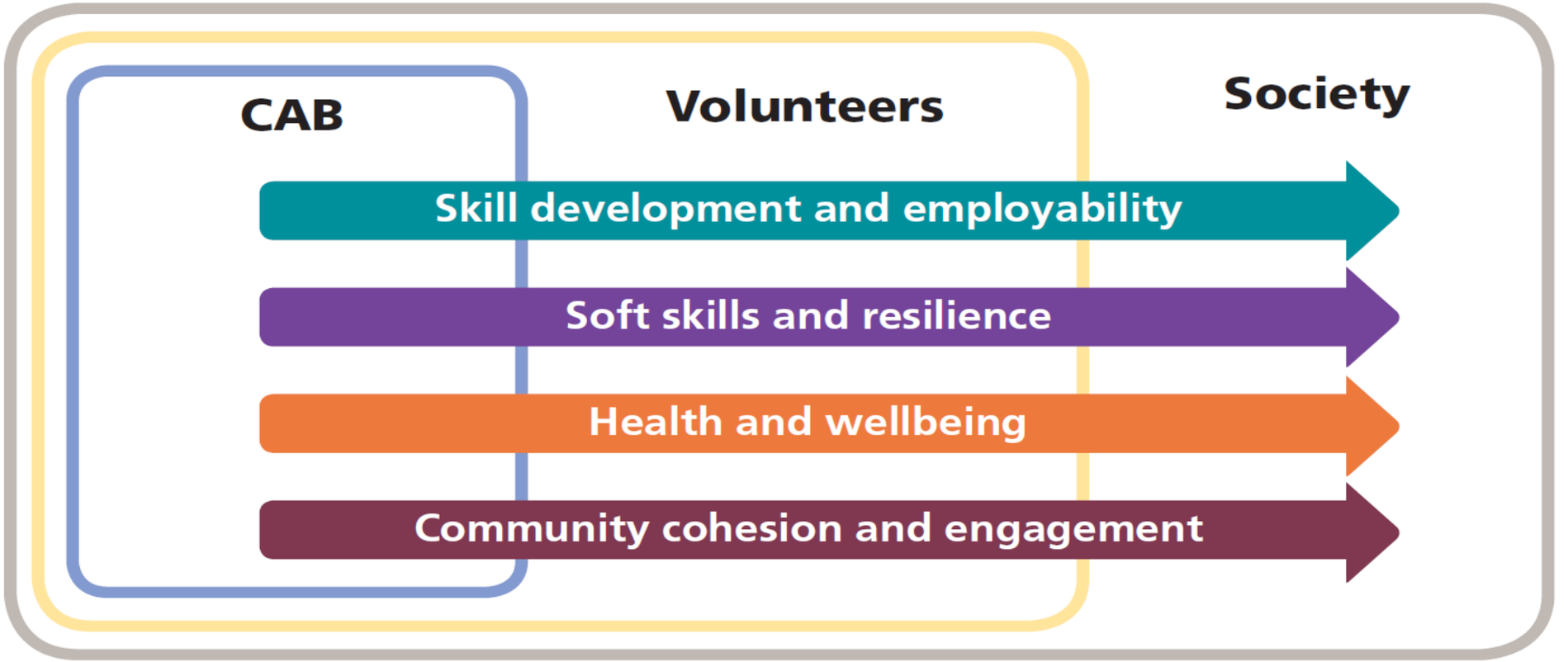
File Edit Go to Favorites Help

Citizens Advice Bureau report indicates volunteeri

Suggested Sites Web Slice Gallery

and that our clients receive quality advice and support.

Investing in volunteer development has additional benefits for:



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Quote from Birmingham Mind Volunteer:

" I'd started to miss my job immensely; I missed the routine and seeing people every day".

"What I wanted to achieve from volunteering, was to build my confidence in the office environment and to feel able to work to deadlines again".

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Benefits for Physical health?

- Volunteering has also been reported to induce positive physical effects in participants. Benefits include, reduced stress, lower blood pressure and a longer lifespan. There is speculation that volunteering which increases physical activity can help to promote better cardiovascular health and volunteering with an emphasis on more cerebral activities can aid in maintaining mental acuity, specifically memory and thinking skills
- Other studies have shown that volunteering can lessen the symptoms of chronic pain and heart disease.

Sane – December 2017

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Benefits for relationships?

- A study carried out which compared older volunteers with older non-volunteers showed that those who volunteered had better relationships with their family. According to Dr Rachel Casiday, lecturer at the Department of Voluntary Sector Studies at the University of Wales, "This may be because their care-giving role carries over into personal relationships and makes older volunteers more independent and less reliant on their family."

Sane – December 2017

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Volunteering at Birmingham Mind:

- From April 2017 – March 2018 Volunteers donated a total of **6815 hours to Birmingham Mind.**
- **We estimate that has made £14,000 worth of savings for Birmingham Mind.**
- **Corporate volunteers donated 1322 hours to Birmingham Mind in the same period.**

VOLUNTEER

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Volunteering at Birmingham Mind:

- "Involvement" – People Birmingham Mind supports volunteering their time to improve services and transform their own lives!
- LIM groups – Local improving Mind – In each service, for ideas and concerns.
- JAG groups – Joint advisory groups – 50% service users, 50% staff – Partnership working to improve quality and standards.
- CIM Group – Central improving Mind – Elected service users meet with Director of Operations and change policy.

- Allowances are payable for some of this type of "volunteering" time.

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Volunteering at Birmingham Mind:

- **Allowances**: Advise all people to declare to the benefits office they claim from and seek advice from them. Amounts that you can earn vary from person to person.
- **Mentors**: In place that talk frequently to the volunteer to offer support.
- **Training**: As much as possible and look at development regularly. So maybe start someone off at a couple of hours a week and build on that.
- **Management**: If a person is struggling look at possible support that could be given, reduce hours or frequency, do we need to change roles or reduce work load in communication with the volunteer? (Emphasising this isn't failure!).

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Could there be Downsides ?

Professor John Mohan, Deputy Director of the Third Sector Research Centre at the University of Birmingham: "Precisely how opportunities for engagement in volunteering can be provided and sustained is a considerable challenge at the present time, because of the pressures of austerity, while the distribution of voluntary organisations means that opportunities to participate are not always available everywhere. But this study does suggest that we should pay attention to the diversity of experience of people across their life course, and not just uncritically assume that volunteering has benefits for everyone, everywhere."

- British Household panel survey article 2017

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What stops people volunteering?

- Inability to pay expenses:

Why would anyone want to be out of pocket on a regular basis?

- Lack of confidence in themselves and their skills:

People experiencing mental health issues will on average spend more time off work recovering.

- Worry about people's reactions to their mental health history:

Much has changed in terms of understanding/acceptance of mental health issues but the stigma can still weigh very heavily on a person!

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“I had a black dog his name was Depression” World Health Authority Film:

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Pairs work:

How does this apply to your setting?

What do you see as the challenges to recruiting and then supporting volunteers with mental health issues?

Please discuss with the person next to you.

So how can Volunteers and anyone else stay well?

- Do your Wellbeing MOT!
- ➢ Check in on your mental wellbeing at least once a week: How do I feel both mentally & physically?
- ➢ How full is my stress container? Are my stress signatures showing? How are the coping strategies getting on?
- ➢ Check in on your thinking – What are my unhelpful thoughts? Can I use Challenge questions?
- ➢ My overall wellbeing – Drinking enough water? How balanced is my diet? How am I sleeping?

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Can a level of stress be helpful?

- Stress is natural, can be healthy and helpful
- **Fight, Flight or Freeze**
- Automatic survival instinct / biological defence mechanism

- Entire system goes on alert to defend yourself – Hit it, Run from it, freeze
- Highly effective to help us face challenges and achieve goals
- Body's 'ordinary' activities 'put on hold'

- they're not vital to counter immediate threat

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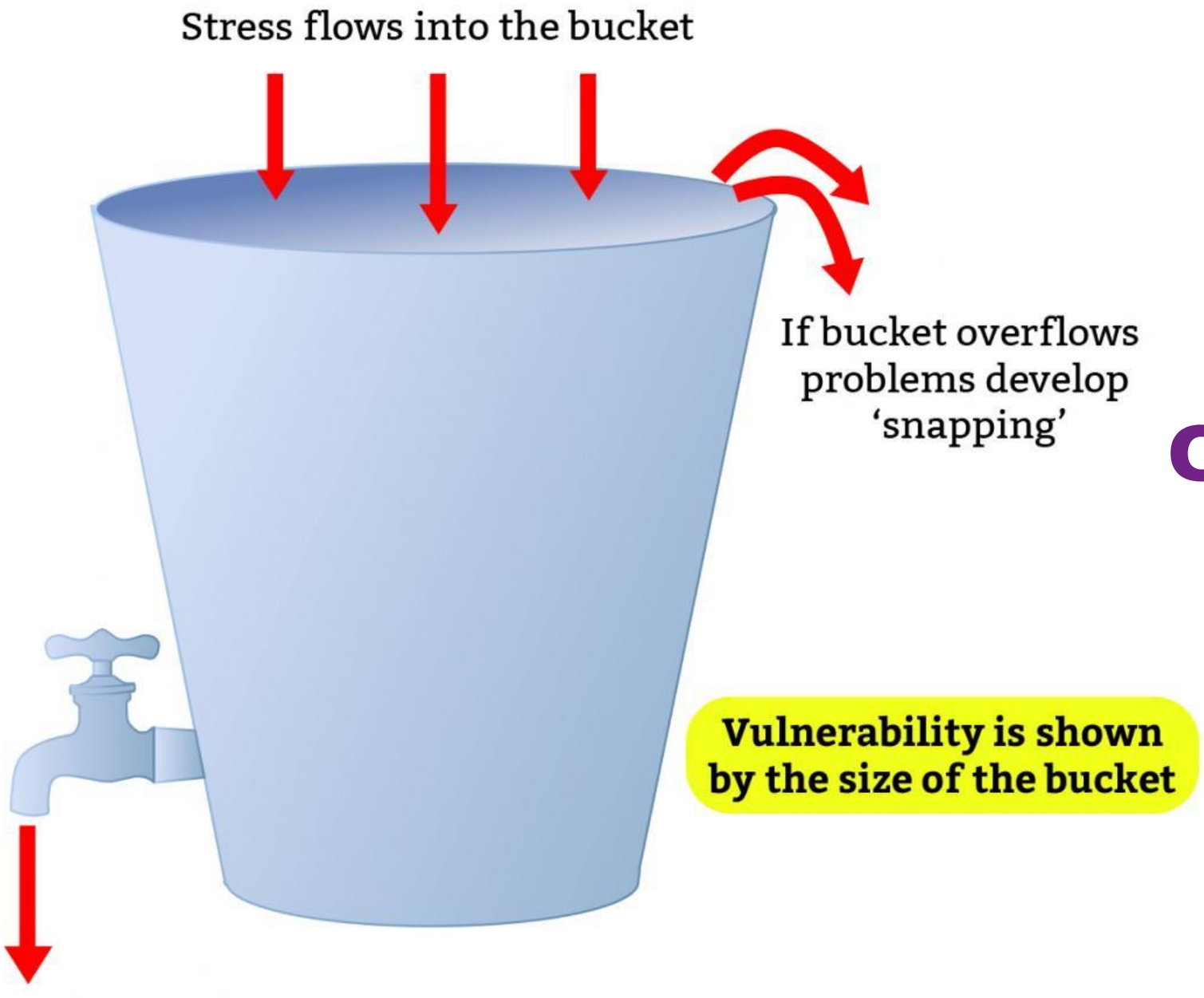
The Stress container



Good coping = tap working let the stress out
Bad coping = tap not working so water fills the bucket

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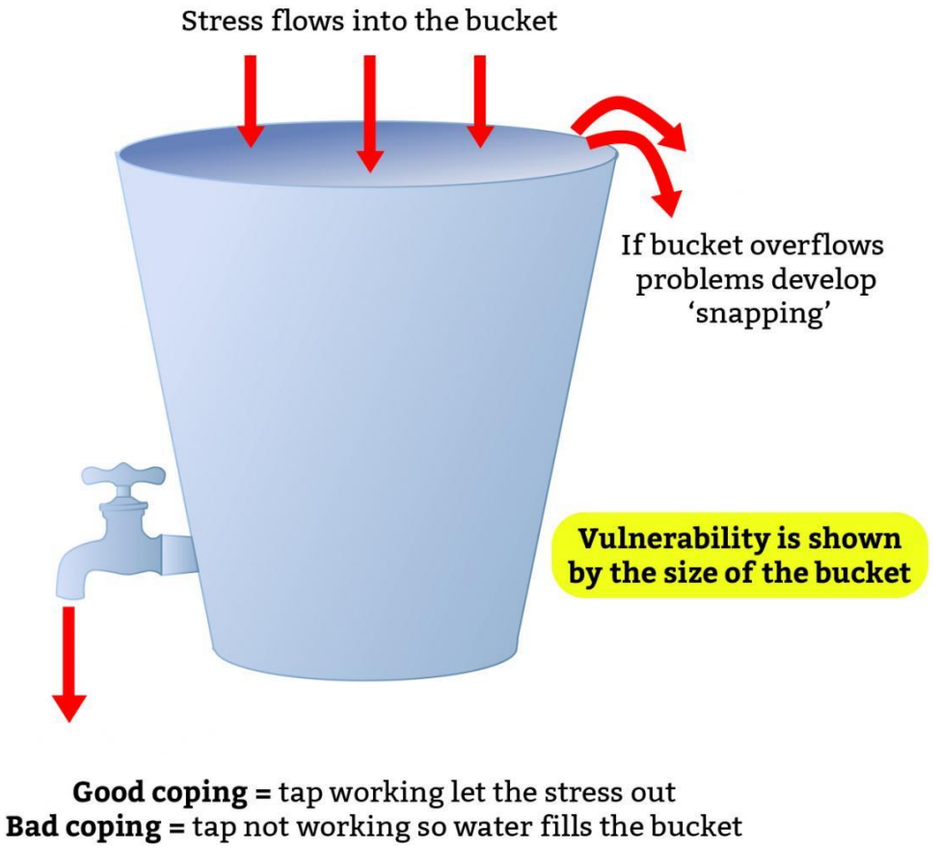
The Stress container



Good coping = tap working let the stress out
Bad coping = tap not working so water fills the bucket

What is your Stress signature? How do you know you are reaching the top of the container?

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What “type” of person has a full stress container?

Olympic champion Dame Kelly Holmes has spoken of how she self-harmed as she struggled to overcome injuries she thought would end her career. Dame Kelly, won gold in the 800m and 1,500m competitions in Athens in 2004. She said just a year earlier she was "cutting" herself regularly "to release the anguish" she experienced.

Dame Kelly said: "At my lowest, I was cutting myself with scissors every day that I was injured.“

Marcus Trescothick's story

Timeline

- 1993 – First class debut for Somerset
- 2000 – Test match and One day international debuts for England
- 2006 – Returned from tour of India after suffering stress related illness (anxiety)
- 2006 – Played last game for England

Common Signs of Stress

How You Might Feel …

Over-burdened

Irritable, Aggressive, Impatient or wound-up

Anxious, nervous or afraid

Thoughts racing – can't switch off

Unable to enjoy self

Depressed

Uninterested in life, Neglected or Lonely

Lost sense of humour

A sense of dread

Worried about your health

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Common Signs of Stress

How You Might Behave

Finding it hard to make decisions

Avoiding situations that are troubling you

Snapping at people

Biting your nails

Picking at your skin

Unable to concentrate

Eating too much or too little

Smoking or drinking alcohol more than usual

Restless

Feeling tearful or crying

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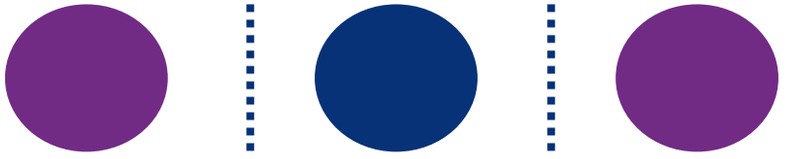
Common Signs of Stress

How **Y**ou **M**ight **B**e **P**hysically **A**ffected



Shallow breathing or hyperventilating

You might have a panic attack

Blurred eyesight or sore eyes

Problems getting to sleep/staying asleep

Sexual problems

Tired all the time

Grinding your teeth or clenching your jaw

Headaches

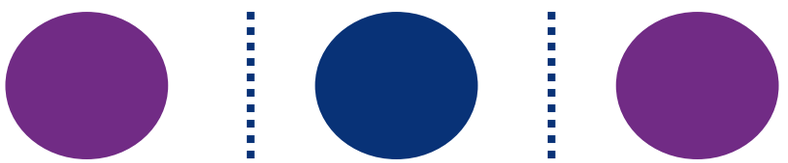
Chest Pains

High blood pressure

Indigestion/Heartburn

Constipation/diarrhoea

Feeling sick/dizzy/faint



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Long Term Impact

- Sleep deprivation
- Muscle tension and aching joints
- Digestive problems
- Physical problems: infections, IBS
- Agitation, anxiety, rumination, mania, exhaustion, depression (**neurosis**)
- Thought disturbance, losing touch with reality (**psychosis**)
- **Burn Out, Breakdown, Shutdown**

Link between our Physical Health and Mental Health

In terms of stress: Strong link between feelings of despair, anger, frustration, hopelessness etc. and Higher levels of Cholesterol and blood pressure as well as susceptibility to infection.

If you have one long term health condition you are two – three times more likely to develop Depression!

If you have three or more long term physical health conditions = seven times more likely to have Depression!

Distorted thinking/unhelpful thoughts!

- Some common thinking distortions are:
  - Catastrophising!
  - All or nothing thinking!
  - Disqualifying the positive!

- Some helpful challenges can be:
  - What evidence is there for this thought?
  - What would you say to a friend in a similar situation?
  - How will you feel about this in six months time?
  - Can this all be looked at another way?

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Five Ways to Wellbeing

- Connect
- Be Active
- Give
- Take Notice
- Learn

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Early Warning Signs:

What are we looking for?

And how do we start the conversations?

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What are we looking for?

- **C**hanges in behavior/attitude/appearance/mood that are significant for that person
- **P**erhaps seeking constant reassurance – Frequent self criticism
- **A**bsenteeism
- **P**resenteeism
- **M**orale problems
- **L**ack of co-operation
- **S**afety problems
- **F**requent complaints of being tired all the time
- **C**omplaints of unexplained aches and pains
- **A**lcohol and/or other drug misuse
- **A** lack of interest in the future
- **G**iving away possessions or putting affairs in order

Risk factors to consider!

- Pre-existing mental health condition or experience of.
- Caring for someone with mental or physical health issues.
- Experiencing any form of bullying or abusive behaviour whether at work or outside.
- Facing any form of discrimination.
- Being a new parent/Birth of a child.
- Facing any major life change (Moving house/Children leaving home/ bereavement/The Menopause etc.).
- **No definite here – But increased likelihood!**

How do we talk to people about their Mental Health

- **W**e often worry about saying the wrong thing! – When saying nothing is regularly worse!
- **W**e know it's good to ask people "How are you doing?" but can worry about where the time comes from if they pluck up the courage to say they're struggling!
- **W**e can only offer, but an awareness of how heavy the stigma can weigh will help! People will often fear being seen as **weak**, **Unable to adapt**, **Letting the team down** and that can lead to fears of being **First on the list for redundancy.**

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How do we talk to people about their Mental Health

- **T**he more Mental Health is talked about/raised as an issue the more people feel they have permission to ask for help – We need this as our symptoms often do the opposite and make us want to isolate ourselves from others (Or snap or argue with colleagues – We're all individuals!).
- **T**o help we need to be: **Persistent**, **Honest** and **Try** different ways or offer others that might just have a different way of getting through to the person that **It's ok to talk**.
- **I**n workplaces the employer of course needs to play their part and campaign weeks/days/events/initiatives/training
  raise awareness and drive policy!

So what can help?

- Talk to someone you trust.
- Make an appointment with your GP.

Talking to your GP about mental health

It's not always easy to talk to your GP about your deepest feelings. Even getting to the point where you accept you may have a mental health problem can be difficult.

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NHS Talking Therapies

Birmingham Healthy Minds:
Is the Adult Talking Therapies service for Birmingham.

You can refer yourself by calling 0121 301 2525 between 9.30am and 4.30pm, Monday to Friday. **You can also text 'BHM' to 60777 and will be called back*.**
Your GP can also refer you.

If you have a Solihull-based GP please call **0845 521 6100.**
You can also refer yourself via the BSMHFT website.

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Where else can I get more information and help?

time to change

let's end mental health discrimination

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Email: Info@Birminghammind.org

Registered Charity Number: 1003905

MOODZONE

Mental Health Foundation

Rethink Mental Illness.

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Formal Campaigns and Events which may help

Time to Change: A national **campaign to end the stigma and discrimination that people with mental health problems face in England.** Run by the charities Mind & Rethink Mental Illness, with funding from the Department of Health, Comic Relief and the Big Lottery Fund.

Mental Health Awareness Week takes place every May (**Week of 14th May in 2018)** theme was **Stress – Are we Coping?** Coordinated by Mental Health Foundation.

World Mental Health Day is observed on 10 October every year, with the overall objective of raising awareness of mental health issues around the world and mobilizing efforts in support of mental health. 2017 theme = Mental Health in the workplace!

Resource 4

How to support staff who are experiencing a mental health problem

mind.org.uk/work

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How to...

Support mental health at work

Mental Health Foundation

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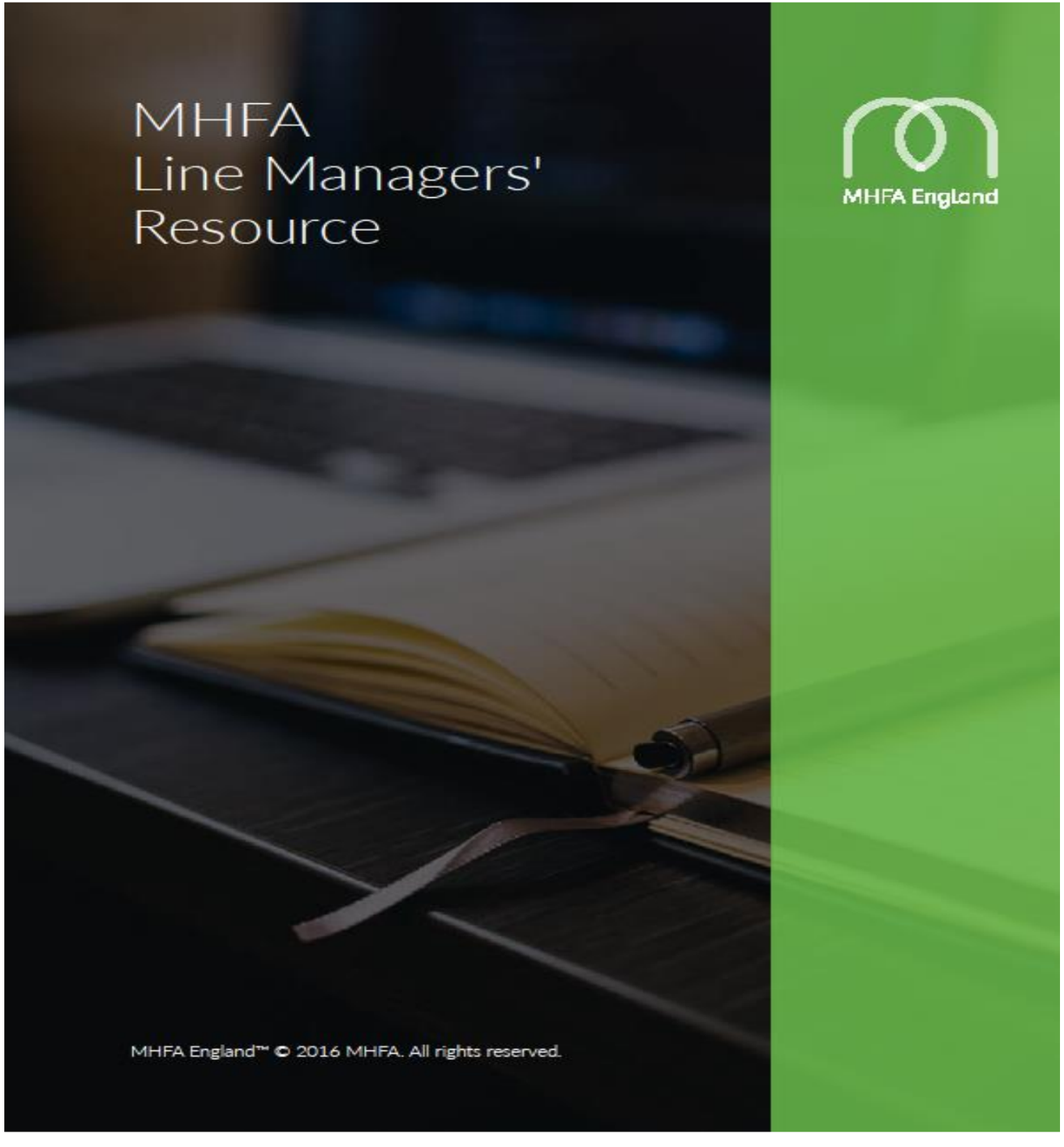

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MENTAL HEALTH AT WORK

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Thank you again for your time and engagement!

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