

HEALTH AND WELL-BEING BOARD

10 OCTOBER 2017

WORCESTERSHIRE TIME TO CHANGE HUB

Board Sponsor

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Author

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Priorities

Mental health & well-being

Being Active

Reducing harm from Alcohol

Other (specify below)

(Please click below
then on down arrow)

Yes

No

No

Safeguarding

Impact on Safeguarding Children

If yes please give details

No

Impact on Safeguarding Adults

If yes please give details

No

Item for Decision, Consideration or Information

Information and assurance

Recommendation

1. The Health and Well-being Board is asked to:

a) As the hub "host" oversee and endorse the Time to Change Hub application in Worcestershire;

b) Ensure that each organisation represented by the Board commits to sign the Time to Change employer's pledge to demonstrate the importance of embedding mental health and anti-stigma activity within their own organisations; and

c) Ensure the collective production and ownership of the Local Hub action plan.

Background

2. Time to Change is a growing movement of people changing how we all think and act about mental health. Time to Change began in 2007 and is funded by the

Department of Health, Comic Relief, and the Big Lottery Fund, and led by Mind and Rethink Mental Illness.

3. Health and Well-being Boards and Local Authorities are being encouraged to come together with local partners and apply to become a Time to Change Hub as a new round of funding has opened which will award funding to one hub from the West Midlands. Four funded hubs were set up earlier this year in Suffolk, Leeds, Cumbria and West Sussex.

4. A Time to Change Hub is a partnership of local organisations and people who are committed to ending mental health stigma and discrimination. Collectively and independently they initiate and run regular local activities to challenge mental health prejudice, coming together to align and maximise the impact of their combined activity. They provide encouragement, support and tools to those that are already campaigning locally and to those that aspire to join the campaign, as well as seeking to encourage anti-stigma and discrimination policies and best practice within both their own organisations and relevant local strategies.

5. Due to an overwhelmingly positive response from the first round of applications last year, Time to Change have developed an 'organic' Hub model to allow them to continue to work with and support areas they are unable to appoint as 'funded' Hubs. This means that any area applying will still have the opportunity to become a Time to Change Local Hub, regardless of the outcome of their application. Time to Change will still provide training, local and regional contacts and all Time to Change tools and materials to all organic Hubs.

6. The deadline for applications is 3 November 2017, two areas will be shortlisted for interview from the West Midlands. Successful hubs will receive 18 months direct support from Time to Change from appointment with the view to continue mental health and discrimination work for a minimum of 2 years beyond direct involvement.

What will the Hubs do?

7. Hub's high-level objectives mirror those of the national Time to Change campaign:

- Changing behaviour and attitudes towards people with mental health problems
- To reduce the levels of reported mental health stigma and discrimination in the local area
- Empowering people with experience of mental health problems to be at the heart of all our activity

8. To achieve this, Hubs are expected to focus on delivering two main areas of activity:

- Campaigning and Social Contact- A programme of social contact and campaigning activities planned and delivered by local partnerships
- Embedding mental health anti-stigma work in local strategies and organisational policy

Hub Structure

9. Typically a Hub consists of five main elements;
 - Hub Host (usually the Health and Wellbeing Board)
 - Hub Coordinator (usually a local mental health community organisation)
 - Local Authority (if not nominated as the Hub Host)
 - Local Champions (usually people with lived experience of mental health problems)
 - Wider Hub members (usually NHS, local third sector, emergency services, youth organisations/ education, major employers)
10. The 'Host' and 'Coordinator' organisations make up the 'core members' of local Hub partnerships, together with the relevant Local Authority.
11. Hub Hosts must be able to bring together the organisations likely to be engaged in local partnerships and own, or be able to influence, long-term local strategies relevant to mental health and wellbeing. The Hub Host holds the overall partnership agreement with Time to Change. Supported by the other core members and Time to Change, the Host is responsible for setting up and establishing the Hub partnership, including engaging relevant local partners and establishing the partnerships terms of reference. It is ultimately the Host's responsibility to oversee the local Hub partnership, holding other partners to account and ensuring that they fulfil their roles in the Hub.
12. Together with the two other core members, the Hub Host is expected to;
 - Oversee and endorse the Time to Change Hub application
 - Ensure the collective production and ownership of the Local Hub action plan
 - Ensure mental health anti-stigma and discrimination work and policies are embedded within their own organisation, including signing the Time to Change employer's pledge, by the end of the 18 month period of support.
 - Commit to ensuring sufficient staff-time, including the necessary level of senior management buy-in, is available to effectively facilitate delivery
 - Enact the core principle of Lived Experience Leadership at the heart of Hub governance and programme planning and delivery
 - Nominate and endorse the organisation proposed to fulfil the role of Hub coordinator. Community First are a current Provider to the Council. Therefore, given existing commercial arrangements, they have been invited to become a partner in this application. Community First have confirmed their agreement to this arrangement to become the Hub Co-ordinator.
13. The Hub Coordinator's main function is to provide day-to-day support for the Hub and ensure actions are taken forward by the wider partnership. A large part of the Coordinators role is to provide the drive to ensure that local momentum and enthusiasm is maintained.
14. If the funding application is successful the organisation acting as Hub Coordinator will receive;

- £15,000 contribution from Time to Change towards the staff time required to coordinate and support the Hub partnership, including the administration of a Champions Fund to support local activity.
 - £10,000 Champions Fund pot to support local activity and campaigns
- If the funding application is not successful the hub coordinator will coordinate and support the partnership and local campaigns.

The Local Picture

15. The Joint Health and Well-being Strategy 2016-2020 has identified good mental health and wellbeing throughout life as one of its three priorities. Hosting a Time to Change Hub will demonstrate the HWBs commitment to reduce mental health stigma and discrimination as well as contribute towards achieving strategy objectives and outcomes. Hub activity and campaigns should align with and compliment any existing local mental health and related priorities.

16. Worcestershire County Council signed the Time to Change Organisational Pledge in December 2014 to demonstrate their commitment to change how they think and act about mental health in the workplace and make sure that employees who are facing these problems feel supported. The HWB as the Hub Host is expected to ensure mental health anti-stigma and discrimination work and policies are embedded within organisations represented by the Board, including Board Member organisations signing the Time to Change employer's pledge.

17. As it is vital to develop the Time to Change hub partnership proposal with organisations and local people with experience of mental health problems, an initial meeting took place on 14 September 2017 which was well attended with a strong appetite to develop a local hub. Additional organisations and individuals have been invited to attend a meeting on 9 October 2017 to review existing mental health and anti-stigma activity and develop an action plan outlining local activity. The plan will ensure that local people with experience of mental health problems are involved in the development and delivery of activity.

18. Today (10 October) marks World Mental Health Day; this day provides an opportunity for all stakeholders working on mental health issues to talk about their work, and what more needs to be done to make mental health care a reality for people worldwide. This year's theme is mental health in the workplace.

Legal, Financial and HR Implications

19. As appropriate

Privacy Impact Assessment

20. As appropriate

Equality and Diversity Implications

N/A

Contact Points

County Council Contact Points

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Specific Contact Points for this report

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Supporting Information

Time to Change Local Hub information paper <https://www.time-to-change.org.uk/get-involved/hubs>

Time to Change Organisational Pledge <https://www.time-to-change.org.uk/get-involved/get-your-workplace-involved/employer-pledge>