

**SCOTTISH
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People Centred | Improvement Focused

Mental Health and Wellbeing Framework

1. Introduction

The Mental Health and Wellbeing Framework has been developed by the SPSO's Mental Health and Wellbeing Group. The SPSO have demonstrated their commitment to achieving parity between physical and mental health by training four mental health first aiders in addition to two first aiders. The group was established in early 2018 following positive engagement and feedback from staff who attended an information session about mental health in the workplace. It also reflects the organisation's intention to work towards achieving the Investors In People (IIP) Health and Wellbeing Award. The members represent all areas of the office.

2. Mental Health in the Workplace

Poor mental health and stress are associated with many of the leading causes of disease and disability in society and recent estimates in Europe suggest that approximately one third of the population experience mental ill health of some description every year, most commonly depression and anxiety.¹

In the UK on average public sector employees had 8.5 days of absence in 2017. Minor illness is the most common cause of short term absence; however, it is notable stress ranks top among public sector organisations' top three causes of long term absence. Workload/volume of work remains by far the most common cause of stress in the public sector, followed by management style, organisational change/restructuring, non-work relationships/family and relationships at work. The proportion of public sector organisations including mental ill health among their top causes of absence has also increased.²

3. Why do we need this framework?

Mental and physical health can fluctuate for people across their lives. Poor mental health can affect people from all walks of life, and regardless of their place within an organisation. A large proportion of adult life is spent at work; therefore, the working environment will impact on mental health and wellbeing. The SPSO is a growing organisation that deals with high volumes of work, that often focuses on subject matters that can be sensitive and distressing and at times staff need to deliver hard messages empathetically. Therefore, building resilience is key and it is paramount that there is a robust, proactive approach in place to ensure the positive mental health and wellbeing of staff.

Despite ongoing work in the media, at policy level and within the SPSO itself, there is a stigma surrounding mental health issues. It is important to break down the stigma and encourage and promote openness in discussing these issues.

¹ The European Mental Health Action Plan, World Health Organisation (WHO), 2013
http://www.euro.who.int/_data/assets/pdf_file/0004/194107/63wd11e_MentalHealth-3.pdf

² Health and Wellbeing at Work, Chartered Institute of Personnel and Development (CIPD) 2018
https://www.cipd.co.uk/Images/health-and-well-being-public-sector-summary_tcm18-41280.pdf

The approach is to create an environment that supports staff to build resilience and recognise and reduce where possible the factors that may negatively affect mental wellbeing. The SPSO will promote actions and behaviours that maintain positive physical, social and psychological wellbeing while nurturing non-judgemental and proactive support as an organisation-wide approach, recognising that everyone has a responsibility for mental health and wellbeing.

4. Framework Structure

The framework identifies SPSO's three key areas to support positive mental health and wellbeing;

- Physical Wellbeing
- Social Wellbeing
- Psychological Wellbeing

The aim of the framework is to support and inform a strategic action plan that will identify and drive forward initiatives to support the above key areas.

The framework will be shared internally and externally. This will promote engagement and encourage staff to contribute ideas to the strategic plan and support the vision of the framework. We also seek to have an open dialogue with similar organisations to exchange learning and ideas.

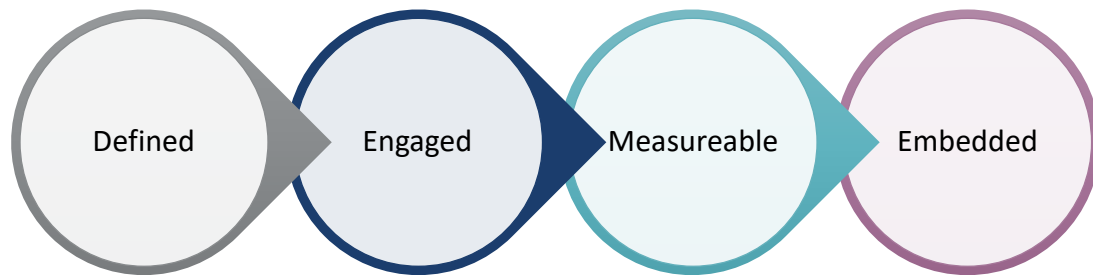
4.1 The Scope

The diagram below demonstrates the scope of the framework and highlights the overlapping nature of the aspects being addressed and how each of these combined help support good mental health and wellbeing.



4.2 Our Commitments

Within each key area there are four commitments (defined, engaged, measurable and embedded). The commitments are incremental and map the stages of the journey in working towards establishing ourselves as leaders in supporting the wellbeing of staff. This has been developed using the IIP Health and Wellbeing Award standards (see appendix).



Defined

We have policies and practices to support the mental health and wellbeing of staff that are preventative and responsive, encouraging an open and inclusive environment.

Engaged

Staff are equipped to contribute to policies and practices and have the tools to identify the risk factors associated with mental health and wellbeing. Staff are capable of looking after themselves and providing the right support to others. We foster an open and accepting culture that encourages participation.

Measurable

We identify appropriate ways to monitor the effectiveness of initiatives. Information gathered is used to identify potential areas of concern and support people at risk.

Embedded

Staff at all levels are equipped to create a strong culture of positive mental health and wellbeing throughout the organisation. Leaders act as role models to contribute towards this culture and highlight positive practices. Staff are confident that the SPSO provides a supportive, caring and participatory culture at all levels. Staff are able to contribute as much or as little as they are comfortable with and are open about themselves without fear of reprisal. We will ensure that mental health and wellbeing is at the centre of decision-making.

4.2.1 The table below shows how we will use the framework in practice, ultimately working towards achieving the IIP Health and Wellbeing Award;

- Analyse process and policies already in place.
- Identify gaps.
- Develop the action plan to meet the identified needs.

		Commitments			
		Defined	Engaged	Measureable	Embedded
Key Areas	Physical Wellbeing				
	Social Wellbeing				
	Psychological Wellbeing				

5. Strategic Action Plan

Our strategic action will work within the framework. This is a living document that will be used internally and will outline the actions required to meet the commitments. It will specify who will be responsible for each action and how we plan to implement this.

6. Measuring, Reviewing and Reporting the Framework

6.1 Various methods will be used to measure the effectiveness of the framework;

- Annual staff survey
- IIP results
- Staff engagement/feedback

6.2 The action plan will be reviewed every twelve months using information gathered from the measurements in 6.1.

6.3 We will provide the SPSO Leadership Team with an end of year report in April, followed by a mid-year report in October. We recognise we may require approval to implement certain areas of the strategic plan; we will request this through our Leadership Team sponsor.