

# People Scrutiny Commission

28<sup>th</sup> November 2019



**Report of:** Director of Public Health

**Title:** Update on Thrive Bristol – our citywide programme to improve mental health and wellbeing

**Ward:** ALL

**Officer Presenting Report:** Lynn Stanley, Senior Public Health Specialist, Public Health  
(Report drafted by Victoria Bleazard, Public Health)

## **Recommendation:**

For People Scrutiny to review and feedback on the progress of Thrive Bristol, our citywide programme to improve mental health and wellbeing. Specific feedback on how we might strengthen Thrive Bristol's links with wider city programmes and initiatives (within the People Directorate's remit) would be especially welcomed.

## **The significant issues in the report are:**

- Levels of mental health and wellbeing in Bristol.
- The Thrive Bristol programme's approach and key workstreams.
- Opportunities for this programme to be better aligned with wider programmes within the People Directorate's remit.



## 1. Summary

This report offers an overview of current levels of mental health and wellbeing in Bristol. It outlines the Thrive Bristol programme and its key workstreams, which aim to improve mental health and wellbeing in the city.

This is being shared to brief partners on this work. We wish to receive feedback on how we may strengthen alignment between this and wider programmes and initiatives currently being led by the People Directorate.

## 2. Context

### a.) Mental health and wellbeing in Bristol

Improving mental health and wellbeing is a priority in Bristol. As Bristol's 2018 Joint Strategic Needs Assessment data profile<sup>1</sup> illustrates, more people in Bristol experience common mental health problems and severe mental illness than the England average. For example, this data reveals that:

- 44,000 of Bristol patients (10.9%) have a diagnosis of depression, which is above the England average (9.9%). This is highest in Bristol North & West (outer). New diagnosis of depression in 2017/18 has risen sharply to 8,700 patients (2.2%), above the England average of (1.6%).
- Bristol's suicide rate is significantly higher than the England average. The majority of suicides are men, as is the case nationally, but the suicide rate for women in Bristol, is significantly higher than for women nationally.
- The excess mortality rate in adults with serious mental illness is higher than the national average, but is one of the lowest of core cities.
- In terms of mental wellbeing, 4.3% of Bristol residents reported a low life satisfaction score, similar to national (4.4%) in 2017/18. Local data shows 18% have "*below average mental wellbeing*", but this rises to 28% in Bristol's most deprived areas.
- In terms of the emotional health and wellbeing of children and young people, 12.8% of children and young people aged 5-19 may have a clinically diagnosable mental health problem at any one time. In Bristol it is estimated that 10,068 children and young people aged 5-19 and 955 children aged 2-4 experience at least one mental health disorder at any one time. Our young people report lower life satisfaction than nationally, and self-harm hospital admission rates for young people (10- 24 year olds) in Bristol have risen in recent years and continue to significantly exceed the England average.
- In terms of perinatal mental health, up to one in five women and one in ten men are affected by mental health problems in the perinatal period. In Bristol, it is estimated that 1000 women each year will develop mild to moderate perinatal depression.

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<sup>1</sup> Health and Wellbeing in Bristol 2018 – Joint Strategic Needs Assessment data profile

[www.bristol.gov.uk/documents/20182/34748/JSNA+2018+Data+Profile.pdf/f931b437-84fc-699a-639f-89dde144b142](http://www.bristol.gov.uk/documents/20182/34748/JSNA+2018+Data+Profile.pdf/f931b437-84fc-699a-639f-89dde144b142)

## b.) Overview of Thrive Bristol programme

Thrive Bristol is our city-wide, partnership programme to improve the mental health and wellbeing of everyone in Bristol. It is focusing on how different parts of our city – such as our communities, our places of education and work, and our homes, can keep us mentally healthy, recognising that it has been estimated that as little as 10% of our population’s health and wellbeing can be linked to access to healthcare.

People in Bristol have higher levels of poor mental health than the England average. This programme’s all-age approach has been established in response to this – offering support for everyone in the city, with a focus on those with the greatest needs. We are testing new approaches to better understand what improves our wellbeing, to spread improvement across Bristol and beyond.

Thrive Bristol is being led by our partners – including our teachers, employers and voluntary sector – in collaboration with Bristol’s Public Health team. Together we are working to tackle stigma and discrimination and create a mentally healthy and thriving city.

Over 2019 – 20, Thrive Bristol has been focusing on the areas below:

<b>Theme 1</b>	<b>Children and Young People</b>
<b>Aim</b>	Improve the mental health and wellbeing of children and young people in Bristol (0-25 years).
<b>Approach</b>	<p>To offer support to all schools in Bristol to help them develop a ‘whole school approach’ to mental wellbeing – for the benefit of pupils and staff. Specifically:</p> <ol style="list-style-type: none"> <li>1. Review and revise our Mental Health and Wellbeing Badge for incorporation in the new Healthy Schools work.</li> <li>2. Develop and share a toolkit for schools providing evidence, case studies of best practice and evaluation tools for improving mental health and wellbeing in schools. Create a network for schools to share expertise, challenges and support each other.</li> <li>3. By July 2020, 12 more schools will be working towards achieving the Mental Health and Wellbeing Award, and 6 more schools will have achieved the Mental Health and Wellbeing Award.</li> </ol>
<b>Progress to date</b>	<ol style="list-style-type: none"> <li>1. The Mental Health and Wellbeing Award has been revised and incorporated into our new Healthy Schools approach.</li> <li>2. The toolkit of best practice for schools is being developed and networks created.</li> <li>3. 21 schools have achieved the Mental Health and Wellbeing Badge.</li> </ol> <p>In addition:</p> <ul style="list-style-type: none"> <li>- With community partners - we are beginning to work with 4-5 schools in Inner City and East Bristol (who have higher proportions of pupils from BAME backgrounds) to develop culturally informed support around mental health and wellbeing. This is to ensure that all pupils can equally benefit from our school’s work.</li> <li>- With charity partners we are planning a city-wide focus on mental health and wellbeing in all of our schools in February (possibly to coincide with Time to Talk day) to celebrate what is being achieved and share the best practice we have gathered.</li> </ul>

Theme 2	Thriving Students
<b>Aim</b>	To improve student's mental health - both supporting efforts to improve mental wellbeing, and ensuring that systems are in place to quickly and effectively respond when students become unwell.
<b>Approach</b>	<ol style="list-style-type: none"> <li>1. Support the development of a community of practice between universities and Further Education colleges to share expertise and resource (including PH hosting a learning session)</li> <li>2. Strengthen pathways of support between education providers and wider system (including through securing UUK Hub status).</li> </ol>
<b>Progress to date</b>	<ol style="list-style-type: none"> <li>1. Meetings between FEs / sixth forms and universities have been taking place, with plans for an event between Public Health England, local Further Education colleges, sixth forms and Universities to share learning and agree approach.</li> <li>2. Bristol University is one of ten universities to be part of the national 'Mentally Healthy Universities' programme (with Mind / Universities UK. This pilot will focus on strengthening pathways of support between our universities and health services. See below for more details: <a href="http://www.mind.org.uk/workplace/working-with-universities/">www.mind.org.uk/workplace/working-with-universities/</a></li> </ol> <p>To note, our lead for this work (from UWE) has now left her role. We are in discussions with both universities around taking the leadership of this forward.</p>

Theme 3	Thriving at Work
<b>Aim</b>	To improve mental health and wellbeing in Bristol's workplaces (with this being led by employers, for employers).
<b>Approach</b>	<ol style="list-style-type: none"> <li>1. Launch 'Thriving at Work' group's (25 Bristol employers) report and disseminate learning around improving mental wellbeing at work across Bristol's workplaces</li> <li>2. Support the Thriving at Work group to implement priority recommendations</li> <li>3. Support at least 10 Bristol employers to sign the 'Time to Change' pledge</li> </ol>
<b>Progress to date</b>	<ol style="list-style-type: none"> <li>1. We created the 'Thriving at Work' Bristol Task group of 25 public, private and voluntary organisations. Chaired by Bristol Mind's Director and a senior partner from Burges Salmon, the group included leads from Deloitte, Rolls Royce, Windmill Hill City Farm, the NHS and unions. They identified good practice in Bristol, and shared ideas on how to improve mental health and wellbeing at scale, creating the 'Thriving at Work Bristol' report, which was launched at our conference on 4<sup>th</sup> November.</li> <li>2. Phase 2 of this work was also launched on 4<sup>th</sup> November. It is action focused, with partners spending a year testing and learning from interventions which aim to improve mental health and wellbeing in workplaces. Based on the outcomes, our intention is for successful initiatives to be rolled out at scale. Three action groups have been created to support this, one focusing on culture (led by Ovo's Trading Director), one on leadership (led by a senior tax partner from Deloitte), and one on policy (led by Hargreaves Lansdown). This work will focus on supporting organisations in Bristol with limited capacity, e.g. SMEs and community organisations. We are also evaluating the impact of working together as a system to tackle a shared challenge.</li> <li>3. 16 organisations have signed the TTC Employer Pledge since January 2019.</li> </ol>

	<p><b>In addition:</b></p> <ul style="list-style-type: none"> <li>- Mind CEO Paul Farmer has cited this employer led approach as a national first. Due to this, Bristol has been chosen as an implementation site to work with the national Thriving at Work programme and its Leadership Council, led by the Department of Work and Pensions, the Department of Health and Mind. This enables our local efforts to be informed by national expertise with learning shared between us.</li> <li>- Bristol was the first city to sign up to the national Mental Health at Work Commitment, in partnership with local employers:  <a href="https://news.bristol.gov.uk/news/city-employers-join-forces-to-improve-mental-health-in-brisstols-workplaces">https://news.bristol.gov.uk/news/city-employers-join-forces-to-improve-mental-health-in-brisstols-workplaces</a></li> </ul>
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Theme 4	Thriving Communities
<b>Aim</b>	To improve the mental health and wellbeing of everyone in Bristol, with focused work on those with the greatest needs. Over 2019-20, we are beginning work to better understand how we can work with different communities to support good mental health and wellbeing.
<b>Approach</b>	Develop and implement a shared plan with Somali community partners in Inner City and East Bristol to tailor approaches to improve mental health and wellbeing (e.g. training; anti stigma campaigns; work in schools and with healthcare professionals) and evaluate impact.
<b>Progress to date</b>	<p>Five Somali community organisations are developing a shared plan to build on existing community assets to support mental health and wellbeing, with each taking a different focus (e.g. middle aged men; young people). This will lead to a range of activities being undertaken, from translation of anti-stigma materials into Somali and local digital campaigns; a role out of Mental Health First Aid training to community partners (from those running cafes and barber shops to Imams); to focused work with schools and health professionals to develop a shared, culturally informed way of working around mental health and wellbeing.</p> <p>CCG partners are wishing to collaborate and to test the impact of this approach as part of their efforts to make services more accessible and to tackle health inequalities. They are offering their Population Health data to quickly measure some impacts of the interventions.</p> <p>In addition, work is also being developed by community partners in Hartcliffe and Withywood to develop and test a local model.</p>

Theme 5	Housing and Mental Health
<b>Aim</b>	To act upon identified housing challenges which are adversely affecting people affected by mental ill health.
<b>Approach</b>	<ol style="list-style-type: none"> <li>1. To support our partner-led workstream to launch its report on how to address gaps in the way services work in Bristol for people experiencing the connected issues of mental ill-health and housing/homelessness.</li> <li>2. Act on addressing priority challenges / implementing recommendations.</li> <li>3. To support the Fuel Poverty strategy, tackling the impacts of fuel poverty and cold homes on mental health</li> </ol>
<b>Progress to date</b>	<ol style="list-style-type: none"> <li>1. Our Mental Health and Housing report was launched in May 2019.</li> <li>2. The recommendations from the report have been captured in a draft version of the ‘Thriving at Home’ action plan for consultation with partners. A city-wide roundtable was held in November to agree the most effective approach for implementing recommendations.</li> <li>3. Providing input to the No Cold Homes Group responsible for developing Bristol’s Fuel Poverty strategy, to ensure that those who are in contact with vulnerable people are aware of how cold housing can affect people’s mental health and wellbeing and are able to signpost/refer people to resources and services that can help.</li> </ol>

Theme 6	Improve mental health and suicide prevention and skills across the city
<b>Aim</b>	To create a city free from mental health discrimination, with an inclusive culture where conversations about mental health are encouraged and people are well supported.
<b>Approach</b>	<ol style="list-style-type: none"> <li>1. Roll out mental health and suicide prevention training at scale, with a focus on those at greatest risk of suicide. We aim for 1 in 5 people in Bristol to have had access to training between 2018 – 2028.</li> <li>2. Undertake a feasibility project to develop a local and sustainable mental health training offer.</li> </ol>
<b>Progress to date</b>	<ol style="list-style-type: none"> <li>1. In October the Thrive Bristol Steering Group agreed to our approach to rolling out training (including Mental Health First Aid) and we are now in the process of commissioning this. We have a focus on those who are at increased risk of poor mental health, such as construction workers, and those working across Bristol who may be able to support people in distress – such as our bus and taxi drivers and colleagues in libraries and museums.</li> </ol> <p>In addition, our citywide Suicide Prevention group has agreed for Bristol to become a Zero Suicide city (<a href="http://www.zerosuicidealliance.com">www.zerosuicidealliance.com</a>) and we are planning to gain the support of employers of approximately 250,000 staff in the region to sign up to their staff undertaking the free, online Zero Suicide training in Spring 2020.</p> <p>We are also beginning a collaboration with the men’s ‘Talk Club’ to test innovative approaches to reaching out to men, as part of our efforts to prevent suicide.</p>

Finally, Bristol has been a ‘Time to Change Hub’, gaining support from the national Time to Change programme to tackle mental health discrimination, working with employers, schools and organisations such as our sporting clubs.

### National recognition for Thrive Bristol

- Thrive Bristol was cited as an example of best practice in the Government’s recent Prevention Green Paper ‘Advancing our health: Prevention in the 2020a’: <https://bit.ly/335gTOC>
- We have presented on Thrive Bristol to the:
  - o National Suicide Prevention Committee in Parliament (May 2019)
  - o Annual Public Health England conference (September 2019)
  - o Health Service Journal’s Annual Mental Health Summit for NHS CEOs (November 2019)

### Priorities for the remainder of 2019-20

- Strengthen the programme’s communications (finalise and share new website by end of November), and working with partners to align external public mental health communications (joining up for shared city communications at key times – such as Mental Health Week).
- Strengthen:
  - o Our service user and carer voice, and begin to develop models of coproduction.
  - o Our focus on debt and mental health
  - o Our system-wide metrics and wider evaluation: we are working with both local universities to align academic leads with each workstream and develop more robust approaches to evaluating impact.

### 3. Policy

Not applicable

### 4. Consultation

#### a) Internal

Not applicable

#### b) External

Not applicable – although key aspects of this report have been agreed to by the Thrive Bristol Steering Group. This is chaired by Cllr Asher Craig and involves partners from our businesses, schools and universities, voluntary sector and NHS.

### 4. Public Sector Equality Duties

Thrive Bristol is proactively focusing on advancing equality of opportunity and outcomes between persons who share a relevant protected characteristic and those who do not share it. For example, we are focusing in each workstream on improving access to support and mental health outcomes for people from BAME backgrounds.

### Appendices:

None

### LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

#### Background Papers:

None