

School of Clinical Medicine Wellbeing Programme



Year 1

Raising Mental Health Awareness Programme



What we set out to do...

- * Launch a 12 month programme focused on staff mental health
- * To raise mental health awareness across the Clinical School and the wider Biomedical Campus embedding a culture of “Dignity in Mental Health” which was the topic of World Mental Health Day 2015
- * To support the Athena SWAN wellbeing agenda
- * Adopt the STOP Suicide principles of the STOP Suicide Campaign

What we have achieved so far...

Support Card & Notice Boards



What we have achieved so far... Web Pages

Stress

What is stress? (HSE UK) defines stress as the response that occurs within physical processes.

Stress arises due to pressure. Research shows that a moderate level of stress makes us perform better. It also makes us more alert and we tend to perform better in situations such as job interviews or public speaking. However, excessive stress can be debilitating and some people actually thrive on the excitement that comes with dangerous sports or other high-risk activities. But stress is only healthy if it is short-lived. Stressors or pressure events can lead to stress and physical and mental exhaustion.

All sorts of activities can cause stress. The most common ones are work, money troubles and relationships with partners, children or other family members. Stress may be caused either by major upheavals and life events such as divorce, unemployment, moving house and bereavement, or by a series of more common such as family unhappiness, lack of feeling well after an illness. Sometimes there are no obvious causes.

What are the symptoms of stress?

<p>Troubled Sleep</p> <p>Stress can affect your sleep. You may find it difficult to fall asleep or you may wake up in the middle of the night. You may also find that you are not getting enough sleep. This can lead to fatigue and irritability.</p>	<p>Physical Aches</p> <p>Stress can cause physical aches and pains. You may experience headaches, muscle aches, back pain, or joint pain. You may also experience changes in your appetite and weight.</p>
<p>Exhaustion</p> <p>Stress can lead to exhaustion. You may feel tired all the time, even if you are getting enough sleep. You may also experience changes in your energy levels.</p>	<p>Changes in Mood</p> <p>Stress can affect your mood. You may feel more irritable, angry, or sad. You may also experience changes in your personality and relationships with others.</p>

10 Top Stress Builders

The information regarding support services please visit here:

[Mental Health](#) [Employee Support](#) [Get it all](#)

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Staff Benefits and Five Steps to Improving Mental Wellbeing

Our staff benefits are designed to support your mental wellbeing and provide you with the tools you need to manage your stress. We offer a range of services to help you stay healthy and happy at work.

Staff Benefits and Five Steps to Improving Mental Wellbeing

ad: theatre
Specialist in the Arts Theatre

Be Active

Being active doesn't necessarily have to involve going to the gym. You can walk or jog in the park, play a game of football, or try a new sport. Being active can help reduce stress and improve your mental health.

Relaxation Techniques | **Cambridge Sports Centre (Adult Only)** | **Open Gym - Leisure and Wellbeing**

Employee Support | **Employee Support** | **Employee Support**

Mindfulness

WHAT IS MINDFULNESS and how will it help?

Mindfulness is a mental training practice that helps people to change the way they think and feel about their experiences – especially stressful experiences – and is recommended as a treatment for some people with mental health problems including stress, anxiety, and depression.

Mindfulness involves the state of paying attention to the present moment, using techniques like meditation, breathing, and yoga. Training helps people to become more aware of their thoughts, feelings, and body sensations so that instead of being overwhelmed by them, they're better able to manage them. Practising mindfulness can give more insight into emotions, boost attention and concentration, and improve relationships.

Mindfulness can be practiced by children, young people and adults. There are different ways to develop an understanding of and how to practice mindfulness in daily life. Mindfulness can be practiced in person either through a group course or one-to-one with a trained mindfulness coach. There are online courses, books and audio that allow you to learn through self-directed practice at home. You don't need to be religious or spiritual to practice mindfulness – it can help people with or without religious beliefs.

Be Mindful Online Mindfulness Course

The Be Mindful course can be used on your own, anytime, anywhere, and easily and effectively learn to practice mindfulness in daily life and enjoy the benefits. To sign up to the free online introduction course please click on the Be Mindful logo below.

HEADSPACE
MINDFULNESS COURSE

What we have achieved so far...

Lunchtime Briefings

- * Mental Health Awareness Briefings x7 inc People Matter Week
 - * Post Traumatic Stress Disorder
 - * Relaxation x2
 - * Mindfulness x3
 - * Self Harm
 - * Bipolar
 - * OCD
 - * Suicide
 - * Psychosis
 - * Stress
 - * Personality Disorders
 - * Sleep
 - * Post Natal Depression
 - * Bereavement
- * 1143 individuals have attended these briefings to date



What we have achieved so far...

Mental Health Awareness Week

- * Launched Clinical School Wellbeing Web Pages
- * Mental Health & Business Briefing (Professor Dame Carol Black)
- * Mindfulness Briefing (University Counselling Service)
- * Benefits & Wellbeing Road Show
- * Depression Briefing (Mind in Cambridgeshire)

- * 387 individuals attended the events on this week



What we have achieved so far...

Mental Health Lite Training

By the end of the course you'll be able to:

- Identify the discrimination surrounding mental health issues.
- Define mental health & some common mental health issues.
- Relate to people's experiences.
- Look after your own mental health.

How is it taught?

The MHFA Lite course is an introductory course and runs from 09:30am-13:30pm. The session will be a mix of presentation, group interaction and a few activities.

Trained 91 managers so far

Very helpful! The trainer carries a lot of credibility as a self-professed sufferer of a mental health condition.

The trainer was fab and the content was really good.

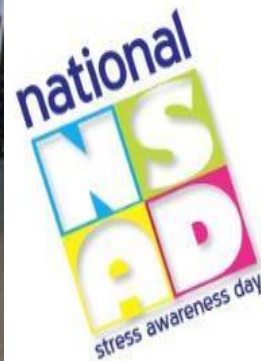
It was incredibly informative and eye opening. I really learnt a lot!

It was excellent!

mhfa 
mental health first aid **mhfa lite**
an introductory mental health awareness course

What we have achieved so far...

Events



10th September



STOP Suicide Pledge Signed 1 September

STOP Suicide Organisational Pledge

We pledge that we will:

- promote the STOP Suicide message throughout our organisation
- encourage staff to sign up to the personal STOP Suicide Pledge
- encourage staff to be open and honest when life gets difficult;
- encourage staff to reach out to others if they are worried about them.

STOP Suicide Personal Pledge

I pledge that I will:

- tell you if I'm struggling and need help;
- reach out and connect with you if I'm worried about you;
- listen to you without judgement, if you need someone to talk to;
- ask you directly if I think you are trying to tell me about suicide;
- help you to get support if you are struggling and/or thinking about suicide.

Supporting:

STOP suicide
Save a life. Choose to live.

Please sign the STOP Suicide pledge: www.stopsuicidepledge.org

What we have achieved so far...

Biomedical MH Network Group



School of Clinical Medicine

CPFT*

Cambridgeshire and Peterborough
NHS Foundation Trust



AstraZeneca 



- * Meets every 3 months
- * Biomedical 3 year vision
- * Share best practice and resources
- * Partnership working, group events and initiatives

Cambridge University Hospitals 
NHS Foundation Trust



Cambridgeshire
County Council

What we have achieved so far...

Feedback

- * I think this is an excellent project, although suspect that the endeavour (as with anything that involves changing perceptions/attitudes) needs more than a year
- * We are very excited to be involved in your fantastic wellbeing work.
- * I am really pleased to hear the University are working on raising mental health awareness also as it is a very important subject.
- * This looks like a very important initiative
- * Brilliant initiative
- * A lot of work has gone into a really good initiative. It all looks great !
- * Its brilliant to see how committed the Clinical school is to embed a supporting culture, particularly relating to mental health
- * It is very good to see this initiative and I hope that you get a positive response.
- * I've heard so much positive feedback about the campaign as a whole!
- * It was great to see the excellent work that you and the team are doing.
- * I'm pleased and a bit humbled by the success of the programme to date, due largely to my colleagues in HR.
- * I thought the talk was really interesting and the speaker was fantastic
- * I think what you're doing is actually pretty revolutionary and we are all so lucky to have the opportunity to learn more about the different aspects of Mental Health.



What we have achieved so far...

Staff Survey Results

- * 78% response rate in 2015 survey (1849 employees)
- * 70% of staff said they would recommend the Clinical School as “a great place to work”
- * 71% of staff know where to find support for their wellbeing and mental health



Year 2 Wellbeing Programme



Year 2

What we are setting out to do...

- * Widen programme to incorporate general wellbeing
- * Continued annual lunchtime briefing programme
- * Continued Mental Health Lite Training for managers
- * Mental Health First Aiders in each department
- * Termly Wellbeing Newsletter
- * MH and general wellbeing weeks
- * Resilient Together Project



Other plans...



School of Clinical Medicine Wellbeing Programme

