

OUR PLAN OF ACTION

SUPPORTING PEOPLE INTO WORK, AND WHILST IN WORK

2017

WE WILL: Launch a three year programme in 2017 to trial expanding **Individual Placement and Support (IPS)** provision for people with severe and enduring mental health issues. We will also trial extending the IPS model to people with common mental health and chronic physical health issues being treated in a primary care setting.



Launch a **'West Midlands Workplace Wellbeing Commitment'** in Spring 2017, where public and private sector employers sign up to demonstrate their commitment to the mental health and wellbeing of their staff.



Encourage companies bidding for public sector contracts to sign up to the **West Midlands Wellbeing Commitment**, or demonstrate an equivalent commitment to the wellbeing of their staff. We will encourage large companies in the region to secure commitment from their supply chain to also commit to such standards.

Work with the Government to trial an innovative **'Wellbeing Premium'** – a tax incentive for employers demonstrating their commitment to staff wellbeing. The trial will reveal if this reduces staff sickness absence, improves productivity and prevents people leaving work due to ill health.

TAX

OUR PLAN OF ACTION

PROVIDING SAFE AND STABLE PLACES TO LIVE



WE WILL: build on great work already happening on our region by trialling an innovative scheme to offer a **Housing First service with intensive mental health support in the West Midlands.**



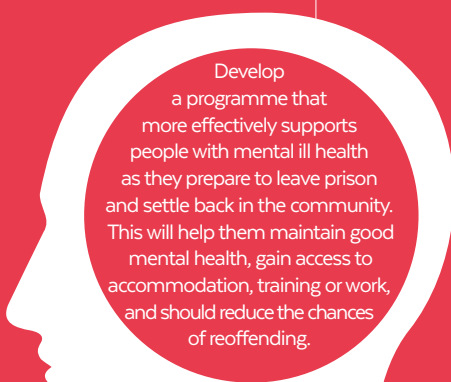
This scheme will **support those with complex needs** or who are homeless to move into good quality housing and where possible, into work.

OUR PLAN OF ACTION

MENTAL HEALTH AND CRIMINAL JUSTICE



WE WILL: Help to implement a programme to make more regular and widespread use of the Mental Health Treatment Requirement in the Magistrates and Crown Courts, which offers offenders with mental health problems the option of a treatment plan that addresses the underlying causes of offending. This should help recovery, reduce reoffending, and reduce the cost and impact of crime on the local community.



Develop a programme that more effectively supports people with mental ill health as they prepare to leave prison and settle back in the community. This will help them maintain good mental health, gain access to accommodation, training or work, and should reduce the chances of reoffending.

OUR PLAN OF ACTION


DEVELOPING APPROACHES TO HEALTH AND CARE



- launch a Zero Suicide Ambition approach, which together with the recently launched National Suicide Prevention Strategy, aims to prevent and reduce suicides across the region
- establish a group of local and national experts to recommend a primary mental health care model for the region that ensures people's mental health needs are more effectively supported
- help to ensure the region meets national access and waiting time standards for early intervention in psychosis services
- establish a group of local and national experts to examine how the principle of early intervention should be applied to other areas of mental health care, so we support people much earlier, whatever their age
- end out of area mental health hospital placements for acute mental health care in the region by the end of 2017. Occasionally, patients need specialist inpatient care that is only available elsewhere
- help to explore effective alternatives to inpatient care that meet the individual needs of people with mental ill health, and test which work best before implementing them
- building on existing progress, apply for a grant from the National Institute for Health Research (NIHR) for a major project to substantially reduce the use of restraint in inpatient settings
- help to trial 'Integrated Personal Commissioning', a new approach to joining up health, social care and other services, in the region for those with mental ill health
- establish a group to ensure access to specialist 'perinatal' mental health services across the region for women during pregnancy and after they give birth
- examine why detentions under the Mental Health Act are rising in the region, particularly repeat detentions, and if inequalities need addressing

OUR PLAN OF ACTION

GETTING THE COMMUNITY INVOLVED

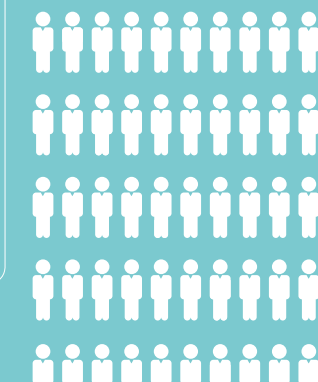


WE WILL: Launch a programme of community initiatives to raise awareness of mental health and wellbeing, guided by people with experience of mental ill health and driven by the community.

This includes:

- An annual 'Walk out of Darkness' – a 10 mile sponsored walk through the region to raise funds for organisations supporting people with mental ill health and raising awareness of mental health
- An annual awards ceremony to recognise people in local communities who do amazing work supporting others
- Exploring if a community art initiative such as that carried out in Philadelphia could help to improve public mental health

Launch a large public health programme to train up to 500,000 people across the region in Mental Health First Aid or other equivalent programmes over the next ten years, that will improve people's knowledge of mental health and how they can support each other. We'll campaign for Government to amend First Aid legislation for employers, to include mental health first aid



THIS IS THE BEGINNING OF A JOURNEY

Our ambition is clear – we want the West Midlands to lead the way on reducing the burden of mental ill health, promoting mental wellbeing and using public and private resources more effectively.



Great work is already taking place in the West Midlands. But we can and must do more. We will build on great practice wherever it exists.

This Action Plan is the start of a programme of work involving many people and organisations, who have worked together to agree these actions and are now actively working together to deliver them.

Superintendent Sean Russell, with the support of a new WMCA Wellbeing Board, will ensure the actions are implemented and will monitor progress.

And people with experience of mental health issues will continue to shape our work, ensuring we meet the mental health needs of people in our region.

"I am delighted to be appointed as the WMCA's Implementation Director. I welcome the opportunity to build a stronger collaboration between our partners to improve the mental health of people in our region. Ultimately, I am determined to improve the way we use the resources available to us to reduce the impact of mental ill health, to improve the service the public receive and reduce the stigma that mental ill health has in our communities."

SUPERINTENDENT SEAN RUSSELL



THRIVE WEST MIDLANDS

An Action Plan to drive better mental health and wellbeing in the West Midlands

THRIVE WEST MIDLANDS

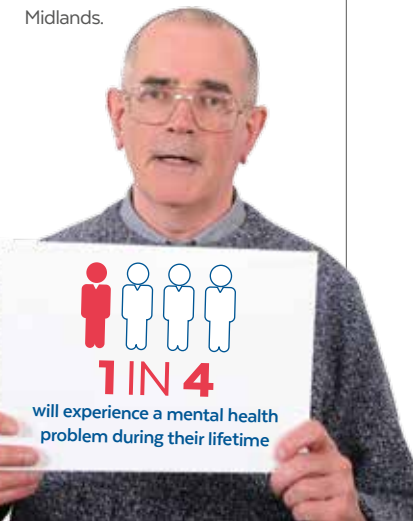
A PLAN FOR CHANGE

Poor mental health and wellbeing is a significant problem for the West Midlands. It impacts on individuals and families, and more widely on communities and the economy, costing our region over £12 billion per year.

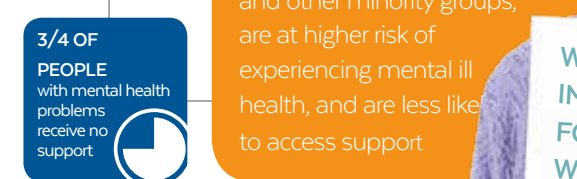
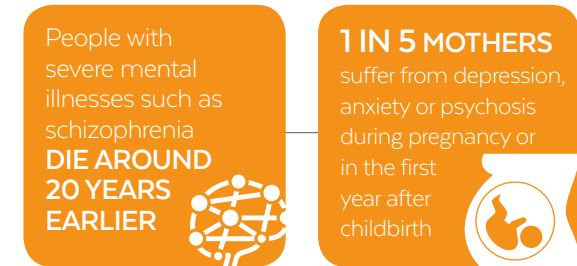
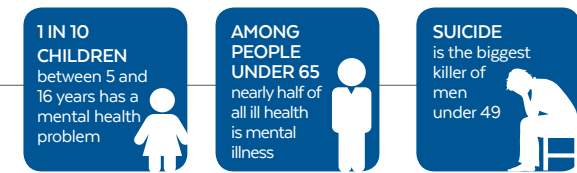
Too often, people with mental health needs feel let down. They either don't receive adequate care, or it is simply not designed to meet their individual needs.

The West Midlands Combined Authority's (WMCA's) Mental Health Commission, chaired by Rt. Hon. Norman Lamb MP, has worked together with organisations within the West Midlands Combined Authority's and people with personal experience of mental health problems to develop this action plan for change – called Thrive West Midlands.

THIS ACTION PLAN SETS OUT HOW WE WILL SEEK TO REDUCE THE IMPACT OF MENTAL ILL HEALTH WITHIN OUR REGION.



THINGS MUST CHANGE



PEOPLE FROM BLACK, ASIAN AND MINORITY ETHNIC COMMUNITIES, and other minority groups, are at higher risk of experiencing mental ill health, and are less likely to access support.

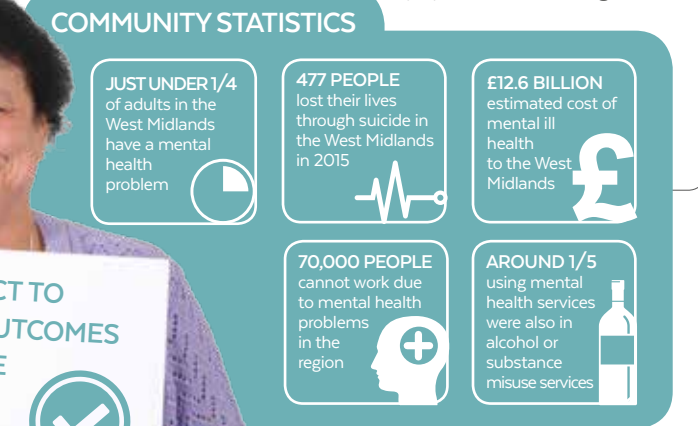


THE CULTURALLY DIVERSE AND VIBRANT WEST MIDLANDS

The Commission's work covers an area of just over four million people across an array of vibrant cities, towns and villages.

Our region is incredibly diverse, with areas of both affluence and significant social and economic deprivation. Over half of the people in our region live in localities within the 20% most deprived areas in England, including Walsall, Wolverhampton, Sandwell and Birmingham.

People from Black, Asian and Minority Ethnic (BAME) communities make up around a fifth of the total population in our region.



WE WILL work together to improve mental health and wellbeing, to reduce the burden of mental ill health across the West Midlands. We will work to improve people's lives and to encourage healthy communities.

WE WILL ensure services meet the needs of people with mental ill health and are provided with empathy and compassion. We will involve people who have experienced mental ill health and their carers in decisions about services.

WE WILL work together to develop and deliver the actions in this Action Plan across the West Midlands Combined Authority area.

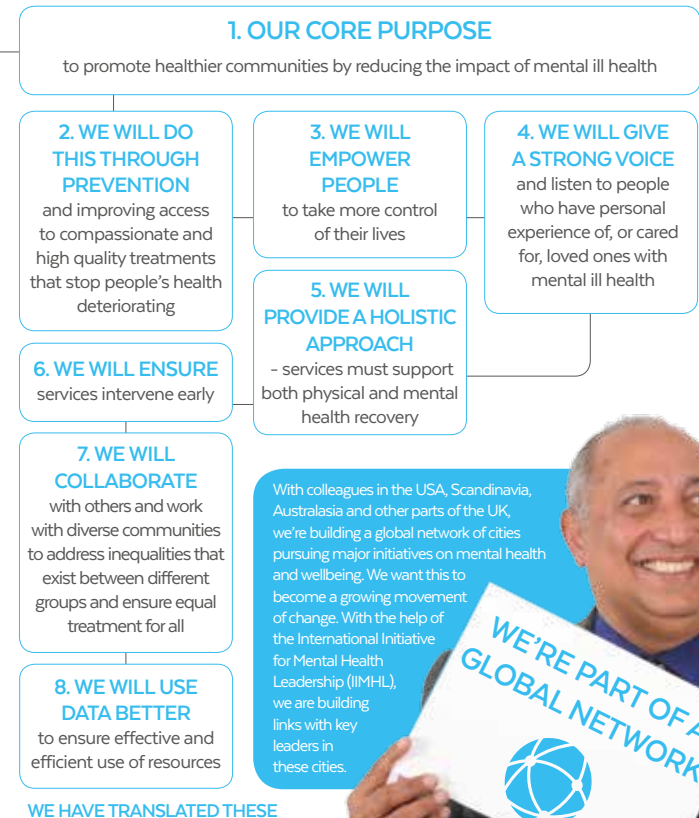
It would have been impossible to consider every factor that influences mental health straight away.

SO WE HAVE CONCENTRATED ON AREAS WHERE WE FEEL WE CAN MAKE THE BIGGEST IMPACT.

This is the start of a journey. First we are focusing on people of working age. But getting the foundations right in childhood is vital, so that will be a focus of our future work.

PRINCIPLES

GUIDING EVERYTHING WE DO



WE HAVE TRANSLATED THESE PRINCIPLES INTO THIS ACTION PLAN, WHICH WILL HAVE A REAL IMPACT ON PEOPLE'S LIVES.



WHAT WE WILL DO

OUR ACTION PLAN HAS FIVE THEMES:



OUR PARTNERS

- the West Midlands Combined Authority (WMCA)
- the Police and Crime Commissioner
- Local authorities in the West Midlands
- NHS Trusts (mental health & acute providers)
- NHS England Midlands and East
- Public Health England
- Clinical Commissioning Groups (CCGs)
- Sustainability and Transformation Plan system leaders
- West Midlands Ambulance Service
- NHS Foundation Trust
- West Midlands Police, probation and the courts, including Community Rehabilitation Companies
- West Midlands Fire Service
- Housing Associations
- People with lived experience and their carers
- The West Midlands Cooperative (the Citizens Jury)
- Those working in the community and voluntary sector.
- The charity, Mind
- Universities
- Local Enterprise Partnerships in the West Midlands
- Chambers of Commerce
- Chartered Institute of Personnel and Development
- Business in the Community

THANK YOU TO:

- All who have contributed to and supported the Commission's work
- Those who joined our Citizen's Jury, and who have played a vital role in developing this Action Plan. This diverse group of people have actively participated in and influenced our decision making, and will continue to play a central role
- Stakeholders and members of the public who took part in our listening events
- Individuals and organisations who submitted evidence

Read this action plan and follow our progress on the WMCA website www.westmidlandscombinedauthority.org.uk/mhc

