



# Mental Health Work

## Returning to Work, Volunteering and Training



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## **Aim**

The Warrington LINK Mental Health Sub Group worked on issues and concerns regarding support and services available to people with a variety of mental health problems in returning to work, training or volunteering. The main aims of the work were:

- To map/ scope what services are available to mental health service users in supporting them to return to work, or into training or volunteering.
- To research holding a 'Dispelling the Myth' event to employers

## **Background**

On 21<sup>st</sup> May 2008 the Warrington LINK held their Launch Event. The idea of the Launch was an open space event, where the participants decided upon the issues that were to be discussed. Mental Health was chosen, by the participants, as a priority issue to discuss. During the discussions support services that were available to people with mental health problems in returning to work, volunteering or training were discussed and there seemed to be a confusion as to what was available. It was felt that people with Mental Health problems needed to know about these services as there was "Fear of being pushed into employment when not always appropriate – also the fear that if a person states that they want to invoke the two year rule that this will result in non employment", also "If a person does not invoke the 2 year rule and has a breakdown e.g. within the first six months of employment, then that person will lose all their benefits". (LINK Event Report) It was discussed that the LINK could take these issues forward "Provide information regarding how to access services" and "provide a contact log, and share this (MH mapping)". (LINK Event Report)

This also supported further comments received by the LINK as to what support was available, for example "I could do with some help in getting back to working again, since I have fully recovered from feeling ill" (Individual comment received)

A follow up event was held on 12<sup>th</sup> November 2008 to discuss how the issue could be taken forward. From this a Workplan was drawn up (Appendix 1) and the Mental Health Sub Group was established. See Appendix 2 for the Sub Group Participants. The Sub Group first met on 30<sup>th</sup> January 2009, (all minutes available), the main discussions focused on a mapping of services and how this can be achieved, also the 'Dispelling the Myth' Event for Employers. It was agreed that Warrington Disability Partnership could work with the LINK to put on an event during Disability Awareness Week.



## **What has Been Achieved?**

The 3 main outcomes of the work have been:

- A 'Dispelling the Myth' Event for Employers was held during Disability Awareness Week (evaluation report available)
- A Mapping Exercise was undertaken and brochure produced and;
- The LINK became involved in the Anti Stigma Event run by 5BPS and are now involved in Planning and Promotion Meetings for events and campaigns regarding Mental Health.

### **'Dispelling the Myth' Event**

Each year Warrington Disability Partnership organise Disability Awareness Day with a week of events running upto the day. A regular event during Disability Awareness Week is an event for Employers. It was agreed, because of the work the LINK was undertaking this year's event would focus on Mental Health and Wellbeing in the Workplace. The session was facilitated by a leading expert in Mental Health Job Retention Services and was supported by professionals from local providers. The agenda included:

- Understanding the business case for having a mentally healthy workforce and workplace
- Details of advice and support for Employers
- Providing effective Job Retention Services
- Stress in the Workplace: Adjustments and Solutions
- The importance of Health Promotion and Stress Reduction from an Employer prospective

The event was well attended with over 60 attendees. From evaluation of the day, it proved to be a successful day with the majority of people attending feeling it was worthwhile attending and it had been valuable.

### **Mapping Exercise and Mental Health Brochure**

It was discussed that there are many different services available to people with mental health problems in supporting them to return to work, volunteering and training. It was decided that the best way to capture the most appropriate services was for the 3 main organisations who offer support, Warrington Disability Partnership Employment Team, Richmond Fellowship and Job Centre Plus, to log the contacts they have for a month long period. Then a more appropriate mapping can be produced. The initial month was extended by a further month to capture more contact by people with mental health problems. From these contacts a mapping was been produced containing the most up to date and relevant information that people are seeking. Working in partnership with the Social Inclusion Sub Group, from the Mental Health Partnership Board, this mapping was extended to include any services they offered and a brochure for mental health service users was produced. The brochure captures the organisations working in Warrington that support people with a mental health issue to return to work, training or employment. It



was recognised that it can be a challenging time so the brochure's aim is to encourage service users and to tell them what to expect when they contact the organisations, and also includes 'My Story', which is a real example of how the organisation has helped someone. With support and additional funding from organisations involved in the LINK sub group 5000 brochures will be produced and disseminated to mental health service users and also organisations to help them to signpost people on.

### **Time to Change Campaign**

Through this work the LINK also became involved in an Anti Stigma Event run by 5 Boroughs Partnership NHS Trust and were involved in a 5 borough wide 'Time to Change' Networking Group. The LINK is now involved in a Planning and Promotion Group for events such as World Mental Health in October and campaigns leading upto the day. Time to Change material has also be obtained and disseminated to interested local groups and organisations. This is a continuing piece of work.



## Appendix 1 -Mental Health Sub Group Workplan

Subject	Objective	Research/ information	Contacts/engagement. Link to other groups, individuals	Action Taken
<p>Determine what services are available for service users to integrate back into the community, to return to work, training or volunteering. To assess the gaps, if any, and assess what services user's experiences are.</p>	<p>To map/ scope what services are available to mental health service users in supporting them to return to work, or into training or volunteering. Support to build confidence. To assess what services have been lost or gained</p> <p>Produce a Mental Health Brochure for people with Mental Health problems in gaining support for returning to work, training or volunteering</p>	<p>Use Revolving Doors Mental Health Directory to contact groups/ organisations. Research if any mappings are already in existence – WBC, NHS Warrington, 5BPS</p> <p>Research groups and organisations. Conducted a logging of contacts with Job Centre Plus, Warrington Disability Partnership and Richmond Fellowship. Used mapping undertaken by WBC</p>	<p>Richmond Fellowship Mental Health Forum Revolving Doors Making Space Warrington Day Centre 5BPS WBC Warrington Advocacy Job Centre Plus Warrington Disability Partnership Mental Health Service Users NHS Warrington – Mental Health Promotion Warrington Borough Council Warrington Volunteer Centre</p> <p>As above</p>	<p>Contacted groups and both voluntary and statutory organisations to source what services are available in Warrington for mental health service users – returning to work etc. What support is available to help service users access these services.</p> <p>Asked service users what information they wanted and included in this in the brochure (see below).</p> <p>Brochure produced with organisations, what to expect and case studies. 5000 produced and disseminated</p>
<p>A 'Dispelling the Myth' event with businesses.</p>	<p>To research holding a 'Dispelling the Myth' event. To invite businesses, including the</p>	<p>Research whether similar events takes place for businesses. Research appropriate</p>	<p>Warrington Disability Partnership</p>	<p>'Dispelling the Myth' event organised and held during Disability Awareness Week 2009.</p> <p>The LINK is continually</p>



	LSP and WBC	training methods. Research what other 'schemes' business are already signed up, or can sign up to.		involved in the Time to Change Campaign – literature disseminated. LINK involved in Planning and Promoted Group
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## **Appendix 2**

### **Sub Group Participants**

Katie Lightfoot – LINKs Community Engagement Worker  
Lynda Bolton - Creative Support, Warrington Day Centre  
Jackie Hodgekinson – NHS Warrington  
Eileen MacDonald – Warrington LINK Core Group Member  
Val Brown – Warrington LINK Core Group Member - Warrington Mental Health Forum  
Phil Yarwood – Warrington LINK Core Group Member  
Derek Jones – Warrington Disability Partnership – Employment Team  
Karen Henry - Richmond Fellowship  
Duncan Barber – 5 Boroughs Partnership  
Kerry Love - Warrington Mental Health Forum  
Dawn Owens – Job Centre Plus  
Julie Hall – Job Centre Plus  
Pam Hardy – Connexions  
Debra Thomas – Warrington Disability Partnership – Mental Health Retention Worker