



## Thrive Bristol Programme Overview November 2019

### 1. Overview

‘Thrive Bristol’ is our city’s ten year programme to improve mental health and wellbeing. 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 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.

The programme’s Steering Group includes senior leads from education, business, arts and culture, healthcare, and our voluntary sector, and reports in to Bristol’s Health and Wellbeing Board.

### 2. Programme workstreams

#### ▪ **Thriving Children and Young People**

We are working to improve the mental health and wellbeing of all children and young people in Bristol – focusing on everyone aged 25 years and younger.

Our current priority is supporting all schools in Bristol to develop a ‘whole school approach’ to mental wellbeing – for the benefit of pupils and staff. We have recently revised our Healthy School’s work and placed mental health and wellbeing as a priority in the ‘essential’ award that schools can work towards.

We have also strengthened our Mental Health and Wellbeing Specialist Award to help schools create a culture that supports positive pupil and staff mental health and helps those with poor mental health.

For our schools who have completed the Specialist Award and wish to undertake focused quality improvement work to support mental health and wellbeing, we have the Advanced Award.

More information on this work can be found [here](#).



We are currently creating a toolkit to offer schools information on best practice for improving mental health and wellbeing, including examples of the excellent work already in place in our classrooms across Bristol.

We are also working with schools and organisations from Bristol's BAME communities to better understand what a culturally informed approach to mental health in schools looks like.

### ▪ **Thriving Students**

Bristol has a large student population and we are working as a city to ensure that our students' mental health and wellbeing is fully supported. This involves developing approaches for all students, as well as ensuring that systems are in place to quickly and effectively respond should students become unwell.

Bristol is one of ten areas in the country participating in Mind's Mentally Healthy Universities programme to improve both staff and student wellbeing. As part of this, we will be testing a range of interventions locally and offering students the opportunity to have sessions on mental health awareness, resilience, and transitioning into the workplace.

University staff will be supported to set up a network of mental health champions and provide peer support to their colleagues, as well as gaining support from our Thriving at Work Bristol initiatives. More information on Mentally Healthy Universities can be found [here](#).

As we develop stronger expertise and resource in our universities, we want this to be shared with Bristol's Further Education colleges and sixth forms. As part of Thrive Bristol, we're seeking to develop a 'community of practice' between our higher and further education partners to share support and good practice across the city.

### ▪ **Thriving at Work Bristol**

Mental health can have a huge impact upon individuals, their employers and the wider economy. 'Thriving at Work Bristol' is bringing together organisations from across the city to improve the mental health and wellbeing of their employees, and to support other organisations to do the same.

This work began in 2018 soon after the Stephenson / Farmer '[Thriving at Work](#)' review of mental health and employers was published. A 'Thriving at Work Bristol' Taskgroup of 25 public, private and voluntary organisations was created, chaired by Bristol Mind and Burges Salmon. This group included leads from Deloitte, Rolls Royce, Windmill Hill City Farm, the NHS and unions and 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 [here](#).



The next phase of this work was launched at our 'Thriving at Work' conference on 4<sup>th</sup> November. This phase 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, Stephen Harris), one on leadership (led by Deloitte's senior tax partner, Adam Powell), and one on policy (led by Hargreaves Lansdown's HR lead Karen Cooke). This work will focus on supporting organisations in Bristol with limited capacity, such as SMEs and community organisations.

In addition, we are linking with the national Thriving at Work Leadership Council, the Department for Work and Pensions, the Department of Health and Social Care, and mental health charity Mind, in signing up to the new [Mental Health at Work Commitment](#). Bristol has become the first city in the country to sign up and we are encouraging all local employers to take this action to support their employees' wellbeing.

Bristol's Deputy Mayor Asher Craig can be viewed encouraging all Bristol employers to join us in promoting good mental health and wellbeing in workplaces across the city [here](#).

Bristol City Council is proud to have signed the Time to Change Employer pledge and developed a comprehensive action plan to tackle mental health stigma and discrimination. More about this initiative and the wider Time to Change programme can be found [here](#).

#### ▪ **Thriving Communities**

Mental ill health can affect anyone, but we know that people in different parts of our city can have very different experiences of poor mental health and its consequences. For example, members of Bristol's BAME communities can face additional challenges – such as increased levels of stigma – that affect their ability to speak out and access help. Through Thrive Bristol, we are strengthening our understanding of how we can work with different communities to support good mental health and wellbeing.

A focus for this year is on working in partnership with Somali community partners in Inner City and East Bristol to tailor approaches to improve mental health and wellbeing. Led by these partners we will be rolling out training; anti-stigma work; and targeted communication campaigns, as well as undertaking focused work with local schools and healthcare professionals to improve provision. This work will be tailored to different parts of the community – such as a focus on middle aged men, and on mothers. Working with NHS partners, we are seeking to evaluate the impact of this approach and share learning with other communities in the city.



Our aim is to develop a shared, culturally informed way of working around mental health and wellbeing to ensure everyone can access the support they need to be healthy. This work is being shaped and supported by Bristol's BAME Mental Health Network.

#### ▪ **Thriving at home**

We are working to act upon the housing challenges which are adversely affecting people affected by mental ill health

This work is being led by Bristol's Independent Mental Health Network and Second Step and partners working in both housing and mental health. This Mental Health and Housing Working Group has produced a report on how to address gaps in the way services work in Bristol for people experiencing the connected issues of mental ill-health and poor housing. A city-wide roundtable was held in November to agree the most effective approach to implementing the report's recommendations.

This workstream is also supporting the 'No Cold Homes Group' which is 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 people to resources and services that can help.

#### ▪ **Thrive Training and Skills**

We want 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. To aid this, we are rolling out mental health and suicide prevention training at scale. Over the decade – between 2018 and 2028 - we have an ambitious target for 1 in 5 people in Bristol to have had access to this training.

Below we share our current plans in this area. We are focusing this training on those who have front line roles or roles with the general public and may need these skills to support those they work with.

- We are currently commissioning [Mental Health First Aid](#) and [Connect 5](#) training to increase people's confidence and skills in supporting people experiencing mental health difficulties, and to increase their mental wellbeing.
- We are commissioning [ASIST](#) and [SafeTALK](#) as part of our suicide prevention efforts.



Improving mental  
health for all

Bristol has recently become a 'Zero Suicide' city and we are encouraging everyone to undertake the Zero Suicide Alliance's free, online training. We are working with employers to roll this training out at scale across Bristol and ensure that all of us have the skills to support someone when they most need it.

Finally, Bristol is proud to be a 'Time to Change Hub', gaining support from the national Time to Change programme to tackle mental health discrimination. We have been working with employers, schools and organisations such as our sporting clubs to create a stigma free city.

### **3. Contact Us**

Thrive Bristol is a programme led by our city, for our city. If you would like to get involved and help create a mentally healthy and thriving Bristol, please contact public health colleagues below:

- Thrive Bristol programme lead Victoria Bleazard on [Victoria.Bleazard@Bristol.gov.uk](mailto:Victoria.Bleazard@Bristol.gov.uk)
- For specific enquiries relating to our work with schools and students, please contact Geraldine Smyth on [Geraldine.Smyth@Bristol.gov.uk](mailto:Geraldine.Smyth@Bristol.gov.uk)
- For specific enquiries relating to our work with employers and housing organisations, please contact Lynn Stanley on [Lynn.Stanley@Bristol.gov.uk](mailto:Lynn.Stanley@Bristol.gov.uk)

You can also follow us on Twitter via #ThriveBristol

Thrive Bristol does not provide mental health services - this is offered locally by the NHS and their partners. Information about local provision is available [here](#).