

### Background summary

- We have 30 colleagues from across the organisation trained in Mental Health First Aid.
- Our MHFAiders have either attended an in-person training event (2 full days) with Christine Clark our approved Trainer or have attended a virtual course (2 full days or 4 half days) with Lancashire Mind. The courses with Lancashire Mind are funded.
- We have potentially 6 more colleagues attending the training in courses in September or November. These colleagues are from across services too, and includes services which currently don't have a member of staff trained in Mental Health First Aid.
- We recently held two Mental Health First Aid Refresher courses, a recommendation by MHFA England.
- MHFAiders now receive access to a support app following their training (including refresher training) to help them access support connections in the moment. This includes guidance in an crisis/emergency situation.
- 15 of our 30 MHFAiders are also [Orange Button Holders](#).
- The majority of our MHFAiders have also completed the Suicide First Aid Lite Course and/or the [Zero Suicide Alliance training](#). We are a Zero Suicide Alliance Organisation and will be signing up for the Orange Button Scheme Organisation Pledge with Bay Wellness partners once live too.
- A commitment to Bay Wellness is suicide and self-harm prevention awareness.
- We are also a partner on the upcoming Suicide Prevent Lancaster District Partner Workshop, which two MHFAiders are attending, along with other colleagues.
- We have a Mental Health First Aid Network which meets monthly to provide support to one another, share resources, discuss themes in our conversations, to share and discuss resources and to agree anything to feedback to colleagues as appropriate.
- Mental Health First Aid Network conversations also feed into the work of the Staff Wellbeing & Inclusion Group and help shape our communications, campaigns etc.
- We ask MHFAiders to complete a check in/log for any Mental Health First Aid conversations they have with colleagues, but please note, nothing is identifiable.
- Since October 2022, MHFAiders have spent over 100 hours in conversations. It is worth noting, that these are only the conversations which have been noted in our log, and not the many other conversations which take place in other interactions, or where they have simply forgotten to complete the check in.
- You can find out more about support connections on our [Staff Wellbeing & Inclusion Site here](#), specifically our [Mental Wellbeing page here](#), and our [Mental Health First Aid page here](#) where you can also see who our MHFAiders are.

### Suggested Recommendations

- We feel it's time to show our commitment to Mental Health First Aid by introducing a policy.
- The draft policy shares the responsibilities of both our MHFAiders and the organisation.
- The draft policy also confirms our commitment to the refresher training every 3 years. The cost of this in 2023 was £2020.00 + VAT (£67.00 per person and includes access to the MHFA England support app and resource centre).
- That we adopt this policy and show our commitment to supporting the wellbeing of our colleagues.