

**Mental Health First Aid Policy
21 November 2023**

Report of Executive Support & Staff Wellbeing Coordinator

PURPOSE OF REPORT

To share the draft Mental Health First Aid Policy with People and OD Committee for approval.

This report is public.

RECOMMENDATIONS

That the draft Mental Health First Aid Policy is considered by People & OD for approval.

1.0 Introduction

1.1 The Staff Wellbeing & Inclusion Group are seeking approval for the introduction of a Mental Health First Aid policy.

2.0 Mental Health First Aid Policy

2.1 We have 30 colleagues trained in Mental Health First Aid from across the organisation. We wish to seek approval for introducing a Mental Health First Aid policy to show our commitment to this support for colleagues.

2.2 We recently held two Mental Health First Aid Refresher courses, which identified lots of further thoughts, feelings and ideas on staff wellbeing which have contributed to this policy.

2.3 MHFAiders now receive access to an MHFA England 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

2.4 Following consultation with our Mental Health First Aiders, Staff Ambassadors, partners and others listed below), this policy has been produced to show our commitment and the roles and responsibilities for the organisation to coordinate a supportive and inclusive Mental Health First Aid support offer.

2.5 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.

3.0 Details of Consultation

3.1 We have consulted with (and sought advice from)

- Staff Wellbeing & Inclusion Group
- Mental Health First Aiders.
- Staff Ambassadors
- Bay Wellness Partners
- MHFA England
- Our External Trainer
- Lancashire Mind Business Wellbeing Network Partners
- Leadership Team (Chief Officers)
- Trade Unions
- JCC

3.0 Amendments following JCC on 1 November 2023

3.1 In response to discussion at JCC on 1 November 2023, two small errors were corrected.

4.0 Conclusion

4.1 The Committee is asked to consider the new Mental Health First Aid Policy for approval.

RELATIONSHIP TO POLICY FRAMEWORK

The Council is committed to good standards of employment practice, and it is considered that the amended policies will augment our existing Human Resource Management arrangements.

CONCLUSION OF IMPACT ASSESSMENT (including Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)

Please see associated Equality Impact Assessment in respect of this policy.

FINANCIAL IMPLICATIONS

Commitment to refresher training every 3 years. In 2023 this was £1500 plus VAT.
Commitment to review and discuss training requirements should the fully funded courses with Lancashire Mind come to an end.

SECTION 151 OFFICER'S COMMENTS

s151 Officer has been consulted and has no comments to add.

LEGAL IMPLICATIONS

None arising from this report.

MONITORING OFFICER'S COMMENTS

The Monitoring Officer has no further comments to add.

BACKGROUND PAPERS

Draft Mental Health First Aid Policy.
JCC Mental Health First Aid Report
November 2023.
Equality Impact Assessment.

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