

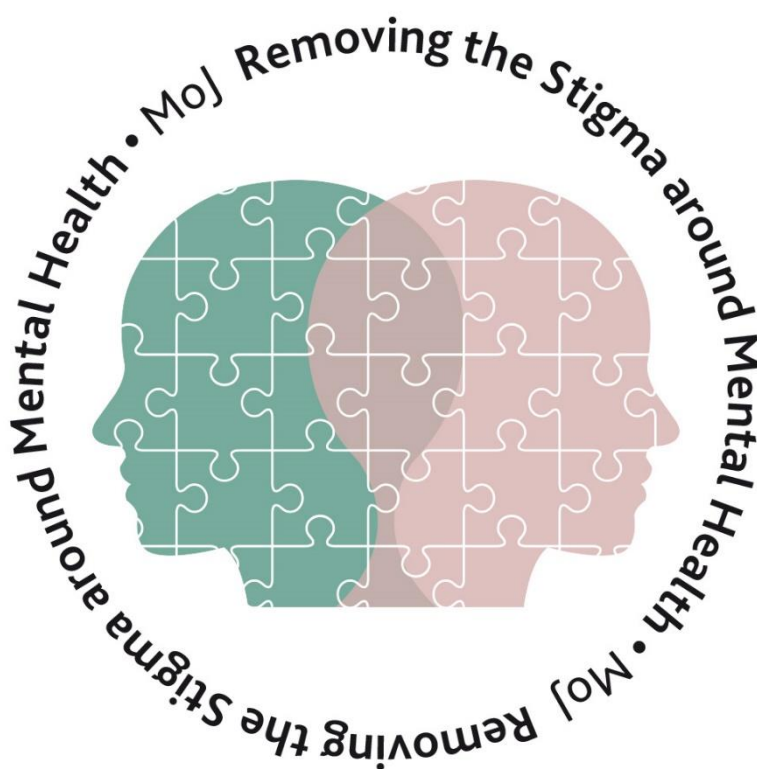


Ministry
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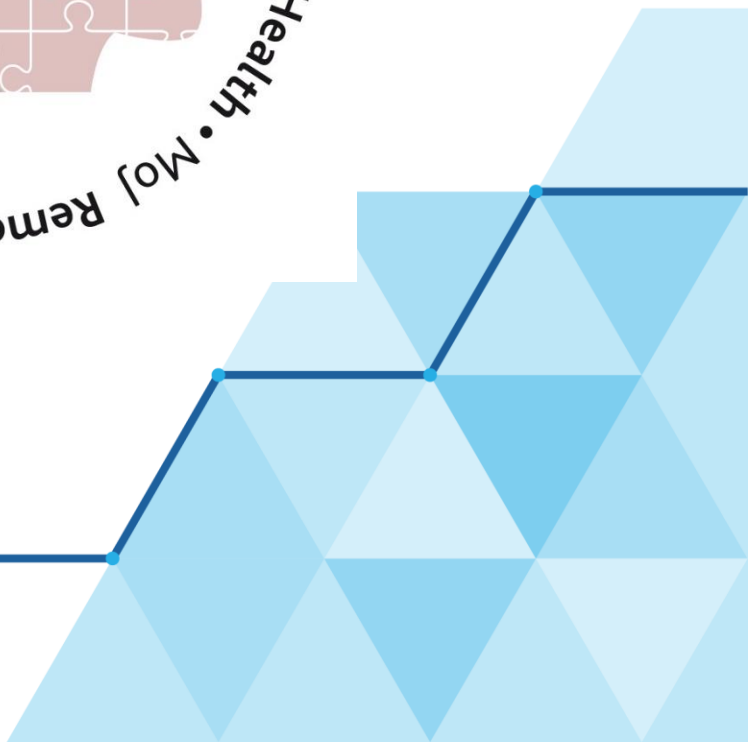
Be 
Well

Mental Health Allies

Next Steps Document



March 2020



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What we are doing to support our people

- Encourage conversations to break the stigma around mental ill health
- Provide better support for staff and managers
- Provide better awareness of relevant policies, resources & toolkits
- Embed the Mental Health Allies programme across the MOJ and HMPPS
- Promote the four strands of the Health & Wellbeing Be Well Strategy 2019-2021

Our Priorities for 2020





Next Steps for allies

Following the discussion with your line Manager prior to undertaking the voluntary role you should:



Back in the office





Support for Mental Health Allies

The wellbeing of mental health allies (MHAs) undertaking this volunteer role is important. There are various avenues of support that provide a valuable opportunity to share knowledge, understanding and experience. Allies can build on their current skills and gain valuable advice from a more experienced person.

Building your network of support will give you an opportunity to discuss specific matters or concerns which will support you in the role, both on a one to one basis or as part of a wider network.



Information and Resources



MHAs Intranet Page

The mental health allies have a dedicated [intranet page](#) where you can find:

- A full list of mental health allies and their contact details
- The MHAs Framework document
- Details of the mentoring scheme
- Contact details for SPOCs (Single Point of Contact) for each business group
- Health & Wellbeing 'Be Well' Strategy 2019-2021
- Links to internal & external websites

Be Well Posters to print and place on notice boards and/or toilet doors



Key Calendar Dates

January	Be Well strategy launch provisional launch date 8th Jan	All strands	MoJ launch of Be Well strategy - What's your New Year's Resolution? (staff select strand they are focussed on and share their resolution). CSEP to launch a Financial wellbeing toolkit could consider launching in April as part of the financial wellbeing activity.
6th February	Time to Talk Day	Healthy Mind	Campaign supported by CSEP. MoJ Mental Health Allies to lead, with support from H&W Champions.
April	Stress Awareness Month	Healthy Mind	Campaign supported by CSEP. MoJ Mental Health Allies to lead on promoting this campaign, with H&W Champions support.
18 -24th May	Mental Health Awareness Week	Healthy Mind	Campaign supported by CSEP. MoJ Mental Health Allies to lead this campaign, with H&W Champion support.
10th September	World Suicide Prevention Day	Healthy Mind	Share campaign material and CS blog interview with a suicide prevention expert, focusing on the high risk category of middle-aged men.
10th October	World Mental Health Awareness Day	Healthy Mind	Campaign supported by CSEP. MoJ Mental Health Allies to lead for MoJ, with H&W Champion support.
4th November	National Stress Awareness Day	Healthy Mind	MoJ Mental Health Allies to lead on campaign, with Workplace Wellbeing Support.



Additional Information

- Employee Assistance Programme (EAP) - <https://intranet.justice.gov.uk/guidance/hr/support-and-wellbeing/employee-assistance-programme/>
- Mental Wellbeing pages of the intranet <https://intranet.justice.gov.uk/guidance/hr/support-and-wellbeing/mental-wellbeing/>
- Remploy Workplace Mental Health Support Service
 - Attendance Management guidance <https://intranet.noms.gsi.gov.uk/news-and-updates/notices/new-attendance-management-policy2>
 - Performance Management guidance <https://intranet.noms.gsi.gov.uk/policies-and-subjects/probation/probation-instructions/Probation-Instructions-2017/pi-2017-13>
 - Staff networks
 - Disability staff network dawn@justice.gov.uk
 - LGBT+ staff network PiPP@justice.gov.uk
 - BAME staff network RISE@justice.gov.uk
 - Disability Support pages of the intranet <https://intranet.noms.gsi.gov.uk/news-and-updates/news/new-workplace-adjustment-passport-created> - Workplace Adjustment Passport (& guidance)
 - https://intranet.noms.gsi.gov.uk/_data/assets/word_doc/0007/944890/HMPPS-Workplace-Adjustment-Passport.docx
 - https://intranet.noms.gsi.gov.uk/_data/assets/word_doc/0012/944895/HMPPS-Workplace-Adjustment-Passport-Guidance.docx
 - https://intranet.noms.gsi.gov.uk/_data/assets/word_doc/0004/944887/HMPPS-List-of-Common-Workplace-Adjustments.docx
 - Talent Schemes for disabled employees <https://intranet.justice.gov.uk/guidance/equality-and-diversity/learning-zone/>
 - HMPPS Inclusion & Diversity Strategy <https://intranet.noms.gsi.gov.uk/news-and-updates/news/hmppps-equality-strategy-2018-2020> Mental Health Allies - <https://intranet.justice.gov.uk/guidance/hr/support-and-wellbeing/mental-wellbeing/mental-health-allies/>



Copy and paste these useful links into Firefox:

Further links:	Useful contacts:
Mental Health Allies Stress Disability Support Pages Civil Service Workplace Adjustment Service (CSWAS) Workplace Adjustment Passport Support and Wellbeing Anti-bullying and harassment advisors Pam Life Leaflet Pam Assist Leaflet Safe Space Forum Remploy Mind Time to Change Samaritans Hub of hope	The Charity for Civil Servants – 0800 056 2424 NHS Direct - 111 Samaritans - 116 123 Pam Assist (EAP - 0800 019 8988)

Email: HMPPSWellbeing@justice.gov.uk



Further Training

Mental Health at Work Resources

<https://civilservicelearning.civilservice.gov.uk/mental-health-work-further-resources>

Resilience and Wellbeing

<https://civilservicelearning.civilservice.gov.uk/learning-opportunities/resilience-and-wellbeing-online>

Becoming Disability Confident

<https://civilservicelearning.civilservice.gov.uk/user/login?destination=node/497918>

Wellbeing, Resilience and Stress

<https://civilservicelearning.civilservice.gov.uk/learning-opportunities/wellbeing-resilience-and-stress>

Managing Self: work/life balance and stress workplace learning activity

<https://civilservicelearning.civilservice.gov.uk/learning-resources/managing-self-worklife-balance-and-stress-workplace-learning-activity>

Managing Business Performance: Work-Life Balance Workplace Learning Activity

<https://civilservicelearning.civilservice.gov.uk/learning-resources/managing-business-performance-work-life-balance-workplace-learning-activity>

Well-Being, Resilience and Stress - E-Learning

<https://civilservicelearning.civilservice.gov.uk/learning/mod/scorm/view.php?id=1455>

Engaging people with change

<https://civilservicelearning.civilservice.gov.uk/learning-opportunities/engaging-people-change>

Managing reactions to change

<https://civilservicelearning.civilservice.gov.uk/learning-opportunities/managing-reactions-change>

Effective communication

<https://civilservicelearning.civilservice.gov.uk/learning-opportunities/effective-communication>

Active Listening

<https://civilservicelearning.civilservice.gov.uk/learning-opportunities/active-listening>



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