



FINAL CONFERENCE
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Mental Well-being Impact Assessment:

Embedding mental well-being into
policy and practice

Tony Coggins

South London and Maudsley 
NHS Foundation Trust

What is Mental Well-being Impact Assessment (MWIA)?

MWIA provides a structured, **evidence based analysis** of how policies, proposals, programmes and projects are or might have the potential to influence mental health and well-being positively, negatively or both

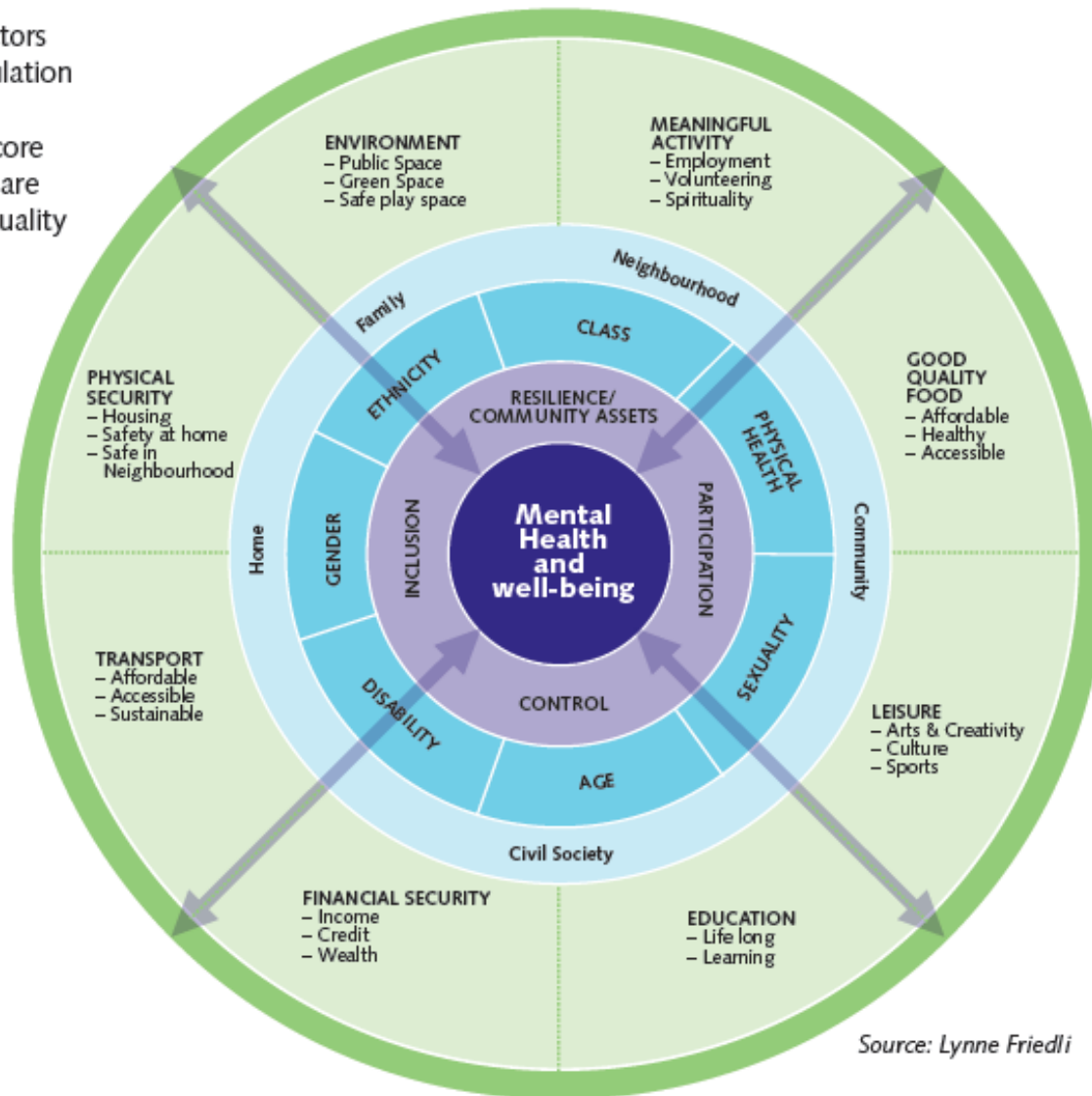
MWIA Core Protective Factors

- Enhancing Control
- Increasing Resilience and Community Assets
- Facilitating Participation
- Promotion Inclusion

Figure 2.2: A dynamic model of mental well-being for assessing mental well-being impact

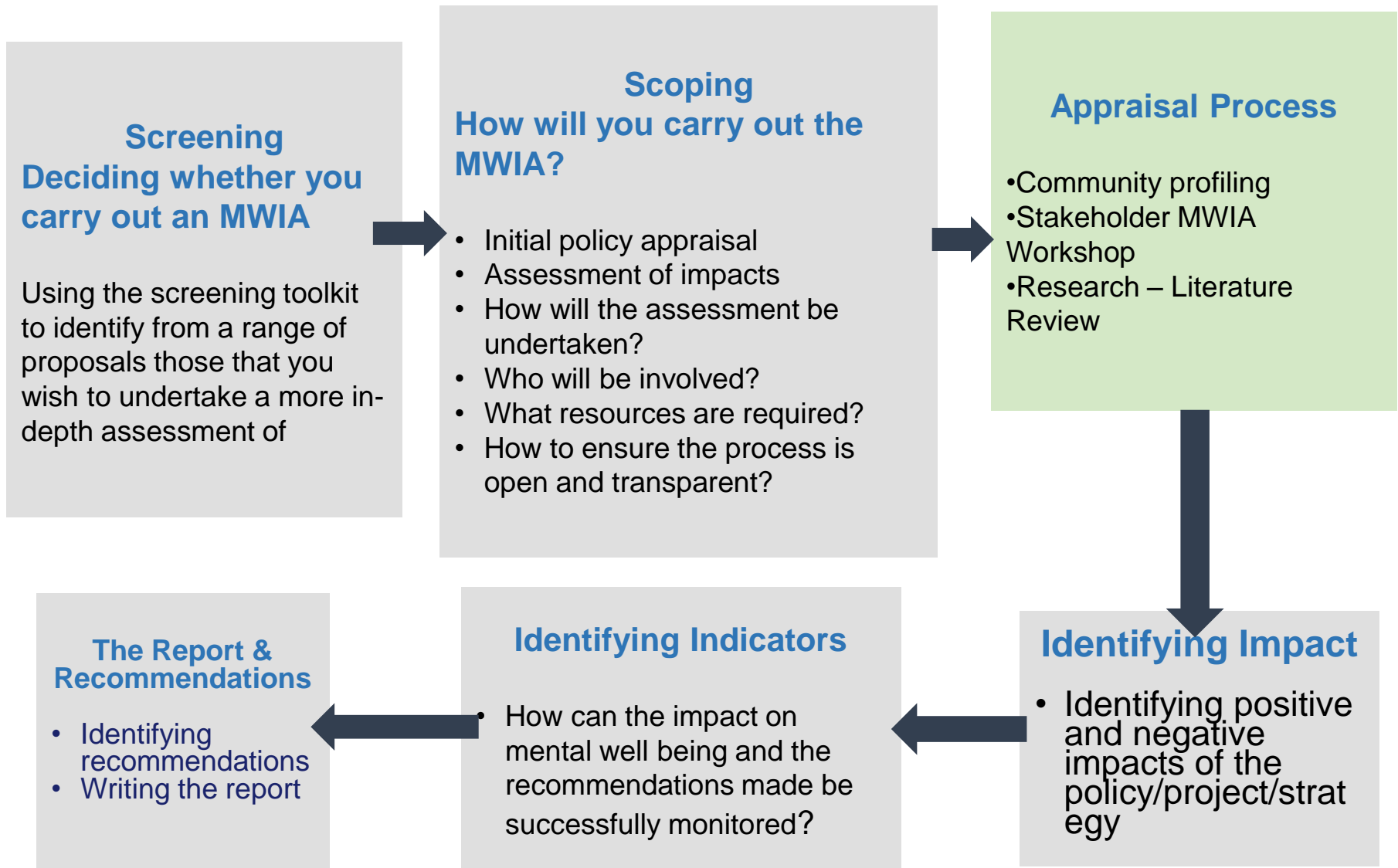
The four protective factors are influenced by population characteristics, wider determinants and the core economy. All of which are influenced by levels equality and social justice.

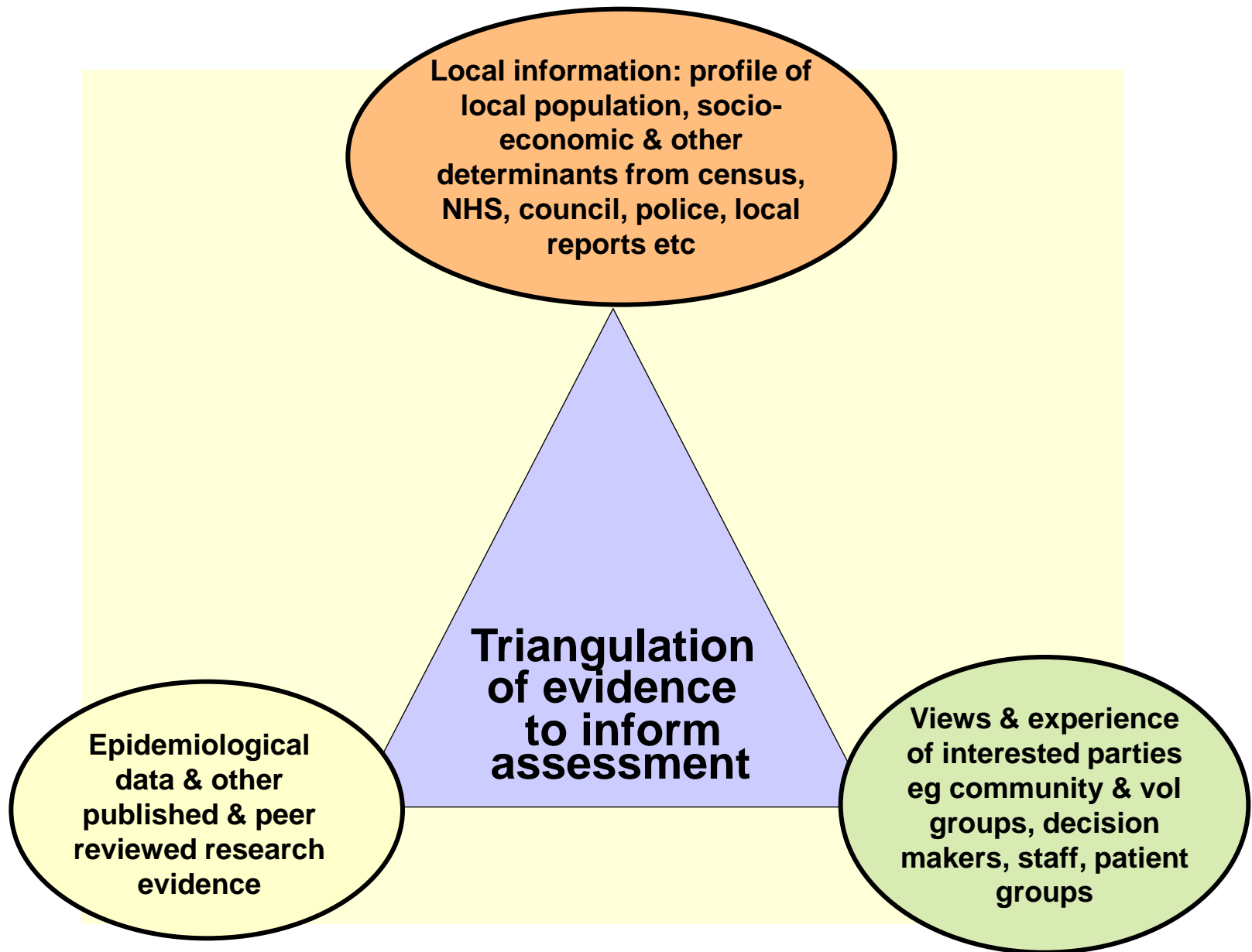
Source: MWIA Toolkit 2011 P16.



Source: Lynne Friedli

6 Stage process of MWIA





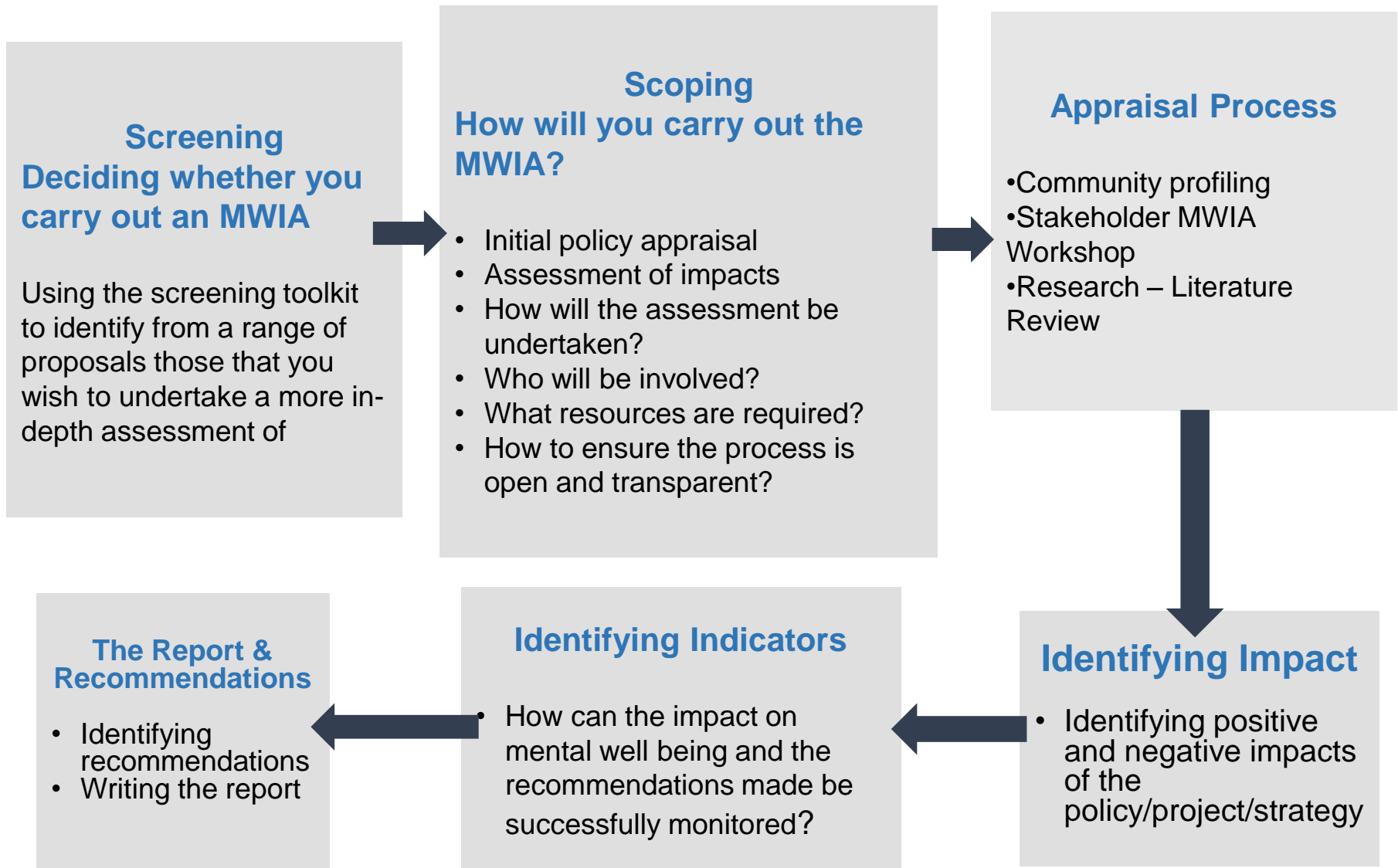
Source: MWIA Toolkit 2011 p.70

King's Health Partners *Application of MWIA in the workplace*



We translate cutting-edge research into excellent patient care through world-class education and training.

6 Stage process of MWIA



KHP Impacts

Potential Positive:

- Values driven staff
- Peer support
- Good line management

Potential Negative:

- Workload – lack of time to reflect
- Lack of reward and recognition
- Poor physical space
- Discrimination and inequity
- Poor processes

Actions identified:

- **Individual level:** mindfulness, stress awareness
- **Team level:** MWB Action plans, improving physical space, MHA for managers
- **Organisational level:** Active health and well-being board, organisational development issues, measurement of well-being

Outcomes: LSBU Evaluation

- Response rate issues: a health warning!

Baseline: 183 (52%), Post-intervention survey : 71 (20%)

- Well-being

Baseline: 60% lower than average well-being decreased to 53%

- Psychological health

Baseline: 35% threshold for minor psychiatric disorder decreased to 16%

- Sickness absence

Reduction in time taken off in last 2 weeks but no significant difference

- Productivity (burnout)

Baseline: 21.8% average time limited performance reduced to 14.7%

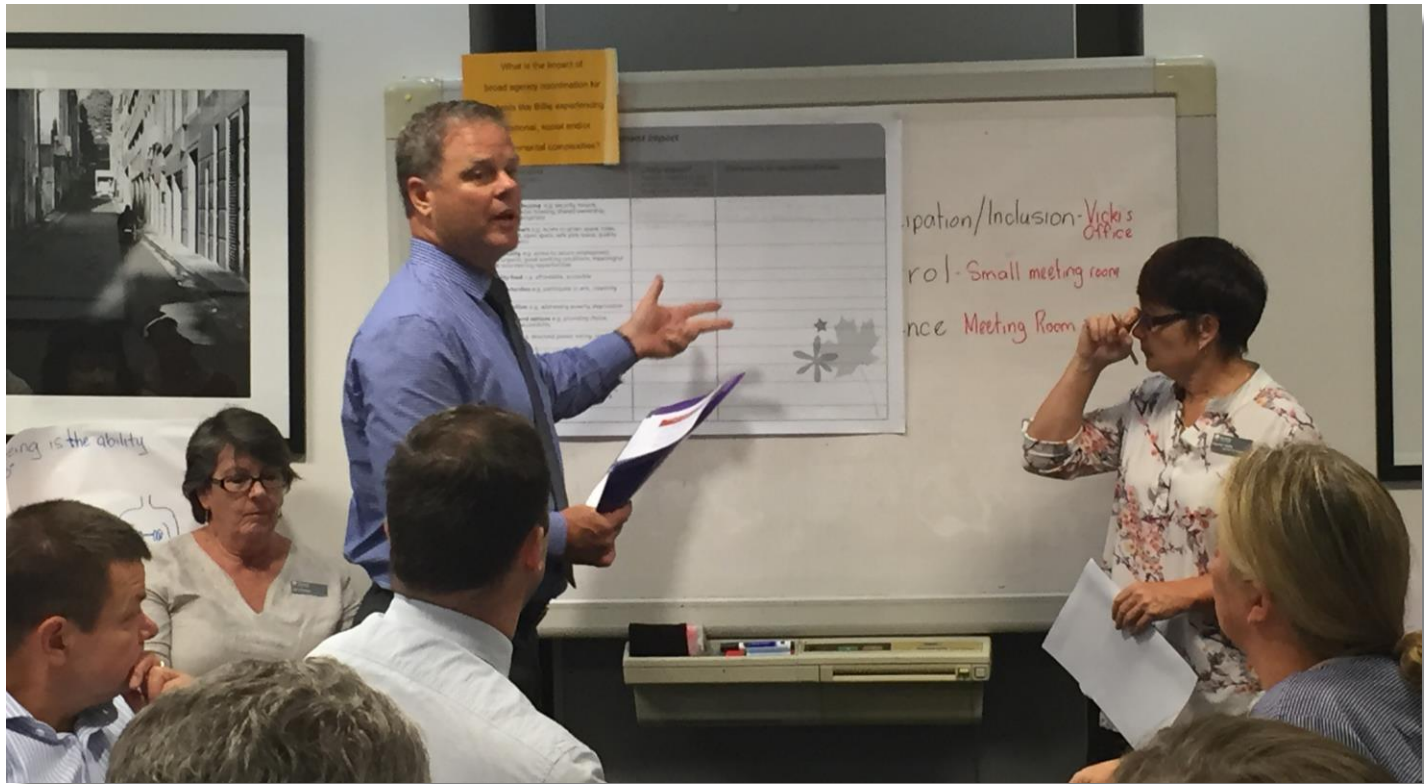
- Employee satisfaction

15% increase in those who would recommend their trust as a place to work

***Costs picked up by the KHP organisations
for the last 3 years***

Department of Education and Communities (DEC)

“What’s the impact of broad agency coordination for young people experiencing emotional, social and/or environmental complexities on mental well-being?”



DEC Impacts

Potential Positive:

- Access to a range of key services
- Control
- Keeping families together

Potential Negative:

- Sense of being overwhelmed
- Levels of trust
- Social networks and peer support

Actions identified:

- Focus on empowering young person/family
- One trusted person/single point of contact
- Transparency and communication between agencies
- Shared protocols
- Focus on creating and measuring trust between agencies
- Embed MWIA across Education in NSW

How Effective is MWIA ? : A review by the TIHR

- Decisions made using MWIA are implemented successfully
- There is some evidence of the monitoring of impact but it is not well developed in practice
- Impact on well-being indicators for MWIA based projects are difficult to attribute
- There are useful synergies with other impact assessment tools
- It provides evidence of robust and inclusive decision making (most useful for funding purposes)
- It increases participant's awareness of mental well-being
- It requires resources (expertise and time) commitment
- It requires wide ranging buy-in and leadership

Achievements and Developments:

- Highlighted in UK mental health outcomes strategy (HMG 2011)
- 2 National Capacity building programmes in UK, training accredited by the Royal Society of Public Health and a capacity Building programme in NSW, Australia.
- Approximately 300 people have now been trained in the UK
- Over 950 MWIAs have been undertaken in the UK:
Regeneration programmes, Timebanks, carers projects, mental health projects, community arts projects, the European Capital of Culture 08 (in Liverpool) and the Well London programme, Adult education, housing...
- Highlight as good practice by the European Mental Health in all Policy (MHiaP) initiative 2015
- Translated into Spanish for use in South America
- Downloaded over 29,500 times
- Integration with Equality, and Health Inequality Impact Assessments

For Further information

<http://www.apho.org.uk/resource/item.aspx?RID=95836>

tony.coggins@slam.nhs.uk