

Thrive LDN

Towards
Happier,
Healthier
Lives



Thank you to everyone
who has contributed
to the development of
Thrive LDN

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Greater London Authority

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“I truly believe any of us Londoners with a mental health issue or struggling with adversity can overcome their challenges and thrive.”

Jonny Benjamin

Mental health campaigner,
writer, filmmaker & public speaker



Foreword



So many of us have to deal with poor mental health at some point in our lives, and we all know people who have been affected – whether it is our friends, neighbours, work colleagues, family members or loved ones.

In London, the latest figures show that one in four Londoners will suffer from mental health problems. This means that in nearly every household across our city, you will find a home that includes or knows someone dealing with poor mental health. And for some groups in our communities – in particular young Black Asian and minority ethnic (BAME) men and the Lesbian, Gay, Bisexual, Transgender and other groups (LGBT+) – the risk of developing poor mental health is even higher.

Yet even though we are all touched by mental health, there's still a stigma attached and many outdated attitudes that linger. As a society, we are still not comfortable talking about mental health in the way we should be.

Many people with poor mental health also have trouble gaining and retaining work, and maintaining suitable housing. These people are also at greater risk of physical health problems, and they often die at a younger age. All of this embeds inequalities in our society.

While in recent years we have seen a positive change in attitudes and greater public understanding of the issues surrounding mental health, many Londoners are not seeking the support and treatment they need early enough – if at all. In 21st Century London, this is simply unacceptable. Now, more than ever we need to work with communities and help build resilience so that all Londoners have the opportunity to thrive.

If we are to make real headway into tackling mental health, we need to get to the point where there's no shame in discussing mental health. It is vital we do more to raise awareness around mental health – and break down outdated stigmas – in order to give people the confidence they need to come forward and seek help.

I have been working with a range of partners to develop Thrive LDN and to improve everyone's understanding of mental health and wellbeing in London.

Across London real progress has been made. This is something that we can celebrate and build upon, but there is clearly more to be done. By working together to focus on improving the mental health of all Londoners, and by involving

organisations and Londoners themselves, we can make even bigger strides. I believe it is time for us to prioritise mental health in London and adopt a genuine citywide approach.

Thrive LDN owes a huge amount to the commitment and hard work of Londoners, health and care leaders, experts, business leaders, community and voluntary groups. I have been incredibly impressed by the energy and enthusiasm from everyone involved and I am deeply grateful for their contribution, as well as their determination to make it a success. Through Thrive LDN I want to continue to work with partners and Londoners to develop the way we think and talk about mental health and wellbeing.

As chair of the London Health Board, I will also continue to support Londoners to lead happier and healthier lives by working to build an environment, society and economy which supports good health.

It is through the continued dedication and ideas of everyone involved, and constantly working to change perceptions, that I believe we can collectively make a difference and achieve our aims. We face complex challenges, but together, we can take action to ensure that everyone in London can live happier, healthier lives.

**Sadiq Khan,
Mayor of London**



Foreword

The London Health Board brings together all the main health partners with London government. Through this we have a solid platform for political oversight to improve health and care in London. We are delighted to be working together and with a wide range of other partners and Londoners to prioritise mental health.

The only way we can truly improve the health and wellbeing of Londoners is to continue to work at a local and community level. There is huge potential in London and Thrive LDN gives us the opportunity to work differently, to empower Londoners, and to make our city the happiest and healthiest in the world.

Recent events in our city have emphasised how important it is to have resilient communities to ensure in times of trouble we can support each other to maintain mental wellbeing and to collectively cope with crisis.

Our collective efforts are gathering momentum. We cannot make improvements on our own as a system, we need London's communities, businesses, voluntary and support services to work with us. We have been overwhelmed by the response, willingness and involvement of partners to launch Thrive LDN and we look forward to working with more of you over the coming years. We have made great progress in a short space of time. However, there is always still more to do if we are to help ensure Londoners thrive.

Dr Anne Rainsberry

Regional Director,
NHS England (London)

Dr Marc Rowland

Chair, London Clinical Commissioning
Council and Lewisham CCG

Professor Yvonne Doyle

Regional Director, Public Health
England London & Statutory Health
Advisor to the Mayor

Cllr Kevin Davies

Member for Health, London Councils

Cllr Jacqui Dyer MBE

Thrive LDN co-chair

Cllr Sarah Hayward

Thrive LDN co-chair

Throughout this document where we say Londoners, we mean the people who live and work in our capital city.

“To raise Mental Health Awareness, we need communication and unity. Thrive LDN offers the public, businesses, schools, local authorities and all parties in the capital, a means to work as one to eliminate mental illness stigma.

Kenny Johnston

Founder / CEO of CLASP Charity
and Walking Out Of Darkness Limited



Mental health and wellbeing in London

Stigma & discrimination 1



NEARLY 90%
SAY THAT IT HAS A NEGATIVE EFFECT ON THEIR LIVES

Prevalence of poor mental health in London 3

2 MILLION LONDONERS

THAT'S 13 PEOPLE ON EVERY



MORE THAN 100 PEOPLE ON EVERY



Reported wellbeing & life satisfaction 6



Employment rate 2

74%

UK avg

65%

with other health problems

43%

with mental health problems

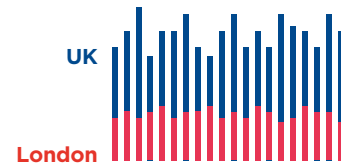


Children and young people 4

ALMOST 10% 5-16 YRS EXPERIENCE SOME FORM OF MENTAL HEALTH ISSUE

Treatment received 5

BY ONLY 1 IN 4



Suicide 7



1. Time to Change (2008) Stigma shout: service user and carer experiences of stigma and discrimination. London: Time to Change
2. Molyneux, P. & Bradshaw, I. (2017) Making a reality of employment for people with mental health problems in London. For Thrive LDN.
3. 6 Cavendish Square Group (2015) The London Mental Health Fact Book. London: Cavendish Square Group
4. Public Health England Fingertips Tool. See: fingertips.phe.org.uk
5. London School of Economics (2012) How mental illness loses out in the NHS. London: London School of Economics
6. Ibid.
7. Office for National Statistics, Suicides in England and Wales by local authority. See: www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/deaths/datasets/suicidesbylocalauthority

We all must act

Poor mental health is one of the biggest challenges facing London and it is often much higher in certain communities, such as those living in poverty and those in some minority groups, and the mental health care available or received does not always meet their needs. Our services are under strain, but the demand is growing and when people don't receive the right support for their mental health at the right time, things get worse quickly, their potential is wasted and they struggle to thrive. London loses out.

We all need to rethink how we view mental health, how we approach addressing the challenges people face and how we, as a city, can support people to be mentally healthy and be there when things go wrong. We need to tackle the causes of poor mental health rather than the effects and enable communities, particularly the most vulnerable Londoners, to better help themselves and each other to lead thriving and fulfilling lives.

London's public, private, voluntary and community sectors have come together to try to figure out how to do this as a city. Our aim is for London to become the happiest, healthiest city in the world. With the support of Londoners, we want to ensure that everyone, regardless of our relative background and circumstances, has the knowledge, skills and support to develop good mental health and that the challenges which can lead to poor mental health are addressed.

We know the Mayor and health and care partners can't achieve this alone and to succeed all Londoners need to work together to drive this forward. To get this right and deliver lasting change, we will need everyone to think differently and work better together. We all need to recognise that mental and physical health are just as important as each other.

Here, we set out the challenges we face to achieve our aim, describe some ideas and actions we will take straight away, and outline where we need help from you to plan what to do next.

We know this will be tough to achieve, but we also know that London is an extraordinary city that can respond to the greatest of adversities, and that Londoners show true kindness when it matters most.

Our work so far has revealed that London is full of people making brilliant ideas a reality. But we need more for London. You might have ideas about how your school, workplace or place of worship could better support people. So, if you share our aim, please get involved.

**Thrive LDN:
towards happier, healthier lives.**

Quick overview

How we got here

Lots of great work is happening across our city to prevent and address the impact of poor mental health on Londoners. But we can do so much more. We know we face financial and organisational barriers which at times mean we don't always see the results we would like, but London is home to so much potential that we can build and work with together.

London leaders from Greater London Authority (GLA), London Councils, the NHS and Public Health, working with charities and others, have launched Thrive

LDN to bring Londoners and organisations together to help make our capital a happier, healthier place to live and work.

Londoners, experts, academics, clinicians and business leaders have developed Thrive LDN, but we are only at the beginning of our journey. We are inviting everyone in London to join us in making mental health a priority for our city. Thrive LDN partners want to widen involvement and invite an even greater range of organisations from the public, private, voluntary and community sectors to work together to change and improve London life.

Our aspirations and actions for London



A city where individuals and communities take the lead

We will enable a citywide movement for all Londoners that empowers individuals and communities to lead change, address inequalities that lead to poor mental health and create their own ways to improve mental health and wellbeing. We will support more Londoners to access a range of activities that help them to maintain good mental health and wellbeing.

A city free from mental health stigma and discrimination

We will work with partners to develop a programme that ends mental health stigma and discrimination in London. We will ensure support is available to help improve people's understanding of mental health and push for more mental health first aid and other training to be provided so London becomes a city that is more mental health aware and equipped to act.

A city that maximises the potential of children and young people

We will build on the exciting developments happening across London to engage children and young people in mental health, encourage them to lead initiatives, and develop training and resources for youth organisations, schools, and student societies.

So far, we have identified areas where evidence shows citywide action can help improve mental health. We have agreed some first steps and several actions and aspirations to address some of the day-to-day challenges Londoners face that negatively impact on their mental health. We now want to have an open conversation with Londoners to come up with more ideas and solutions that will make a difference.

Will you help us?

We realise that the change and improvements we all aspire to will take time and won't happen overnight, so we want Thrive LDN to be a long-term collective process of change. Thrive LDN will only succeed if the whole of London gets behind it. We need your help to make our aspirations a reality. Tell us what you think about these ideas, but more importantly share your own ideas and solutions to help make London the happiest, healthiest city in the world.

This is the beginning of our journey and an open conversation about mental health in London so please get involved, visit our website, follow us on Twitter, complete our surveys, attend our events and invite us to yours. Read on to find out about hosting Problem Solving Booths to widen involvement of Londoners in our discussions about mental health.



Join the conversation.
Follow us on twitter
and use #OKLDN



A city with a happy, healthy and productive workforce

Many employers are making mental health and wellbeing central to the workplace; we want to support all workplaces to do the same. We will bring partners together to develop and implement a programme to help people who experience poor mental health access support to gain and maintain work. We will work closely with employers to encourage work opportunities in both the public and private sector.

A city with services that are there when, and where needed

We will work with partners to create new ways to access services and support. We will build on existing work investigating how best to harness the powers of digital technologies to promote positive mental health and improve information about accessing effective support so that Londoners can better help themselves and support each other.

A zero suicide city

We will work with partners across the city to reduce suicides in London. We will build on existing suicide reduction and prevention initiatives by establishing a zero suicide ambition for London.



A city where individuals and communities take the lead

Case study Problem solving booths

Problem Solving Booths (PSBs) enable wellbeing conversations. Booths consist of two chairs; one for the ‘helped’ who may have a problem or need advice, and one for the ‘helper’ who assists them; people are often asked to then swap roles. PSBs show that everyone can ask for help without being in mental health crisis. We all have problems and, more importantly, we all have the potential to offer help.

PSBs were an idea suggested by a young person who was asked what would help the “stresses in his head”, and replied, “a problem solving booth right here.” The social enterprise Owls has led the development of this idea with a range of partners across London. Find out more at www.thriveldn.co.uk

Why this is important to us

The process of coming together and taking action can directly lead to changes in health and wellbeing and has the potential to have a positive impact on aspects of “London-life” such as housing, cost of living, employment, loneliness and other pressures affecting our health. It can also lead to increased community control and resourcefulness by developing confidence, social connectedness, knowledge, skills and influence.

There is strong evidence that connected and empowered communities are healthier communities. There are many benefits, including improved relationships and life satisfaction. This is particularly important in London where reported levels of life satisfaction are lower than the national average⁸. Community development can also lead to higher levels of civic participation, improved employability and better overall health.

To improve wellbeing, we need to tackle the causes of poor mental health rather than the effects. Communities are best placed to understand their local strengths and needs, and identify courses of action that will allow them to help themselves and each other to lead fulfilling lives.

It is very common now for GPs, nurses and other health professionals to refer people to a range of local, community based non-clinical services and support. This is known as ‘social prescribing’ and it has huge potential to link people living with long-term conditions to diverse and relevant sources of support within their communities that work alongside existing treatments to improve their health and wellbeing.

These plans will ensure that Thrive LDN, as a citywide movement and through its partners, works to bring our communities together and help them to create change, be more resilient and be happier, thriving places to live.

What we are going to do next

Thrive LDN and partners will launch a collaborative conversation with Londoners over the Summer in 2017. Our hope is that this will build into a citywide movement to improve the mental health and wellbeing of all Londoners. We are committed to engaging with and supporting existing networks of local champions, such as Councillor Mental Health Champions, and leaders. We will offer citywide opportunities for peer to peer support and learning for all Londoners interested in Thrive LDN.

We will work with partners across London to roll-out social prescribing to local communities of all ethnic backgrounds.

What we need your help with

Together with Londoners we want to design a way to evaluate each of our actions, to find out if they are having an impact on our communities and to shape our future work.

Our wider ambition is that this citywide work will provide a platform for a range of locally owned Thrive hubs and initiatives, such as Black Thrive and Thrive Harrow, that focus on the needs of local communities where such an approach could have real impact.

Questions

Q. What do you think of our ideas?

Q. Is there anything you and/or your community would like to do?

Q. What help do you need from us to make that happen?

Case study Black Thrive

Black Thrive is about improving the mental health and wellbeing of Lambeth's black communities who suffer from multiple disadvantages and discrimination. There is equal community ownership of Black Thrive, putting those with lived experience at the heart of decision-making, helping to build a more resilient and thriving Lambeth.

Black Thrive brings together people from all points of the mental health system to work together and make practical improvements across prevention, access to appropriate services and improving the patient experience.

Over the next few years, Black Thrive will lead to changes required to achieve its vision for black communities in Lambeth where high quality services are available when and where needed regardless of people's race. Find out more at www.blackthrive.org.uk



A city free from mental health stigma and discrimination

Case study: Crossrail – Mental health first aid

In 2016, 12 Crossrail staff were fully trained as Mental Health First Aiders, and 90 employees attended a mental health first aid awareness course.

Crossrail recognised that 25% of their staff, as reflected nationally, could be experiencing mental ill health at any point in time and so established training. The 12 volunteers for the mental health first aid training were largely team administrators, who were often the first point of contact for their colleagues and who now additionally have the skills to assist them in their wellbeing.

Why this is important to us

Mental health awareness is improving. But many people do not always understand how they can look after their mental health and those with poor mental health continue to experience stigma and discrimination.

Poor mental health is often much higher in certain communities, such as those living in poverty and those in minority groups, particularly those that experience prejudice and discrimination, such as black, Asian and minority ethnic (BAME) groups⁹, people with learning disabilities, homeless people, refugees and lesbian, gay, bisexual, and transgender (LGBT+)¹⁰ groups. People who have had difficult childhood experiences are also at a higher risk.

Some Londoners are particularly vulnerable. When poverty, discrimination and tough childhood experiences combine, without the right support, people can find themselves excluded and strains on their mental health become extreme. London sees this vulnerability in many people who are in prison or who are homeless or destitute on the streets.

Unfortunately, the communities that most need services often find it hardest to get the help and support they need. Also, stigma and discrimination can prevent people seeking help early, so the impact of poor mental health becomes much worse and they are more likely to reach crisis point¹¹.

The Equality Act 2010 makes it illegal to discriminate against people with mental health problems¹². But only by improving awareness and knowledge of mental health will we help to change attitudes, to reduce stigma and discrimination and help people to stay well. It is incredibly important that activities reach, and are created with, the communities with the greatest mental health needs.

We must all act to end the stigma and discrimination experienced by people with mental health problems in our city's communities, schools and workplaces. We all have mental health and by spreading the tools and knowledge Londoners need to understand and look after their own mental health we can help everyone to support their family, friends, colleagues and community members to do the same.

9. 6 Cavendish Square Group (2015) The London Mental Health Fact Book. London: Cavendish Square Group

10. Varney, J. The Health and Wellbeing of Lesbian, Gay, Bisexual and Trans Londoners. See: bit.ly/2qdvsfT

11. London Assembly Health Committee (2017) LGBT+ Mental Health Report

12. See: www.gov.uk/guidance/equality-act-2010-guidance

What we are going to do next

Thrive LDN, through its partners, will work together to develop phased programmes that will address stigma and discrimination, improve mental health understanding and support people to stay well and help spot the first signs of poor mental health.

We will support a range of interventions that give access to mental health first aid and other forms of training in every borough, so that London becomes a city that is more aware of the signs of emerging poor mental health.

Our aspiration is to see a programme that strengthens mental health understanding rolled out across London's workforce, in our schools and within communities where poor mental health is prevalent. This will spread a greater understanding of steps people can take to reduce their risks and where, together, they can tackle the factors affecting so many people's mental health.

In partnership with Time to Change, we want to develop a London-specific campaign that will work with communities where poor mental health is particularly prevalent and where barriers to receiving help are particularly challenging. The campaign will be developed with these communities, including people who are living with, or have had experience of, poor mental health. A fund will support the campaign to stimulate activities in communities, schools and workplaces that connect people with those experiencing poor mental health.

13. See: www.london.gov.uk/what-we-do/health/healthy-workplace-charter

14. Time to Change (2008) Stigma shout: service user and carer experiences of stigma and discrimination. London: Time to Change

15. Thornicroft, G., Rose, D. Kassam, A & Sartorius, N (2007) Stigma: ignorance, prejudice or discrimination? The British Journal of Psychiatry 190 (3) 192-193

What we need your help with

We want to work with more employers across London to support mental health in the workplace. This includes London's public sector organisations.

We will promote the Time to Change employer pledge and want to introduce nationally recognised workplace wellbeing standards. These would include the Mayor of London's Healthy Workplace Charter¹³ which encourages employers to protect and promote the mental health and wellbeing of their staff.

Questions

Q. What do you think of our ideas?

Q. Is there anything you and/or your community would like to do?

Q. What help do you need from us to make that happen?



Nearly nine out of ten people with mental health problems say that stigma and discrimination have a negative effect on their lives¹⁴

Case study 'This is Me' campaign

The Lord Mayor's Appeal Team developed the 'This is Me' campaign in partnership with Barclays, Business Healthy City, City Mental Health Alliance (CMHA) and Mind, with additional support from City A.M.

The aim of the campaign is to reduce stigma and increase awareness around mental health within the workplace throughout 2017. The campaign encourages those who have had or currently experience poor mental health to share their stories with their work colleagues via a video message.

The campaign has a reach of 420,000 people with 75 companies officially registered to the campaign.

The 'This is Me' campaign is aiming to encourage discussions about mental health within the City of London and, in doing so, change cultures and improve mental wellbeing. Find out more at www.thelordmayorsappeal.org.

Stigma refers to problems of knowledge (ignorance), attitudes (prejudice) and behaviour (discrimination)¹⁵



A city that maximises the potential of children and young people

Case study Healthy Schools London

Healthy Schools London (HSL) was initiated to create school environments that encourage children and young people to be happy, healthy and achieve. The Mayor of London has supported HSL since 2013. Schools participating in HSL have seen fewer reports of bullying and have seen improvements in behaviour and attendance.

80% of London's schools are registered with HSL; 1053 have a Bronze Award, 439 a Silver Award, and 104 schools have achieved a Gold Award in reflection of their work. Primary and secondary schools across London have made changes related to mental health, including encouraging mini-mentors and mindfulness sessions for students. Find out more at www.healthyschools.london.gov.uk

Why this is important to us

London's children and young people deserve to get the support and care they need to ensure they thrive and get the most out of life. We need to think and act differently if we are to prevent ill health in later life. We know that poor mental health often begins early in life – in fact, half of all cases of diagnosable mental illness begin by age 14 and three-quarters by the mid-20s. The impact on children and young people can be wide ranging and can lead to more issues, such as

poor educational achievement, a greater risk of suicide, antisocial behaviour and early pregnancy.

The problem then escalates – poor mental health in childhood and adolescence can lead to further poor mental health in adulthood¹⁶. Children whose parents suffer from a mental health problem are three times more likely to have a mental health problem than those whose parents do not¹⁷.

Adverse childhood experiences are closely linked to adult mental health problems. Spotting the early signs of developing mental health problems in children and young people and stepping in to offer the right support helps to prevent and reduce the impact of mental health problems in adult life¹⁸. It also improves a child's chances of succeeding at school, their future job opportunities and physical health. Furthermore, it can reduce the risk of a young person developing problems with substance misuse or self-harm, contact with the criminal justice system and violence or suicide¹⁹.

Despite all this, mental health support for children and young people is sadly lacking and varies significantly. For example, there is wide variation in how schools across London respond to the mental and emotional needs of their pupils²⁰.

In addition, half of all school leavers are now going to university. Good mental health will help these students to fulfil their potential and bring wider benefits to our society

16. The Royal College of Psychiatrists (2010) No health without public mental health: The case for action. London: Royal College of Psychiatrists
17. Ibid

18. London Health Commission (2015) Better Health for London. London: Greater London Authority

19. The Royal College of Psychiatrists (2010) No health without public mental health: The case for action. London: Royal College of Psychiatrists

20. Public Health England Fingertips Tool. See: fingertips.phe.org.uk

and economy. And yet students report poor wellbeing and demand for student support services is increasing sharply. Universities UK's Mental Health in Higher Education programme is making the case that mental health is a strategic priority that can only be addressed by a 'whole university' approach.

What we are going to do next

We will establish a programme of London-wide and local events for young people and leaders from faith groups and youth organisations to come together to discuss mental health issues, to explore the causes of poor mental health for young people and ways in which young people say they can be helped to stay well.

Thrive LDN will encourage and promote work with children and young people who have experience of being looked-after, homeless, have left care or youth justice or are currently going through it. We aim to support them to develop a programme that draws on available evidence about what works.

What we need your help with

We want to establish a mental health schools network across London, where schools work together to promote better mental health for children and young people, and where schools with identified needs for supporting positive mental health receive the support that they need to do so.

We want to promote and encourage accessible parenting education across London to improve the mental health of parents and their children. We want to build on the parenting support already available to parents and shift attitudes so that it is widely accepted and used.

Questions

Q. What do you think of our ideas?

Q. Is there anything you and/or your community would like to do?

Q. What help do you need from us to make that happen?

1 IN 10



**5-16 YRS
EXPERIENCE
SOME FORM
OF MENTAL
HEALTH
ISSUE²¹**

Case Study Hackathon – London & South East Children and Young People's Improving Access to Psychological Therapies (IAPT) Learning Collaborative (at Anna Freud Centre)

The London & South East Children and Young People's IAPT Learning Collaborative and Founders and Coders run a Digital Accelerator/Hackathon initiative, to create open source, digital technology. Hackathons were initiated because both organisations were aware that digital technology available was often not adaptable or focused enough on young people's needs.

The Hackathons brings software developers from Founders and Coders' boot camp together with young people with experience of mental health services and professionals with clinical expertise.

From discussions and testing, two prototypes from the Hackathon are developed based on feasibility and likely impact. Any digital technology designed from a Hackathon is available to anyone who can use it. Hackathons allow young people to lead the development of digital technology. Find out more at cypiapt.com/hackathons

21. Public Health England Fingertips Tool. See: fingertips.phe.org.uk



A city with a happy, healthy and productive workforce

Case study City Mental Health Alliance (CMHA)

The City Mental Health Alliance is a business-led and expert guided not-for-profit collaborative venture founded by City businesses. It looks to benefit both businesses and employees by improving mental health culture and understanding within the workplace.

CMHA consider some of their key functions as increasing mental health literacy, engaging proactively with media, creating a culture of openness, and enabling employers to take practical steps. CMHA provide a calendar of events for organisations, and share best practice about mental health advice and resources. CMHA now includes over 40 eminent businesses as their members. Find out more at citymha.org.uk

Why this is important to us

London's success depends on the health of Londoners and a healthy workforce is a more productive workforce, benefiting everyone. Most importantly, work that is appropriate and suitable for our individual circumstances is good for our mental and physical health and wellbeing, while being unemployed or in insecure work with poor working conditions has a negative effect²².

But for many people who experience poor mental health gaining and staying in employment can be difficult²³. The employment gap is an equalities issue. The Equality Act (2010) outlaws discrimination against disabled people, including those with mental health problems, in all areas of employment. But we know that people with poor mental health still experience employment discrimination²⁴.

There are many good initiatives in London that aim to create a culture of openness around mental health and create workplaces which protect and promote good mental health and wellbeing. There are also several programmes that can support people seeking employment, such as Individual Placement and Support (IPS).

Thrive LDN's ambition is for the capital to become a place where business leaders recognise and speak more openly about mental health and where people with poor mental health can gain and retain a suitable job in the open employment market. We also want a city where good mental health and wellbeing is central to every workplace. This will enable all employees to thrive, and will help every working person be confident in talking about their mental health and in understanding how they can support themselves and others to protect and promote good mental health.

22. Waddell, G. & Burton, K. (2006) Is Work Good for Your Health & Wellbeing? London:

23. NHS England (2016) Five Year Forward View for Mental Health. London: NHS England

24. Perkins, R. & Repper, J. (2013) Prejudice, discrimination and social exclusion: reducing the barriers to recovery for people diagnosed with mental health problems in the UK. *Neuropsychiatry* 3(4), 377-384

What we will do next

Thrive LDN will invite all London employers to sign up to having a mental health first aid trained employee per floor, per 500 staff or what suits them.

Thrive LDN, through its partners and with the mental health system across the capital, will work together to develop and implement a phased programme to ensure increased access to support in gaining and maintaining work for people who experience poor mental health across the whole of London. In doing so we will also work closely with employers to encourage work opportunities in both the public and private sector, including exploring how we can work through the Mayor's 'Good Work Standard' for which a call for evidence has recently been issued.

What we need your help with

With your help, Thrive LDN aims to ensure that work is recognised as an integral part of health and wellbeing. To do this we will work with the NHS, local council and public health teams to encourage and embed the gaining and maintaining of appropriate employment as a central part of the support and care provided to people with poor mental health in London.

We want to work with the NHS to develop standards and information requirements relating to work and health.

Questions

Q. What do you think of our ideas?

Q. Is there anything you and/or your community would like to do?

Q. What help do you need from us to make that happen?



77% of employees have experienced symptoms of poor mental health²⁵



**9 IN 10
EMPLOYEES WOULD THINK TWICE BEFORE OFFERING HELP TO A COLLEAGUE WITH POOR MENTAL HEALTH²⁶**

Case study Individual Placement and Support

The Individual Placement and Support (IPS) approach has been used to support people with mental health problems to gain employment since 2001. Key to the IPS approach is the integration of employment support and clinical support where the Employment Specialist is part of the clinical team. For example, South West London & St George's Mental Health Trust has 15 Employment Specialists who work with the Community Mental Health Teams, Early Intervention Teams and Improving Access to Psychological Therapies services.

London Healthy Workplace Charter

The London Healthy Workplace Charter (LHWC) is centrally coordinated by the GLA, with support from Public Health England; work locally is coordinated by local workplace health leads. The LHWC is designed to assist organisations to develop good practice in workplace health, including mental health and wellbeing.

Over 540 organisations have registered an interest in LHWC, and over 150 employers have been accredited, benefiting over 280,000 Londoners. Find out more at www.london.gov.uk/what-we-do/health/healthy-workplace-charter

25. Business in the Community (2016) Mental Health at Work Report: National Employee Mental Wellbeing Survey Findings 2016 Ibid.

26. Ibid



A city with services that are there when, and where needed

Case study Minding the Gap (Camden)

This service has been developed by a range of partners to fill gaps in mental health support for young people aged 16-24 transitioning from Children and Adolescent Mental Health Services (CAMHS) to adult mental health services.

A Young People's Board led the design and implementation of the service. Minding the Gap brings together a range of professionals to advise on how best to ensure the young people's needs are prioritised throughout transition to adult services. There is a 'no bounce' and 'no delay' principle in place ensuring that young people's needs are effectively assessed, prioritised and managed across agencies.

Overall this approach is improving the transition from children's services to adult services to provide continuity of care for young people and increasing efficiency across the system.

Why this is important to us

Whilst Thrive LDN focuses on prevention and resilience, we recognise that there will be times when people become ill and need treatment. There is already promising work to improve mental health treatment services through the independent Mental Health²⁷ Taskforce's Five Year Forward View for Mental Health, but more needs to be done to ensure services and support can be easy to find when and where people need them most. And all services should be designed with people who have experienced poor mental health.

People understand their mental health needs and the services that will best meet them. Mental health services have traditionally been designed and described from an organisational point of view and this needs to change if we are to make improvements. There is no denying the strain that current services are under and the crisis we face if we do not explore new and better ways of working so that Londoners have a greater opportunity to thrive.

We also know that our childhood has a profound effect on our adult lives. Many mental health problems show their first signs in childhood and, if left untreated, can develop into problems which need regular care. Thrive LDN partners are working with the NHS's Future in Mind Programme to improve Child and Adolescent Mental Health Services (CAMHS) and we will ensure we continue to align our plans with national policies to improve services.

By working together as a city, we can explore how we can further empower communities to come together and support one another in ways that suit them best. Technology and online communication gives us an opportunity to empower communities to help design the support and care needed. At a London level, we can ensure there is a coordinated approach to providing online practical help and support shaped by Londoners. We also need to maximise the convening power of the internet.

The internet is stimulating huge innovation in mental health and wellbeing information and support. These new approaches and ideas have the potential to support

27. See: www.england.nhs.uk/wp-content/uploads/2016/02/Mental-Health-Taskforce-FYFV-final.pdf

people in ways that better suit the individual person. However, we have heard from London that the range of options can feel overwhelming and that it can be difficult to know which to trust. We believe at a London level we should campaign for a change to this development, so that services that can robustly demonstrate a positive outcome are endorsed by an appropriate body to reflect this.

What we are going to do next

We want services for Londoners to be shaped by Londoners. While there are existing opportunities for people to contribute to the way services are designed and delivered (e.g. patient forums, Patient Advice and Liaison Service, HealthWatch), there is an opportunity to do more. We will continue to work with partners to explore how we can involve Londoners in how services are shaped and we will prioritise how we can use technology to engage more directly and openly with Londoners.

A citywide approach increases opportunities to harness the powers of digital technologies to promote positive mental health and improve the way we can find and use support services. We will pursue those opportunities.

Tragically, London has recently experienced some horrific events that required an immediate

response from both public services and Londoners themselves. We will do all we can to support existing emergency response pathways and help services and communities respond to the needs of people who are experiencing distress following a major incident.

What we need your help with

Through the citywide movement, we want to hear about ways we can shape a London where the services and support needed is designed by Londoners and is available when and where we need it most, so that outcomes in both prevention and treatment are improved.

Questions

Q. What do you think of our ideas?

Q. Is there anything you and/or your community would like to do?

Q. What help do you need from us to make that happen?

Case study **Peer-Mentoring** **Case Study**

The Mental Health Foundation has had a strategic focus on developing and implementing programmes focused on self-management in peer-support/mentoring settings. In peer-mentoring programmes, both the facilitators and the participants benefit from sharing and support. Individuals concentrate on how they can help one another based on experiences of similar life circumstances. People at risk of or living with long-term mental health problems are supported and given the skills and confidence to achieve their goals.

Peer-mentoring programmes can positively impact on a person's self-determination and wellbeing. Peer-mentoring can also help realise savings within health care systems through reduced utilisation.

Breaking down barriers

We need to think and work differently to break down barriers and ensure every Londoner has the same opportunity to thrive.

We know that mental health, crime and its effects are closely linked. People who have mental health problems are more likely to be the victims of crime than others and often victims can develop mental health problems.

Poor mental health has a huge impact on the London criminal justice system with around £220 million spent every year on services for people with poor mental health. If we want to prevent people with poor mental health getting sucked into the criminal justice system, we need to work together to explore the best ways of making this change.

Case study Developing London's Health Based Place of Safety specification

Throughout 2016 Healthy London Partnership developed a pan-London crisis care (section 136) pathway and an all age Health Based Place of Safety (HBPoS) specification. Over 300 people with lived experience, staff from London's acute and mental health hospitals, the London Ambulance Service, London's police forces, Local Authorities and voluntary organisations worked together to create solutions and improve care for the most vulnerable Londoners.

Through Healthy London Partnership, experts alongside health and care leaders are exploring how services and patient experiences can be provided and improved in a way that better meets the needs of Londoners in crisis. Prevention and early action will play an increasing role as London works together to ensure fewer people end up at this crisis point. Find out more at www.healthylondon.org

Factors that affect people's mental health and wellbeing

Although mental health affects everyone it does not do so equally and poor mental health is both a cause and consequence of inequality²⁸. Several factors can positively or negatively affect a person's mental health and wellbeing or be affected by it. These include:

28. The Faculty of Public Health (2010) *Mental illness: cause and consequence of inequality*. London: The Faculty of Public Health
29. Appleton, S. Molyneux, P (2011) *Housing & mental health*. London: NHS Confederation Mental Health Network
30. Johnston, D., Propper, C., Pudney, S. & Shields, M. (2011) *Child mental health and educational attainment: multiple observers and the measurement error problem*. University of Essex: Institute for Social & Economic Research
31. Ibid
32. West Midlands Combined Authority (2017) *Thrive West Midlands: an action plan to drive better mental health and wellbeing in the West Midlands*
33. Elliot, I. (2016) *Poverty and Mental Health: A review to inform the Joseph Rowntree Foundation's Anti-Poverty Strategy*. London: Mental Health Foundation
34. Payne, S. (2011) *Social Exclusion and Mental Health – Review of Literature and Existing Surveys*. Swindon: Economic and Social Research Council
35. Greater London Authority (2015) *The London Mental Health Report*. London: Greater London Authority
36. Varney, J. *The Health and Wellbeing of Lesbian, Gay, Bisexual and Trans Londoners*. See: bit.ly/2qdvfsT



Housing

A settled home is vital for good mental health and the core recovery principles of hope, aspiration and choice²⁹.



Education

Poor mental health and wellbeing has a significant impact on educational achievement and attainment³⁰. It can lead to subsequent inequalities and disadvantages later in life³¹.



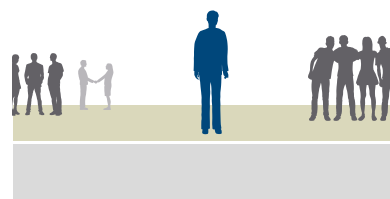
Work

Paid or unpaid work can help both physical and mental health and wellbeing. But starting work, staying in work, or returning to work after a period of poor mental health can be difficult, and those with poor mental health are also more likely to stop working³².



Poverty

Poverty and socio-economic disadvantage are key risk factors for developing poor mental health. Poverty can be both a risk factor and consequence of poor mental health in individuals, families and communities³³.



Social isolation

Feeling isolated, left out and lonely is linked to poor mental health while supportive relationships with friends and communities can benefit everyone's mental health³⁴.



Inequalities

Particular groups are more affected by poor mental health. Black, Asian and minority ethnic communities and other groups such as lesbian, gay, bisexual and transgender people are also disproportionately affected^{35 36}.



A zero suicide city

Case study Jonny Benjamin and Neil Laybourn

Jonny Benjamin was diagnosed with schizophrenia and depression aged 20. He was extremely unwell, and reached a crisis point in which he came close to taking his life from a bridge in Central London. He was stopped and talked out of this action by a stranger, Neil Laybourn.

Jonny and Neil were reunited years later and now campaign together on mental health and suicide prevention. They have spoken about mental health to a range of organisations, and take part in events to raise awareness.

Jonny is passionate on the subject of mental wellbeing, saying, “I am most certainly thriving today and have learnt ways to manage my mental health over the years. I still struggle and encounter relapses but I reach out for support when I do.”

Why this is important to us

In 2015, 735 Londoners took their own lives. That’s more than 14 people every week³⁷. And although London’s suicide rate is the lowest in England, it varies significantly across the capital. No one should become so ill that they die from suicide. If we succeed in making London a healthier, happier city we have the potential to save lives.

As well as being devastating for everyone involved, including the emergency services and medical teams, the human cost of this incredibly sad act is hard to measure. It doesn’t just affect that person – it affects the person’s family, friends, and colleagues. In fact, each suicide seriously affects at least 10 people³⁸.

Many factors can influence suicide, including economic and social factors. People in the lowest socio-economic groups living in the most deprived areas are ten times more at risk of suicide than those in the most affluent groups in the least deprived areas. Young people in more disadvantaged areas are also more likely to die from suicide than those in more affluent areas³⁹.

Specific groups of people in London are at higher risk of suicide. They include young people who may have been in care, people who have been the victims of sexual or physical violence, people coming out of the armed forces, LGBT+ communities and those who have come into contact with the criminal justice system⁴⁰.

Thankfully, there are several approaches that can prevent death by suicide. One example is the concept of zero suicide. This approach, first adopted in Detroit, is now being used in Merseyside and the East of England. It is also being developed in the West Midlands and these three areas are now working

37. Office for National Statistics, Suicides in England and Wales by local authority. See: www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/deaths/datasets/suicidesbylocalauthority

38. Haringey Suicide Prevention Plan 2017-2020. See: <https://www.minutes.haringey.gov.uk/documents/s91512/Haringey%20Suicide%20Prevention%20Plan%20for%20HWB%20Board%202.pdf>

39. Roberts, J. and Bell, R. (2015) Social inequalities in the leading causes of early death. University College London: Institute of Health Equity

40. Open letter from the Chair of the London Assembly Health Committee to the Mayor of London Februar

together. The zero suicide approach is rooted in the belief that suicide is not inevitable. In Detroit, this led to a 75% drop in suicides in the first four years, and for two years there were no suicides amongst the patient population⁴¹.

What we will do next

As a movement and with our partners, Thrive LDN will work closely with councils, the NHS and others to build upon existing suicide prevention and reduction initiatives, with the aspiration to make London a zero suicide city.

We will explore working with other cities across the country in Merseyside, the West Midlands and the East of England who are already working towards a zero suicide ambition, to create a consistent and co-ordinated approach.

We will continue to support and learn from Transport for London and Network Rail, British Transport Police and the Metropolitan Police to reduce the opportunities for people to end their lives by suicide on the Underground and Overground rail system in the capital.

We will promote evidence-informed suicide prevention training and toolkits to increase uptake.

What we need your help with

We would like to work closely with councils and the NHS to ensure we have more accurate and timely collection of information and get a clearer picture of suicide in London. We will encourage and support ways to share information across London that can help to prevent more people losing their lives through suicide.

We would like to bring together colleagues from across London including the police and coroners to explore how we can achieve greater consistency in understanding suicides in London.

Questions

Q. What do you think of our ideas?

Q. Is there anything you and/or your community would like to do?

Q. What help do you need from us to make that happen?

**SUICIDE
THE LEADING
CAUSE OF DEATH
IN PEOPLE BETWEEN
15 AND 24⁴²**

**THE BIGGEST
KILLER
OF MEN
UNDER 49⁴³**



Case study Tri-borough Suicide Prevention Strategy

The Suicide Prevention Strategy for the City of Westminster, London Borough of Hammersmith and Fulham, and the Royal Borough of Kensington and Chelsea sets out the local priorities for suicide prevention. This plan for the three boroughs aligns itself with national strategy and frameworks.

The four goals of the strategy are to have timely inter-agency communication, increase education and awareness on suicide and mental health for the public, promote existing suicide prevention resources and train frontline workers. The boroughs are also looking to reduce suicide in at-risk groups that have been found locally, including those from a BAME background.

The Tri-borough Suicide Prevention Strategy recognises good mental health is a critical determinant of quality of life, and look to improve mental health by enabling a community-focused suicide prevention strategy.

41. Hampton, T. (2010) Depression Care Effort Brings Dramatic Drop in Large HMO Population's Suicide Rate. JAMA, May 19, 2010—Vol 303, No. 19

42. Health Select Committee (2016) Suicide Prevention: interim report. London: House of Commons

43. Ibid

What happens next?

Poor mental health and wellbeing is having a significant impact on Londoners. It affects many aspects of people's lives, and aside from individuals and their families it impacts on communities, workplaces, public services, our economy, and our society as a whole.

We must all act to improve the mental health and wellbeing of everyone in our capital. If we don't, the unacceptable stigma and discrimination faced by many will go unchallenged. People will have fewer opportunities for education and employment, and other inequalities relating to physical health, housing and social relationships will get worse. Rates of suicide may rise and people will continue to die avoidably. If we don't act, the demand on our already struggling services will grow. Productivity will fall, affecting London's economy. As a result, people's experiences of living and working here will be less positive than they should be.

Thrive LDN is a unique opportunity to bring organisations and Londoners together to achieve these ambitions, to consider other proposals and develop your ideas. Everyone in London can help to improve their own and their fellow Londoners' mental health and wellbeing.

As this publication is launched, we want to talk and collaborate more with Londoners throughout Summer 2017 to develop new actions and ideas. We want to hear about your experiences of mental health and wellbeing and your suggestions for ways we can come together to improve it. Look out for our public events, social media campaign, Talk London discussion, surveys and Problem Solving Booths.

Join the movement to improve the mental health of our city, so that all Londoners can live happier, healthier lives.

“The Thrive initiative is the most comprehensive and potentially powerful programme that any capital city has undertaken to enhance children and young people’s mental health and wellbeing.”

Professor Fonagy

Psychoanalyst, Clinical Psychologist, Chief Executive Anna Freud Centre



Get involved

Our website has lots of information and materials to help you make the most out of Thrive LDN and find out how to participate further.

If you and/or your community have something to offer, we want to hear from you and help you.

Sign up today at
www.thriveldn.co.uk

“By acknowledging the size of the challenge, by understanding that we have powerful and capable resources we can feel reassured that we are not alone in coping with the challenges of mental health.”

Rabbi Daniel Epstein



Little things to improve your wellbeing

We understand that not everyone will get directly involved with Thrive LDN but, if you can spare a moment, here are some little things you could do to help London become the happiest, healthiest city in the world:



A city where individuals and communities take the lead

> Smile at your neighbour



A city with a happy, healthy and productive workforce

> Treat a busy colleague to a cuppa

Ways to get involved

For those who want to get involved to help London thrive we're here to support you. Even if you are unsure how you might want to take part, we'd love to hear from you. Get in touch:

Visit our website:
www.thriveldn.co.uk

Follow us on twitter:
 @ThriveLDN or use #OKLDN

Email us:
info@thriveldn.co.uk



A city free from mental health stigma and discrimination

> Ask a friend or family member if they are OK



A city with services that are there when and where needed

> Reconnect with someone you've lost touch with on social media



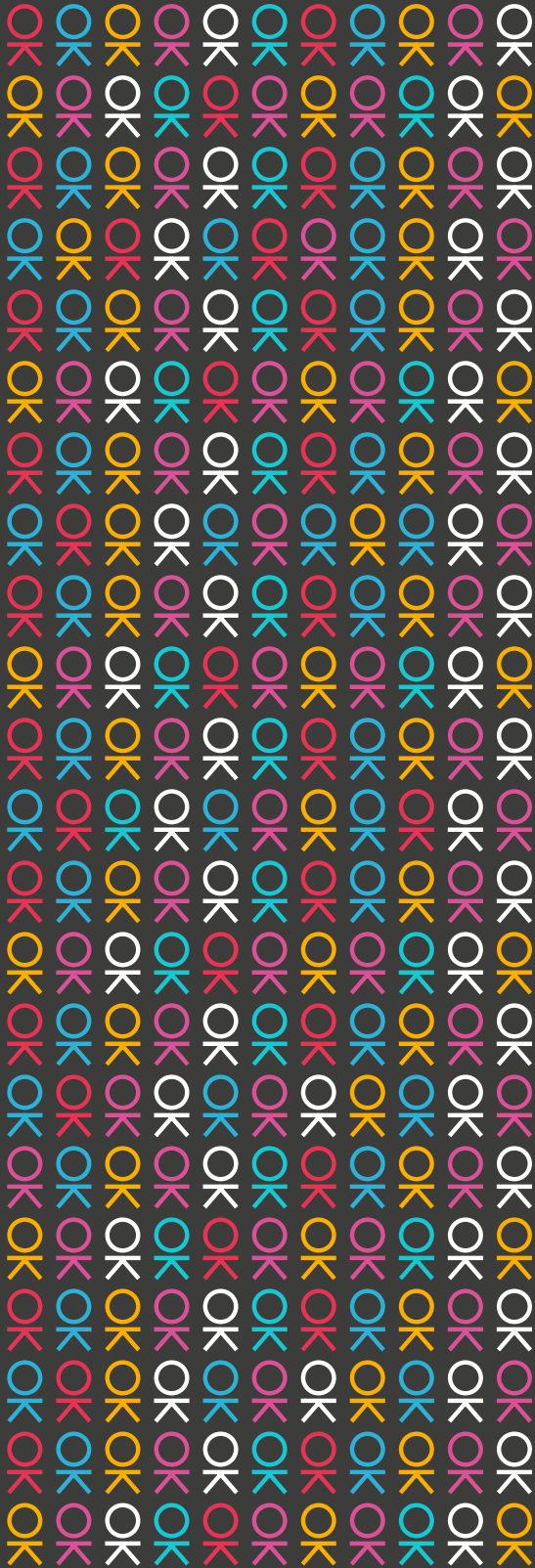
A city that maximises the potential of children and young people

> Visit one of London's great free museums, galleries, festivals or parks



A zero suicide city

> Offer your time to a local cause or someone in need



Are we **OK** with two million Londoners experiencing poor mental health this year?

Thrive LDN:
towards mental
wellbeing for all.

Join the conversation
#OKLDN
@ThriveLDN
thrivedn.co.uk