Story of Change for People and the System through the West Glamorgan Regional Partnership

Programme Overview



Reporting Period: Quarter 4 Cumulative 2022-23 Financial Year

TITLE: Emotional Wellbeing and Mental Health Programme

The Emotional Wellbeing and Mental Health [EWMH] Programme covers mental health as a broad subject across health and social care but focuses on transforming services for adults with or at risk of developing mental health problems. Overarching strategic direction on mental health ensures alignment with other regional programmes of transformation where mental health is a key theme or dependency, such as the Regional Housing Partnership, Carers Partnership, Children and Young People [CYP] Programme and Learning Disabilities Programme.

The scope of the Programme covers our regional strategic approach to improving the mental health and wellbeing of our population. Our vision for this programme is as follows:

People with mental health conditions and problems can access the services and support where, when and how they need it across health and social care.

SECTION GUIDANCE NOTE: RBA Performance Accountability This section of the report focusses on the performance accountability of the RBA methodology (delivery of programmes). It should demonstrate the activities enabled by RIF funding/programmes, and demonstrate how person-centred outcomes are being achieved. You can copy and paste infographics, etc. from the excel tool to add to the reporting and include person/project case studies as supporting evidence/sharing of good practice. **Quantitative Measures** This programme is made up of the following 6 key Themes within which there are 22 Projects run by different Third Sector organisations across our region. All support the primary Model of Care 'Promoting Good Emotional Health and Wellbeing': 1. Third Sector Community Counselling 2. Third Sector Community MH and Wellbeing Support for Ethnic Minorities 3. Third Sector Community Wellbeing Support 4. Homelessness MH Community Support 5. Specialist MH Community Support 6. Third Sector Sexual Violence support and counselling The total investment of Mental Health Projects is £703,736.99. Of the 22 Projects, 15 were funded by the RIF totalling £466,852.95, 7 were funded by the Mental Health Improvement Fund (MHIF), 2 of these projects were in receipt of funding from both. A total of 3,970 individuals have been supported during 22-23. Please refer to attached infographics which provides a summary of the performance measures for all the carers projects. All of the projects are community led and offer support and advice on topics and issues relevant to the individuals they are engaging with. Some of the examples include awareness raising talks organised by and with help of professionals (menopause awareness, stress/anger control, anxiety and depression coping techniques). Others have the purpose of reducing loneliness and feeling of isolation offering group meetings for older people or unpaid carers to enable social activities. Theme One: Counselling in the Community: providing early intervention and contains 7 projects with 6 being offered regionally and 1 being offered locally specifically for unpaid carers aged 16 and

over. This theme provides services for those with mild to moderate mental health issues and early intervention solutions. There were **1,705** people assessed who received a service during last year. **2,649** people who received a service have reported a positive change in their mental health after the support they received.

A regional project 'Active Monitoring' is a self-referral programme for anyone over 18 with mild to moderate symptoms of mental ill health. The programme consists of a 5-week guided self-help intervention with seven pathways people can access depending on their needs. During the programme people receive materials to help understand and manage their feelings. Each week each participant receives a phone or video call to discuss their feelings and help with any issues that have arisen when working through the materials. There is also an optional follow up session after the 5-week programme for those individuals whose mental health remains difficult to manage, which offers the opportunity to develop action plans and refer and signpost for further support outside of the programme. The service is offered in English and Welsh. The project has supported **874 people** during 2022-23 to help them feel more in control of their mental health and emotions.

Another regional Project is the '**West Glamorgan Mental Health Hub**', this project offers counselling and therapy sessions for both adults and children. The Mental Health Hub is a place where people can attend, sit and be around others, to gain access to other services and organisations that can provide support for the issues that are intensifying their mental health issues. The Hub provides wellbeing workshops and art workshops as well has assisting with travel to and from the Hub. The number of people supported in the region through this project is during 2022/23 is **276**.

The '**Tier 0 Mental Health Support and Wellbeing Intervention**' is another example of a project which delivers against the theme of community counselling. This project aims to provide a preventative, recovery-based approach to supporting adults with early signs of developing emotional, psychological and/or social difficulties. The aim is to support individuals to develop a range of holistic strategies to reduce the need for more specialist mental health support. The project delivers individual/group counselling sessions, coping skills training, a weekly men's mental health support group, and a walking group. During 2022/23 the project has delivered:

- 924 Counselling sessions
- 3 coping skills groups
- 52 walking groups, approx. 20 people per week attend.
- 360 new referrals
- A point of need service with no waiting lists, clients contacted within 48hrs.

Theme Two: Community Mental Health and Wellbeing Support for Ethnic Minorities includes 7 projects. These 7 projects have received a total of 797 referrals, assessed 727 people who subsequently went on to receive a service. Many of the service users are refugees, who experienced trauma in their native countries and do not trust government bodies or health organisations, which makes it very difficult for them to receive and accept help. The projects in this theme support the specific needs of those representing BAME, Chinese and other ethnical minorities living across the Region. In most cases emotional and mental health support including counselling has been made possible for those individuals in their native language. Support offered by these projects is person-centred and needs-lead. Services offer a wide range of support including:

- one-to-one counselling sessions
- group raising awareness sessions including healthy living talks
- advice, information, and signposting
- support for those with learning disabilities and experiencing mental health issues
- Befriending schemes
- Identifying clients who may need more specialist help (e.g., solicitation, grave, self-harm)
- Physical activities promoting good emotional wellbeing.

It has been highlighted that stigma about mental health is still very much present and many people feel ashamed if they need to ask for any kind of help. **592** people identifying as an ethnic minority experiencing poor mental health and wellbeing assessed pre and post intervention have seen a positive change in their mental health. More than **20% of all referrals** made across all regionally funded projects are for ethnic minority groups. This highlights the need of further support to those organisations as they can tailor their service to every person needs very efficiently taking the pressure of the primary and secondary care services.

One specific project within this theme is the '**You Matter 2**' project. This project aims to promote positive mental health and prevent mental ill-health for ethnic Chinese residents coming out of the pandemic, focusing on older people with complex needs and adults experiencing poor mental health. The project organises regular social and physical activities to promote positive well-being. The project produces bilingual information to raise awareness of common mental health issues, such as depression, anxiety and promote self-help techniques. Group and 1:1 sessions are offered. The project has delivered:

- **107** counselling sessions
- **197** activity sessions (physical activities, social activities, and intervention health talks)
- **33% increase** in the number of participants in activity sessions from 21-22
- Supported **112** people following referral.

The 'You Matter 2' project has worked closely with Swansea Council Ageing Well, and Action for Elders. The Dementia Hwb and Care & Repair Cymru have attended awareness raising sessions to enable people to live independently. **90%** of the service users reported an improved knowledge of services available to them from attending these sessions.

The "**BAME Mental Health Awareness**" project provides the much-needed support for adults living with or experiencing border line of mental health issues as a result of the impact of COVID19, and those whose mental health has worsened due to COVID19. The objective of this project is to improve understanding of mental health issues among BAME communities/individuals; increase knowledge of trigger points and how to manage them appropriately at home or identify episodes of mental health and address them immediately instead of ignoring the signs and thereafter needing NHS services later in life. This project has delivered:

- 135 new referrals.
- **135** individuals attended raising awareness interactive sessions.
- 60 wellbeing support sessions.
- **36** adults received therapeutic intervention by psychologist.
- **100%** of all families attending awareness sessions reported better understanding of MH and where to search for support.

<u>Theme Three: Third Sector Community Wellbeing:</u> this theme includes **4 projects** concentrating on maintaining and improving individuals' wellbeing using more preventative approaches. There were **1,216 referrals** made to these projects in total in the last financial year, with **1,042** referrals dealt with within the specified timescales. It is reported that **333** people took part in awareness raising sessions during this year. **866** people reported that their needs were met with **861 people report being satisfied** with the service they received. Services offered under this project include:

- Face-to-face and online meetings to reduce isolation and loneliness (choir groups, line dancing, history talks etc)
- Indoor group activities to develop new interests (mosaic making, pottery painting, willow weaving etc)
- Developing coping strategies for carers
- Outdoor wellbeing activities supporting physical activities and behavioural changes (forest bathing, yoga, footgolf, kayaking and many others)
- Mindfulness, holistic therapies, mental health resilience, exercising to de-stress.

These projects are providing essential support to people experiencing mental health issues. By providing this level of support and engagement people are being cared for by their communities and are being prevented from placing demand on GPs and statutory services.

Social Prescribing the Woodlands Way is a project which incorporates outdoor activities for those with poor mental health to improve their connection with nature and with themselves. This project is based on the evidence that outdoor nature-based activity can improve mental health, increase lifespans, and reduce the incidence of chronic disease. It offers an opportunity for adults and young people with poor mental health to go out to places they are unable to reach due to transport and/or anxiety issues, to make new friends and to learn new skills (bush crafts, campfire cooking and many more). It also offers monthly 'drop-in' sessions to follow on after the programme finishes. This project has delivered:

- **130** people supported (**45** adults and **85** young people)
- 24 group activities
- **11** drop-in sessions
- 30 training sessions
- Engagements with 22 referral organisations
- 80% of participants rate their woodland experience as 4* & 5* (out of 5*)

Another project, **Dechrau**, aims to improve people's wellbeing, provide support for people to enhance their mental wellbeing, helps people to effectively manage their finances, connects people with support services, develops mental health peer-support networks where no such networks/groups exist in either in person or online, links with internal services like Get Online and money advice to improve wellbeing. This project has:

- Supported 92 people.
- **78** people reported their needs were met.
- 86% of all Service users reporting a greater knowledge of support available to them
- 95% of all Service users self-identifying a positive increase in their level of mental wellbeing.

Theme Four: Homelessness Mental Health Community Support includes **2** projects supporting needs of people at risk of becoming homeless or currently homeless. There were **216** referrals made in this financial year, with **163** individuals subsequently supported. People who experience homelessness often have a number of complex needs which need addressing holistically. Being homeless may mean that you cannot access more community-based services for fear of being stigmatised, therefore these services provide an essential service to those who have some of the most problematic, chaotic lives. Being homeless can often mean that a person does not access a GP or does not take part in any activities that promote good mental health, diets are often poor and people are often separated from family, all indicators that lead to good mental health.

The **Llamau Counselling** project aims to proactively identify and address emotional well-being issues amongst homeless young people at the earliest stage, reducing both existing and emerging inequalities for them and the demand on already stretched statutory services. This project has provided:

- Counselling to 53 young people
- 199 counselling sessions
- **100%** of young people reported improvement in their overall wellbeing.
- **75%** of young people reported reduced risk measures since their first counselling session.
- Staff have been provided with 82 days of training on virtual classrooms.
- Staff have completed 412 e-learning modules.
- 18 colleagues have attended 3 Reflective Practice Sessions.

Another project **The Reflection Network,** funded by the Health Board, offers an in-house therapeutic support service, offering preventative counselling and psychotherapy support, when and where it is needed most. It provides community-based low level preventative support to service users with mental health challenges and multiple needs, significantly improving mental health and reducing the risk of self-harm. This project helps people break free from the destructive behaviours which can form barriers to their progression and recognises that individuals may have more than one issue needing attention. The project was introduced to address the barriers that exist for people experiencing homelessness, when trying to access the service. This project has delivered:

- 1,189 sessions offered.
- **772** sessions completed.

- **163** people received counselling sessions, all within the specified timescales.
- 2 counsellors have undertaken Reconsolidation of Traumatic Memories training.

Theme Five: The Specialist MH Community Support: Offers 1 regional project which offers specialist support for Counselling for near miss suicide cases. This project is run by Jac Lewis Foundation and offers immediate support from qualified and experienced psychotherapists. Since October 2022, 60 people have been supported by this service. £270 on average has been allocated to each supported person to support his/her very specific and urgent needs. Free walk-ins and support for those with near missed suicide history and other mental health issues. The research shows that those who have already attempted to commit suicide, will try to do it again and could be more successful next time. Reflecting on the high number of suicide cases across the region this could be considered as a great allocation for regional funding.

Theme Six: Sexual Violence Support and Counselling: There is 1 regional project 'Therapeutic Counselling Services for Adults' run by the New Pathways. This project offers to meet the growing demand for sexual violence support and counselling across the region. People who have experienced sexual violence trauma often contact the project at crisis point, with complex issues, primarily related to mental health (e.g., illness, self-harm, eating disorders and substance misuse). Counselling services are offered in a timely manner, avoiding further mental health problems, and helping service users recover quickly from rape and sexual abuse trauma. The project has delivered:

- **36** referrals made to the service.
- **36** adults received specialist counselling service.
- 432 specialist sexual violence counselling sessions
- The average cost per supported person was £629.22.
- 83% of those supported reported their needs were met.

Qualitative Indicators

Under the **<u>Third Sector Community Counselling</u>** theme following examples were reported:

The 'Active Monitoring' Project has reported that 90% of the **874 people** supported reported feeling an improvement in their emotional wellbeing and mental health, reduction in anxiety and depression. 98% of service users stated that they would recommend the service to friends and family. One of the service users stated that (Active Monitoring is) *"The best thing I have ever done. I didn't think it would work - what can you do in short sessions? But I have been amazed by what I have achieved"*. Another service user stated that *"I cannot thank my practitioner enough for the support over the last few weeks. I was in a very bad place when I signed up for the sessions and [the practitioner] has helped me realise so many things about myself that were not even related to the reason I enquired for the initial help"*.

Similar experiences are presented by another client, who described their presenting issues as 'burnout, stress, and grief'. They lost a close relative to Covid and had "*turned to work*" to cope. This client was offered 5 weekly sessions with a qualified practitioner following an initial assessment. The client attended all sessions where she was offered resources to help with loss, stress, and selfesteem. Feedback provided was very positive "*It has helped so much and is not as scary as counselling*".

100% of people supported by the 'West Glamorgan Mental Health Hub' project have reported that the support they received from the project has improved their emotional health and well-being. This has reduced the need to attend GP services with low-level mental health issues as people are able to walk in to and get support from the Hub.

The 'Tier 0 Mental Health Support and Wellbeing Intervention' has reported: - high levels of engagement with 95% of clients fully engaging with all sessions.

- The project makes contact with all referrals within 48hrs.
- The project has seen an increase in diversity and inclusion.
- One client accessed this service to improve low-mood and reduce anxiety. During personal therapy sessions Client explored tools and techniques to improve low self-esteem and subsequently took part in other activities. The client describes the project as a 'breakthrough'. The client has expressed huge appreciation and stated that the project has changed life for the better.
- Some of the feedback from Clients:
 - "Helped me have more of an understanding of how the mind works and to have the reassurance that we are whole and One. Loved the sessions, Thank you."
 - "This course made me feel connected to others and back to myself more than I realised before the course started. Highly recommended! Loved it!"
 - "This course was a lifesaver, it feels like the universe brought it to me, and it came at a crucial time. I've learned so much from everyone. Thank you!!!
- This project supported 360 people last year offering counselling session on one-to-one basis but also groups sessions and walking groups.

The NHS estimates that 20% of all GP appointments concerning social rather than medical health issues, so offering support in community based non-clinical services will reduce pressure on the primary care system.

The second theme **Third Sector Community MH and Wellbeing Support for Ethnic Minorities** provided following examples:

The 'You Matter 2' project has reported that 90% of service users have improved mental health after participating in project activities. 90% of service users have also reported an increased knowledge in how to achieve better health. Those taking part in activities have reported feeling that they have something to look forward to each week, feeling happier, positive about life, more sociable and engaging with others. New friendships have developed. During the winter season the 'You Matter 2' project connected with the Swansea Ageing Well group to celebrate Christmas together and dined at a local pub fully integrating the communities. The, the Chinese New Year lunch created an opportunity for older people to celebrate and catch up with friends. Swansea Ageing Well group was invited to the Chinese New Year lunch to experience Chinese culture with a high number of participants.

BAME Health Awareness project made significant positive changes in the lives of those who accessed the service. 100% of the family members who attended awareness sessions reported that they had learnt a lot and understood that mental health can affect any one from any ethnic background.

Three of the women who attended the service said that before attending the therapy sessions, they never used to go out because of low self-esteem after years of suffering domestic abuse. Now they attend classes on Time Management, Volunteering and Employment.

"Therapy sessions were beneficial for me. It taught me to open up and talk, even though I have PTSD, depression, anxiety and I have my "down days" I still come here and there is no judgmental in my class either. So, I could sit and just listen. I understand a bit more of trauma and things now which can help me in some ways. Some of the subjects did help me and I know what to expect. I would recommend family, friends and other people to these sessions. I think personally the session should be a bit longer."

The third theme Third Sector Community Wellbeing Support provided the following examples:

Social Prescribing the Woodlands Way reports **98%** of all people involved in the sessions feel happy and notice improvement in their overall wellbeing. **85%** of those who took part in the sessions reported feeling motivated to be more involve with the environment in the future.

- 'I really enjoy this, and I think I have grown as a person. I can see myself soon doing lots of fun things involving woodland activities.'
- 'It's made me feel great I love it and I love making new friends.
- 'I feel more confident I feel happier since COVID, I now want to go outside more'
- 'Change in behaviour in school'.
- 'Happy, having a sense of community, enjoying being outdoors with friendly people sharing ideas and learning.'
- 'I wasn't an outdoor person but now I LOVE IT'

95% of people who took part in the **Dechrau** project reported a positive increase in how hopeful and positive they feel about the future. One Service User was struggling with the anxiety of leaving her dog alone at home while she went to work. The Service User had physical and mental health issues, with huge links to unresolved trauma regarding sexual abuse/rape from the past. The Wellbeing Coordinator coproduced a plan to address her needs. Now the Service User is awaiting therapy, is taking prescribed medication and has received financial support.

Under the fourth theme Homelessness MH Community Support following examples were made:

The Llamau Counselling project has reported:

- **97%** of young people have stated that counselling services have helped them achieve their goals. The remainder didn't feel like they'd made progress against their goals but reported that their barriers were related to their personal circumstances and not the service itself.
- **100%** of respondents reported feeling safe and supported to engage in the counselling sessions.
- **91%** reported feeling that counselling has directly led to improvements in their lives, one reporting they are *"the happiest they have ever felt in their life at the moment"*.
- **100%** of young people reported they were satisfied with the service.
- **92%** of colleagues working with young people reported that the service has helped them in their work/ support.

In one of the case studies, a Service User describe his feelings about the re-engaging service Llamau project provides: "The first time we tried but I got scared and ran away, it was important to reengage the second time and have a second chance. I have good days and bad days, but my good days are better, and my bad days aren't as bad. Counselling has been productive for me and an achievement; I now have a healthier approach to every day really".

The **Reflection Network** has proven a far more efficient model than statutory service counterparts. **75%** of service users have reported improvement in their wellbeing via use of the WEMBWS (Warwick Edinburgh Mental Wellbeing Scale). **68%** of service users have received 6 session or more of counselling. **75%** have reported that their counselling ended in a planned and positive way. Here is feedback of an individual, who received support from the service: *"When I came to my first session, I was in such a lost state. My mind and body were like a messy and broken car stranded in the middle of nowhere. I had almost lost hope/faith of ever finding my way out at that point. I was so sceptical not only of the therapy/therapist but of the fact that there is such a thing as a psychological condition. I didn't believe in it, the therapy process or that it may help me especially as I had CBT before by different therapists which didn't work, ergo my scepticism.*

I realised that the issue I thought was the reason I came to therapy for, wasn't the main issue. We kept unravelling things until we finally got to the main point of the issue. It helped us deal with different parts of it and bit by bit we managed to sort through it, to overcome the difficulties I had." This project has a very high rate of **first appointment attendance (92%)**. This project has been able to offer **722 counselling sessions** to **163 individuals**. It is predicted that without this innovative and essential service, it is very likely that these people receiving support would be unable to access mental health support services anywhere else. This organisation is specialised in dealing with homeless people or those being in danger of becoming homeless. They build on their experiences and knowledge about co-existence of mental health and substance use issues in relation to

experienced trauma which in those cases leads people to become homeless, break they relationships with family member/carers. This organisation uses a multi-agency approach to deal with complex cases before they will offer any treatment to an individual. A person-centred plan is made helping individuals to attend their appointments, building a relationship of trust and developing more meaningful support.

60% of people using this service reported improvements in managing their mental illness and ended their counselling/psychotherapy in a planned and positive way. Further feedback provides information about individuals being able to cope not only with their mental illness better but also with their day to day lives; improved relationships with family and community members; increased ability to talk openly about their experiences and to use various techniques to control their illness and emotions.

"The counselling has been amazing, I don't have as many panic attacks as I used to have, because I think of the "safe place". That is one of the exercises that my counsellor suggested."

The fifth theme **Specialist MH Community Support** which focussed on near missed suicide cases. Evidence of the change made is that **none** of the 60 people who were vulnerable to suicide and received immediate support from the project went on to complete suicide - all are safe and are supported through this project.

Within the sixth theme **Sexual Violence Support and Counselling** the **Therapeutic Counselling Services for Adults** project has provided support to clients who often report feeling overwhelmed and unable to cope with everyday life as a result of their experiences of sexual violence. Clients have been taught a range of tools which help them become more resilient to the effects of trauma and develop enhanced coping strategies. Following interaction with this project:

- **80%** of clients reported an improvement in health at the end of their time in counselling.
- Client comments have included: "I no longer feel that there is something wrong with me, and I understand the way I feel is impacted by the trauma. Which helps with my mental health and way I feel about myself. It's helped me to express the way I feel. It's helped me understand the way that my brain works. I know now that it works different to other people, coming here has helped me to accept the way that it is."
- 88% of clients have reported an improvement in their ability to cope with everyday life at the end of their time in counselling. Client comments have included: "Counselling has given me tools to implement to help me cope and manage. I have concrete tools to enable me to address the trauma through inner child work. It has helped me to understand the impact of trauma on my everyday life and ways to manage this. It has helped me to be able to set boundaries and say no which has helped me to be more in control of my life and empowered me to make the changes I need to make in my life. I understand now that my worth is not completely dependent on my academic success. I used to wake up every morning wishing I wasn't here because I felt I had no control over my life. This very rarely happens anymore."
- 84% of clients have reported feeling safer at the end of the period they have been in counselling. Client comments have included: "The service from New Pathways has been brilliant from the wellbeing support including the counselling support. This has really helped me with my thoughts of suicide. I have not felt so alone. I wish it could have continued longer, but I'm glad I am referred to mind for further support." Also, "the environment offered felt was felt safe, I felt unjudged, understood and totally supported."

RBA Population Accountability

SECTION GUIDANCE NOTE:

This section of the report focusses on the population accountability of the RBA methodology (delivery of system change and wider system performance enabled by the programme/regional Model of Care – demonstrating contribution and learning to inform national models).

For Q4 reporting system level indicators have not been agreed, therefore, please reference any data you consider appropriate to aid identification of population indicators/system measures as part of the intended reflection exercise, and for future testing at Q1.

Transformation: Changes to System

Emotional Health and Wellbeing

1. People are better supported to take control over their own lives and well-being

2. People have improved skills, knowledge and confidence to be independent in recognising their own well-being needs

The Emotional Wellbeing and Mental Health programme was re-launched in April 2022.

A predominant focus for this year has been to develop a Strategy and Action Plan to support the development of sustainable services for the future. A key message from the strategy has been that we must strive to deliver more preventative solutions and reduce the focus on delivery of statutory partners services. Feedback received during a number of engagement sessions with wider public including unpaid carers, mental health service users and those with lived experience of poor mental health and emotional wellbeing is that support received or offered by primary care was either offered too late or not adequate to individual needs. It has been highlighted that person-centred approach and non-medical solutions are what residents would welcome to see.

The Emotional Wellbeing and Mental Health programme is currently in the process of finalising a regional strategy which has been coproduced with people affected by emotional wellbeing and mental health issues. The next step will be to develop an Action Plan and start implementing it with our regional partners.

In addition to this, a new regional Strategy for Dual Diagnosis of Co-occurring Mental Health and Substance Use issues has been developed and will be implemented within the region linking partners working within substance use and mental health across the region. It is an ambitious initiative and includes local authorities, health board, third sector, probation and justice services and people with lived experiences.

Both strategies have been developed in partnership with both local authorities, Swansea Bay University Health Board, Third Sector and continues to be co-produced with Carers, Service Users and people with lived experiences. As a Region we continue to recognise the importance of working together and overcoming the barriers already existing like lack of information sharing, and lack of knowledge about services already in place. These new strategies attempt to address these issues and ensure that, going forward, we are working together to achieve shared goals.

The Emotional Wellbeing and Mental Health Board facilitates the delivery of the regional strategies relating to emotional health and well-being. The Board will lead partners to ensure the common themes (which have come from our public engagement activities) of prevention, community support, early intervention and easy access to services are a focal point of any future planning. All regional services are being mapped to provide better understanding of existing services and, easier signposting and to also identify gaps in service provision.

The region has developed a deeper understanding of what the population need from statutory and non-statutory services and will strive to incorporate this into planning and delivery. Increasing awareness of mental health issues and factors which could influence emotional wellbeing within workforce will improve the knowledge about how to better support staff emotional health and wellbeing. This should reduce referrals rate to the public sector as staff will receive support at the earliest opportunity. Furthermore, their knowledge will be shared with

	family members and friends, which should have positive impact of number of referrals made to the primary care sector as support will be find within community settings.
	Developing and enhancing mental health links into the cluster networks will increase community support and solutions for lower tier mental health services. The same will increase peer support, social prescribing and community groups to improve emotional wellbeing and mental health. Ultimately more people will be supported within communities, having access to the right support at the right time.

ity	Financial and Economic Data		
Financial Accountability	Data gathered during engagement activities with West Glamorgan adults' population presents a greater need of a holistic approach to a person, allowing individuals to select support, which will be most suitable for them and at the right time. The case studies provided by Third Sector organisation supported by the RIF monies provide great evidence that one approach cannot suit all.		
	By offering the right support at the right time in communities will prevent escalation of need. As evidenced by the regionally funded projects, people report an increase in their overall wellbeing and mental health, through better access to information and services. By having this support, their wellbeing is supported which enables people and their families to have a better quality of life.		
RIF I	Combining number of individuals supported in the last year within the 7 ethnical minorities projects on average £243 was spent per person. This cohort reports high level of stigma and disengagement with the public services.		
	Further work to be developed in terms of return on investment for MH and wellbeing type services.		