



Mental Health Action Plan

Supported by:



CAP Coordinators

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Email:

Phone:

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Background Information

Relationships Australia reached out to Monks and Co in September 2019 to discuss collaborating on a community action plan to compliment the great work that they are already doing within this space. They employ 3 full time barbers, all of which see 15+ clients per day. This gives access to 250+ individuals each week, the majority of which are men. Monks have fostered an incredibly inclusive culture for both employees and clients.

Monks and Co are currently active within the mental health space through running events in the shop. This begun in 2018 with the “*shave it down*” initiative and there are plans for this to run in the future. The event’s focus is to feature guest speakers and resources that support good mental health, help seeking behaviours and suicide prevention. The proceeds of *shave it down* have been donated to the Movember Foundation.

Monks intend to play an active role in the mental health awareness and suicide prevention space within their community. To achieve this, they’re seeking to create a safe environment for all community members within the shop. Key steps identified to make this happen are:

- Training staff to identify at risk populations and those in crisis
- Having mental health service resources within the shop to share with clients
- Putting measures in place to help staff look out for one another
- Hosting events to celebrate mental health and suicide prevention within the community.

Community engagement and consultation method

Overall, Monks & Co is seen as a mentally healthy and supportive workplace. A face to face consultation with employees determined areas for improvement. Key opportunities identified were:

- Training to increase knowledge and confidence levels for assisting people experiencing mental Ill-health or suicidality.
- Awareness raising to break stigma around mental Ill-health and suicide.
- Resources in the shop to assist clients and staff with what support services are available.

The consultation utilised open questions and dialogue, but also a survey (utilising the Likert scale) to find what protective factors were already in place and also what opportunities there are to strengthen safety within the community.

The key findings from the consultations are below:

- Employees in the shop are comfortable with the idea of talking to each other and clientele regarding their mental health.
- 50% of employees would not be confident in identifying someone at risk of suicide

- 50% of employees would not be confident in identifying someone experiencing mental ill-health.
- Staff agreed on the importance of identifying at people at risk and having a support referral procedure to protect them.
- Staff are actively wanting to engage in further training in mental health and suicide prevention to safeguard their community.
- Staff believed it is important to have a mentally healthy workplace to remain at work and to reintegrate back into work if there are mental health concerns.
- Staff state that it's important to have measures in place to protect themselves from vicarious trauma when dealing with clients who offload.
- Staff agreed that it's important to be able to spot signs of mental ill-health and suicidality in their clients. The intention is not for them to become counsellors, but rather being able to:
 - Identify people at risk
 - Developing the skills address the immediate concern
 - Refer individuals on for professional support
- Staff want to see more done in the mental health & suicide prevention within the broader community.

Community plans for building sustainability

Monks and Co are planning to hold team meetings moving forward. Mental health is going to be a standard agenda item which will help drive the actions identified in the Community Action Plan.

Monks and Co pride themselves on having an inclusive culture and one that encourages open conversations about mental health. They are currently active in the mental health space, with fundraisers and awareness campaigns occurring each year. The community action plan will build on and compliment the work that they are currently undertaking.

Sidney Davies, a senior barber with Monks & Co, has completed MHFA and is actively looking for opportunities to shape men's health through the activities within the shop. Brady, the owner of Monks & Co, is extremely supportive and welcomes the visions that Sidney has for the shop.

Relationships Australia will be available to assist with the implementation and coordination of the actions identified within the CAP. Tailored support will be available to ensure actions are as successful as possible. There are established review dates to help drive momentum.

The supportive culture at Monks and Co will be valuable when rolling out the actions. This ranges from the enthusiastic staff looking to drive the initiative and the supportive owner looking to facilitate the change. The environment within Monks & Co is well set up for the implementation of actions.

Reporting and Promotion

Do you agree to provide an implementation report about the CAP one month after it is complete?
Yes / No

Do you consent to information about the CAP being uploaded to the TSPCN website? Yes / No

Are you happy to collaborate with similar CAPs in your region? Yes / No

Are you willing to be interviewed for or present your CAP at a TSPCN meeting? Yes / No

Sign:

Date:.....

Action Plan

Effective From: _____

Final Review Date: _____

| What are the CAP suicide prevention action/s? | How will the CAP make a difference? (Outcomes) | How will this action lead to sustainable change? | How will you know if the CAP has made a difference? (Outcome Measures) |
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| <p>Mental Health Awareness events at Monks & Co.</p> | <p>The barber shop is seeking to run events with a mental health theme. This is to celebrate the work being done within the broader mental health space. The key message is to encourage blokes to chat about their mental health and to boost help seeking behaviours.</p> <p>These events will eliminate negative stigma by normalising conversations and encourage avenues for support. Monks want to be a supportive community and want to create awareness of local support services to help their community navigate services when they need.</p> | <p>Increased conversation and story sharing will allow for a more open and supportive environment and will work towards eliminating stigma within the community.</p> <p>The scheduled events will have a focused theme and will involve an opportunity for community members to get together and experience mental health talks and resources.</p> <p>This initiative encourages ongoing help seeking behaviours and engagement with support services.</p> | <p>Review date 4</p> <p>Qualitative measures. Keeping track of what events have occurred, what the themes were and attendance numbers.</p> |

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| <p>Question Persuade Refer (QPR) training</p> | <p>Short suicide prevention and intervention training available to all staff to increase skills and knowledge.</p> <p>The training will also be promoted during events hosted by Monks & Co to raise awareness and skills within the broader community.</p> | <p>Increased awareness and information on how to engage and support someone who may be suicidal.</p> <p>Having trained people within the shop will develop a safe community safeguarded from suicide.</p> | <p>Review date 2 to follow up with the staff on the uptake of training and if there's been a tangible change in their intervention confidence (Linkert scale comparison to the initial consultation).</p> |
| <p>Resource pack & procedure for at risk clients</p> | <p>A Monks & Co and Relationships Australia resource pack to have handy for clients who may be at risk.</p> <p>This enables staff to have a safe conversation with the clients and then refer them onto services to help ensure they're safe when they leave.</p> | <p>Having up to date local and national information available. This will build staff knowledge and confidence in supporting themselves and their clients with mental health concerns.</p> | <p>Review date 3 to check in on pack creation and if anything needs to be added or removed. This will also serve as a time to establish how useful the staff have found the pack.</p> |
| <p>Regular check ins – staff discussions</p> | <p>Set staff meetings to check in on how they are travelling. This is an opportunity to raise any concerns, what's working well and what they need more of. It's also an opportunity to debrief with one another.</p> <p>As it's a small working environment it's important to make sure people are on the same page and can air any stressors so that they can be addressed. This will help build on the already supportive and inclusive workplace.</p> | <p>These actions will foster an inclusive, open and supportive workplace. This is a measure to give all staff a voice and dedicated time to discuss how they're travelling and what they need.</p> | <p>Review date 3 to see how the initiative is tracking and what difference it's making for the employees.</p> |

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| ASIST (Applied Suicide Intervention Skills Training) | One staff member to be trained in ASIST in the case a community member is in crisis. | Having staff trained in the shop will create a safe environment for staff and clients. There will be support there if the need arises. | Review date 4 , check in for uptake in ASIST training in store. |
| Sign up to Tasmanian Communications Charter | Short training opportunities with modules online will shift the language used when discussing mental health and suicide. | Changing the language used will aim to break down stigma within the workplace and lead to more open conversations. | Review date 2 Check in to establish uptake. |

NB: This is a working document that can be added to as community needs change or new actions are developed.

Relationships Australia Tasmania are available to provide assistance in the future should changes be required. We will also follow up with you as below to assist with the rollout:

Review 1 date: 01/02/2020

Review 2 date: 01/05/2020

Review 3 date: 01/08/2020

Review 4 date: 01/11/2020