

Mental Health Training

Summary and Recommendations

The Mental Health and Wellbeing Strategy Delivery Plan makes a number of commitments around continuing to develop understanding of mental health and wellbeing, including in relation to trauma and the socio-economic determinants of mental health, with a focus on local leadership. This paper outlines initial actions being taken to fulfil these commitments and seeks the Board's view on possible elected member training needs in relation to mental health and wellbeing.

Members are invited to:

- i. Note work proposed to develop and further embed consideration of mental health and an understanding of socio-economic determinants of mental health within local leadership, providing any relevant feedback.
- ii. Note upcoming work in relation to Trauma Informed Training
- iii. Provide any insight into any further information or training on mental health and wellbeing might be of interest to elected members and how this might be best approached.

References

- No previous paper

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Purpose

1. The Mental Health and Wellbeing Strategy Delivery Plan makes a number of commitments around continuing to develop understanding of mental health and wellbeing, including in relation to trauma and the socio-economic determinants of mental health, with a focus on local leadership. This paper outlines initial actions being taken to fulfil these commitments and seeks the Board's view on possible elected member training needs in relation to mental health and wellbeing. Members are invited to note work proposed to develop and further embed consideration of mental health and an understanding of socio-economic determinants of mental health within local leadership; note upcoming work in relation to trauma informed training; provide any insight into any further information or training on mental health and wellbeing that might be of interest to elected members and how this might be best approached.

COSLA Position

2. In order to progress an action within the Mental Health and Wellbeing Strategy to 'develop and further embed consideration of mental health and an understanding of socio-economic determinants of mental health within local leadership and planning' work has begun with the Improvement Service to provide a briefing on the social determinants of mental health and the impact of decision making as well as making training available for elected members on the same topic in 2024-2025.
3. The road map for creating trauma-informed and responsive change was published in November 2023 as guidance for organisations which included key drivers for embedding and sustaining trauma-informed and responsive practice. COSLA and the Improvement Service have arranged information and training sessions with Elected Members on how to implement these key drivers into their role. The next session will be scheduled for later in the year and incorporate important feedback on how to apply a trauma informed approach and ensure the wellbeing of the community as well as Elected Members remain a priority.
4. There are a number of wider actions and issues raised across the Strategy in which elected members may be interested in more information including for example:
 - Stigma and discrimination
 - Suicide prevention
 - Self-harm

These issues are often interconnected.

5. There is a significant amount of mental health information and training available. NHS Education for Scotland (NES), for example provide a wide range of mental health and wellbeing resources. Resources also continue to be developed aligned to

the Mental Health and Wellbeing Workforce Action Plan. However, feedback from local authority staff can be that the choice of resources can be overwhelming, it is unclear what is for them, staff are unaware of some appropriate resources or are unable to see how they can be implemented. This may also be true of relevant and helpful resources/training reaching those in leadership roles.

- COSLA are currently giving consideration internally both to how best to continue to support the mental health and wellbeing of our staff and how to ensure staff have the right understanding of mental health to support its consideration across the breadth of COSLA's remit. Conversations have also begun with key partners looking at similar issues.

What is changing?

- There is significant interest in improving understanding of mental health and wellbeing and how it can be considered across policy, across the system and at an officer and leadership level. COSLA is considering how to support the sharing of helpful information and training with elected members, in a coordinated way, with a focus on what will be most helpful in practice. The Board are asked if there are areas they would see as priorities or gaps in mental health and wellbeing information/ training and what approach would be best in ensuring elected members are able to access this as appropriate.


Proposed COSLA Position

- An appropriate understanding of mental health and wellbeing is essential across local government. Officers will utilise feedback from the Board to inform ongoing discussions on approaches to possible Mental Health and Wellbeing Training for elected members.

Next Steps

- Officers will utilise feedback from the Board to inform ongoing discussions on approaches to possible Mental Health and Wellbeing Training for elected members.

March 2024

<u>COSLA Plan 22-27</u>	Priority Areas	
	Strengthen Local Democracy	
	Secure Sustainable Funding	
	Improve the Wellbeing of Individuals, Families and Communities	√
	Enhance Education and Support for our Children and Young People	√
	Deliver a Just Transition to a Net Zero Economy	
	Support the Most Vulnerable in our Communities	√
<u>Verity House Agreement</u>	Shared Priorities	
	Tackling Poverty	
	Just transition to net zero	

	Sustainable Public Services	√
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