

Board of Directors (Public)

Item 3.4

Subject: NHS England - Suicide Prevention Toolkit
Date of Meeting: 31st January 2024
Presented by: Jane Royds, Chief People Officer
Purpose of Report: To Note

BAF Reference	Impact on BAF
BAF 4	Assurance on the actions related to the suicide prevention toolkit, to be addressed as part of the Culture and Wellbeing Strategy

Level of assurance (please tick one) To be used when the content of the report provides evidence of assurance					
<input checked="" type="checkbox"/>	Acceptable assurance Controls are suitably designed, with evidence of them being consistently applied and effective in practice	<input type="checkbox"/>	Partial assurance Controls are still maturing – evidence shows that further action is required to improve their effectiveness	<input type="checkbox"/>	Low assurance Evidence indicates poor effectiveness of controls

1. Executive Summary

This paper provides the Board of Directors with oversight of the NHS England National Suicide Prevention Toolkit published in September 2023. The paper highlights the importance of this publication in supporting organisations to reduce the risk of suicide in their workforce and appraises the Board of the Trust's initial response and future actions.

In September 2023, the government also released a national suicide prevention strategy for England 2023 to 2028, which outlines the government's pledge to reduce England's suicide rate within two and a half years through delivery of this strategy. The NHS Long Term Workforce Plan also sets out an ambition to grow the mental health workforce by 73% by 2036 with £2.3 billion a year extra being invested into mental health services.

The Board of Directors is asked to note the update.

2. Background

In England alone in 2021, there were 5,583 deaths by suicide in the general population registered, leaving behind many more thousands who are impacted by their loss (ONS 2022). Given that one in five adults experience suicidal thoughts and feelings during their life, it is likely that there will be many healthcare staff struggling to cope in the workplace.

The NHS England National Suicide Prevention Toolkit provides guidance to NHS organisations, to prevent suicide and support the mental health and wellbeing of employees. It has been developed in partnership with key stakeholders from NHS organisations. There has also been significant engagement and input from people working in NHS organisations with a lived experience of suicidality.

This toolkit builds on the commitment to valuing our people and promoting their wellbeing as set out in the NHS Health and Wellbeing Framework and NHS People Plan.

The aims of the toolkit are:

- To provide an organisation level toolkit to raise awareness of poor mental health and suicidality among healthcare staff across all healthcare settings.
- Provide information enabling all staff to be able to signpost healthcare colleagues to mental health and wellbeing.
- Provide examples of good organisational practice in preventing suicide in staff working in healthcare.
- Provide recommendations to support organisations' suicide prevention strategies.

3. LHCH Response

It's essential that a collaborative approach is taken when developing local suicide prevention strategies and this work should be led with clinical expertise and psychology support. The trust has taken a pro-active approach to support the psychological needs of staff since covid and currently employs a dedicated Psychologist for 1 x day a week to lead on staff support. This role has driven a culture change towards psychological safety and provides the following offer:

- Recruitment support and development of wellbeing champions
- Enhancement of knowledge, support, and development of wellbeing champions
- Reflective Practice sessions for Managers
- Hot Debrief Training
- Trust wide support for unexpected incidents

This role was primarily funded to help support a psychologically safe culture following covid and already offers timely access to restorative clinical supervision, trauma support and debriefing after an incident or death of a colleague. However, in light of increased demand in this area, a business case has been approved to increase this capacity, so support can be expanded. The trust also has 16 Wellbeing Champions in place to create a safe space for staff, offer a listening ear and to signpost them to available support.

The actions being taken to support the implementation is attached as **Appendix 1**.

4. Recommendations

The Board of Directors is asked to note the update.

Appendix 1 - Suicide Prevention Response - Action Plan

Actions	Responsible Person	Timescales	Progress	Rag
Cascade information to the relevant leads	Rachael McDonald	Oct-23	Complete	
Set up a monthly Steering Group to discuss how this work will be taken forward and to develop further actions (HR, Psychology & Safeguarding)	Steph Keelan	Dec-23	Meeting in place from Jan 24	
Deliver safety training to the HR Team to raise awareness and equip the team to advise, support, and signpost.	Louise Roper	Dec-23	Complete	
Provide further training to raise awareness and upskill the Health & Wellbeing Champions and increase their supervision	Louise Roper	Sep-23	Complete	
Review and update the 'You Matter' Mental Wellbeing Toolkit to reflect the support available	Ruth Worthington	Oct-23	Complete	