Laura Hyde Foundation Introductory Presentation

An overview on who we are and how we can help you

The Laura Hyde Foundation

Caring for those who care about us

Ensuring Laura Lives On…

Mirroring Laura's selfless nature and desire to help other people, the Laura Hyde Foundation was set up in 2018 to ensure that those who care for us are cared for also. Police, Fire, Paramedics, NHS, Social Care and Medical Students are all eligible for our support.

We will always:

- Challenge the employers to deliver positive change
- Provide tailored mental health support, collateral and advice unique to the roles within the emergency services
- Campaign for consistency across operations to avoid the lucky dip syndrome
- Remain independent and agile and delivery focused
- Be the trusted voice of our supporters

<u>Our Mission Statement</u>

The objective of the Laura Hyde Foundation is to ensure that all medical and emergency services personnel have access to the best mental health support network available.

Our carers need caring for too.

What we needed to deliver - 2020

To support the overarching mission of The Laura Hyde Foundation to change the landscape of mental health for the emergency services and medical staff we are looking to establish the following deliverables:

- A clinically supervised 24 hour mental health support line for all medical and emergency services personnel
  - An alternate independent option should also be made available to staff who may have associated stigma on take-up of a NHS provided service

- An easy to access, interpretable data capability to allow management to be proactive and insightful on their staff's wellbeing

- A wellbeing and employee support service that is fully integrated to daily operations
  - Fit for purpose for all staff and roles
  - The appointment of Mental Health First Aiders in each trust and place of work
  - The appointment of a mental health champion at each workplace
  - Each hospital trust to implement a formal documented mental health and well being policy and ensure this is adequately signposted to all staff
  - Fast track counselling referrals for NHS, healthcare and emergency services workers
  - Training for all managers/supervisors in mental health support
  - Protection of staff in line with non-public sector
    - Examples include flexible working, adherence to rest and crisis days and taking of breaks

Ultimately, NHS staff cannot care for their patients, if they don't look after themselves

Our Vision

The Laura Hyde Foundation is pleased to announce our 2020 vision that contributes to our mission of changing the mental health landscape for the emergency and medical services. We believe by implementing these initiatives we will bring about a needed improvement to mental health attitudes and support to ensure our frontline and healthcare workers are properly cared for.

- A clinically supervised 24 hour mental health support line for all medical and emergency services personnel
- The appointment of Mental Health First Aiders in each trust and place of work
- The appointment of a mental health champion at each workplace
- The implementation of a formal documented mental health and wellbeing policy with adequate signposting to staff in each hospital trust
- Fast track counselling referrals for healthcare and emergency services workers
- Training for all managers/supervisors in mental health support

The Laura Hyde Foundation
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If you are interested in helping us drive through these initiatives then please contact us as we can do this most effectively together.

laurahydefoundation.org

LauraHydeFoundation thelaurahydefoundation LHFoundation
justgiving.com/crowdfunding/laurahydefoundation
thelaurahydefoundation@gmail.com

#caringforthosewhocareaboutus

Registered charity number 5118624

2021 Delivery Focus

To build on the momentum from 2020 we have identified a few key areas for us to prioritise in 2021:

1) Proactive Support & Intervention

- Drive all NHS Trusts and workplaces to have preventative (rather than reactive) strategies in place to “catch” mental health issues before they manifest
- Ensure a board level mental health champion is on every NHS Trust to demonstrate commitment to staff wellbeing
- Embed mental health and staff wellbeing support criteria into trust inspections so that mental health initiatives form part of the evaluation process

2) Education & Awareness

- Create and distribute educational content to form part of a mental health syllabus and promote within universities to reach future medical professionals
- Support the training of middle management in workplaces with a focus on prevention, early identification and education
- Provide video content to establishments to complement and enhance existing mental health provisions
- Generate further public awareness of the specific challenges facing frontline staff, particularly in light of the Covid-19 pandemic
- Push for further destigmatisation of mental health to facilitate an open dialogue for seeking help

2021 Delivery Focus

3) Data & Action

- Improve data collection for medical sickness absence and suicide to gain a more accurate understanding of the scale of the problem
- Use data to understand specific challenges relating to mental health to inform and recommend the changes required to combat them
- Continue steering and collaborating with cross entity groups (e.g. National Working Group for Prevention of Police Suicide & National Working Group for Prevention of Suicide in Nurses and Midwives) to obtain national data to inform strategies and policies

4) Support Students/Early Career cohort

- Determine specific support requirements for students and early career group who have been severely impacted by the pandemic
- Ensure adequate peer support networks are in place for those who have largely been studying remotely, with access to further mentoring
- Identify those students or junior staff who have had to prematurely assist on the front line in response to the pandemic, to reinforce and improve the mental health support available
- Continue promoting best mental health and wellbeing practices within learning institutions and workplaces to ensure staff are properly supported at the start of their career to encourage good mental health "habits"

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THE TRUE COST OF MENTAL HEALTH

Mental health absence costs the NHS circa £500 million per year

costing 4.8 million full time staffing days in the same annual period.

Comparing figures from 2015 to 2019, there have been the following percentage **increases in absence** due to mental health related reasons:

DOCTORS	23.2%
NURSES	23.3%
OTHER HCHS STAFF	29%

Using average salary values, the costs of **mental health absences** broken down by the roles are:

DOCTORS	£29,099,49
NURSES	£143,772,835
OTHER HCHS STAFF	£344,525,387

The Laura Hyde Foundation has been given access to analyse the NHS Digital, NHS Hospital & Community Health Service (HCHS) sickness absence statistics across the period of 2015 to 2019.

It is important to note that the above costs do NOT include the agency staff costs it would take to replace NHS staff absence.

The Laura Hyde Foundation is the UK's only charity committed to providing mental health support for our emergency service and healthcare workers. Mental health support is not only essential to protect the well-being of emergency service and healthcare workers, but the associated financial costs of providing under par services can be significant.

Why implement an effective health and wellbeing strategy?

- It's the right thing to do
- It boosts productivity
- It makes good business sense
- The cost of not acting can be significant
- It values and promotes a diverse workforce
- Psychological health and safety is inherently linked to improved patient care.

You matter as much as your patients

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A brief look at our achievements…

- Now cover **98%** of the UK's hospitals for support
- Officially recognised in **44 trusts** as a supported charity
- Have supported over 2,800 NHS staff, 655 Police, 1,087 Paramedics, 239 Students, 461 Social Care and 29 Fire personnel via our support services
- Developed our first promotional video with singer James Morrison backing
- Appointed our first celebrity patron Adam Kay
- Gained **over 26,000** active social media followers across Facebook, Instagram and Twitter
- Achieved **over 1.2 million** website visits since our launch
- Delivered our own independent support service hub in partnership with Project 5, Frontline19, Duty to Care and 7 others
- Launched national campaigns to raise awareness of the issues in play and help remove stigma associated with support take up
- Started formation of resilience training module for Medical Students at Warwick University and 19 other establishments
- £17,000 provided in grants to support individual initiatives
- We co-chair the NAMSPG and sit on the board of the NPSPG

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Adam Kay – LHF Patron

"I am honoured and absolutely humbled to have been asked to become a patron of the Laura Hyde Foundation. I passionately believe that we need to do so much more to look after the mental wellbeing of our healthcare professionals.

This is now more important than ever, with the NHS under unparalleled strain, and its staff under greater pressures than ever. Stories like Laura's are unbearably tragic and far too frequent

It's time to do more to care for the carers"

Leah Hazard – LHF Patron

"As the author of Hard Pushed – A Midwife's Story, I know first hand around the mental health impacts that the job can expose us all too.

I am honoured to have been asked become a patron of the Laura Hyde Foundation as I know their cause is so important and needed

The midwife community brings its own challenges around mental health and its exciting and refreshing to see an organisation like LHF deliver the right support to us in our time of need"

Raising Awareness

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‘Starting the Conversation’

Start the Conversation

- A Laura Hyde Foundation campaign launched in late 2019
- Aim was to 'start the conversation' between staff, colleagues and public on our emergency services wellbeing
- LHF Research shows that emergency services personnel simply struggle with discussions on this topic due to fear of potential repercussions, pressures within the job or other stigma's such as perceived weakness, failure or letting people down
- Part of this improvement journey on wellbeing is to ensure that the public can understand these issues and can change this culture alongside medical staff.

Start the Conversation – Nursing Standard

"Healthcare workers, as we know, do the profession they love because they genuinely care and want to deliver the best to members of the public," he said.

"We know they don't do it for the pay or work/life balance, but for the genuine principles of what a nurse is all about.

"But often they forget to prescribe for themselves, what they would for the patient."

He said when members of the public met with frontline staff they were often in "periods of trauma and forget that there's a human on the end of that exchange".

"We believe that the public and NHS staff themselves play a significant role in positively changing the wellbeing landscape for our frontline medical personnel," said Mr Barnes.

"We believe these badges 'start the conversation' and ensure that nurses feel recognised of their own wellbeing but also of each other's."

87,000 badges distributed across the UK in 9 months

Covering 181 separate hospitals

Covering 108 different roles

Free to obtain

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Media Coverage

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SUNDAY Mirror INVESTIGATES: NURSES' SHOCKING SUICIDE TOLL

They work all hours but would be better off at McDonald's. That can't be right

SELFLESS Campaign in Laura's name wants help for nurses

PROUD Lucy meets Queen at hospital, but died months later

EXCLUSIVE
BY ALAN SELBY

MORE than 300 nurses have taken their own lives in just seven years, shocking new figures reveal.

During the worst year, one was committing suicide EVERY WEEK as Tory cuts began to bite deep into the NHS.

Today victims' families call for vital early mental health training and support for young nurses – and an end to a "bullying and toxic culture" in the health service which leaves them afraid to ask for help in their darkest moments.

One mum – whose trainee nurse daughter

TRAGIC Nurse Ann Burdett died after third suicide attempt

ANGER Liz and Barnabe lost Lucy, 22

right. There's a bullying you wouldn't expect in the NHS." During her training, Lucy wasn't paid. Her bursary covered her "grotty" accommodation leaving her with £6 to live on a month.

"On top of three 12-hour shifts at hospitals she was working at a pizza restaurant and a care home," says Liz, of Kidderminster, Worcs. "I can't bring Lucy back. All I can do is make sure there's change as a legacy for her."

In 2016, nurse Ann Burdett, 51, killed herself after becoming stressed at work at the Royal Stoke University Hospital.

The 51-year-old had made two previous suicide attempts that saw her referred to

STRESS

» Nurse a week died after brutal cuts
» Labour calls for an urgent inquiry

DESPERATE

year on record. "Every life lost is a desperate tragedy, of course. The NHS must not treating its NHS staff must never be compromised."

His call is backed by the Royal College of Nursing (RCN) which wants the Government and NHS do more to stop up to 54 nurse suicides a year. RCN chief Dame Donna Kinnair said:

more at risk of suicide than other professions. The family of Laura Hyde – an A&E nurse at Derriford Hospital, Devon, who took her life at 27 in August 2016 – want mental health training for nursing students and a 24-hour helpline at every trust.

after themselves." Lucy de Oliveira, 22 – daughter of Liz and Barnabe – committed suicide in 2017 while training in Liverpool.

Liz, 61, said a "toxic culture" meant younger nurses never asked for help, afraid mental health issues would be a blot on their record.

be a solution if there was a mentor system."

The RCN said guidance at work was not good enough, and conditions were getting worse for overworked nurses with a national shortage of 40,000. Dame Kinnair said: "The Government and all NHS bodies must take a detailed look at why female nurses are much more likely to take

Safety Plan that could help to save more lives

COMMENT
DR ADRIAN JOLLY-RING

responsibilities with high expectations.

difficult circumstances. And like many others in healthcare, nurses may avoid talking about stress, mental ill health and suicide.

Female nurses may have a greater

having the confidence to talk to some

get help, can all have a positive impact.

As well as tackling NHS work pressure, nursing students should be taught more about dealing with the emotional burden of caring for others.

MOVING Georgia on BGT

Alesha is all a-buzz over little singer

BY KAREN ROCKETT

A MALTESE singer aged 10 was sent straight into Britain's Got Talent live shows by judge Alesha Dixon.

She was so impressed by Georgia Borg singing her own song that she hit the golden buzzer.

Giving her a standing ovation, Alesha said: "That's how you do it."

She said: "It takes a lot to really move me and you absolutely floored me. Your vocal capability, your lyrical capability, you're 10 years old, this is unbelievable, you're a star. I love everything about you."

Another act to wow the judges was PC Dave Wardell and his retired police dog, who was stabbed saving his life.

Simon Cowell wept as he heard how Finn jumped between Dave and an offender wielding a knife.

DOTING DAD Cowell

Si'd hit roof if my little Eric was bullied...

BY KAREN ROCKETT

A SOUTH Africa judge Simon Cowell has hit out at bullies who tormented his little boy Eric.

The TV boss, 59, said he wouldn't name him Simon Jr: "A surname that makes him stand out is one thing; the Christian name might be too much."

The TV boss, 59, said

Sunday Mirror

MENTAL WELL-BEING

Call us if you need us, charity tells nurses

A nationwide campaign is urging health workers to seek mental health support during the pandemic.

The No Mask for Mental Health TV and social media campaign features workers discussing the strain COVID-19 has placed on their mental health.

One nurse is shown to say: 'I think I've aged ten years in the last ten hours. I need to write a will. Why haven't I written a will?'

The campaign, set up by the Laura Hyde Foundation, a charity providing mental health support to healthcare and emergency services professionals, encourages individuals to get in touch to book online consultations.

It is a response to a rise in calls to the foundation. Between February and April it received as many as 84 requests for help a day, up from 45 a day for the same period in 2019.

Trustee Imogen Landers said: 'Unfortunately there is no personal protective equipment for the mind.

'We're calling on the government to ensure every NHS organisation in the country can deliver acute mental health care to staff at the point of need.'

A Department of Health and Social Care spokesperson said supporting staff during this period was a top priority, pointing to the launch of a mental health hotline in April.

rcni.com/no-mask-mental-health

VID-19 RESPONSE

Nursing Standard

ITV News

‘Ending the silence on Suicide’

Suicide Data Overview

312 nurses have committed suicide between 2013 and 2019

226 have attempted suicide in 2020

159 Police officers have committed suicide between 2015 and 2019

18 have attempted suicide in 2020

Data has been sourced from ONS and LHF support service partner data

38 paramedics have committed suicide between 2016 and 2019

79 have attempted suicide in 2020

24 medical students have committed suicide between 2014 and 2018

17 have attempted suicide in 2020

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Staff are approximately 40% higher risk of suicide than general public

71% of staff showed that they were not entirely truthful for the reasons of work absence

44% of staff said they would rather explain absence as musco-skeletal to avoid follow-ups

53% of staff are 'very uncomfortable' in taking up employer- based support services

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Suicide Prevention from LHF

Suicide is a taboo subject and often not discussed

Suicide is growing issue but very under reported

Suicide carries stigma and shame for a number of people

Suicide is a complex and personal problem

Suicide within our emergency services is now at crisis levels

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Suicide Prevention

LHF have constructed a suicide prevention resource to support people who are feeling suicidal.

Learning the lessons experienced with Laura, we believe this resource will help save lives given its discreet nature. Here you can:

- Access best in class resources for suicide prevention
- Access the best support services for your situation
- Understand how you can help colleagues who are feeling suicidal
- Access support and content relating to key contributors of suicide such as:
    - Anxiety
    - Bereavement
    - Self-Harm
    - Exam Pressures
- Access a safety plan

This resource is **FREE** to download and printed copies are available to be shipped upon request

LHF Suicide
revention Resourc

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YOUR SUICIDE PREVENTION RESOURCE

Support for emergency services staff, their colleagues and patients

Proud member of the National Suicide Prevention Alliance

National Suicide Prevention Alliance

‘No mask for mental health’

No mask for mental health

- A Laura Hyde Foundation campaign launched on 15th May 2020
- Leaning on the well publicised PPE issues, this campaign has been run across TV, Radio, Billboards and Social Media
- Designed to raise the profile of the charity and thus extend our reach
- Importantly also pushes the charity into the wider public to help support with fundraising
- Also makes use of our very own VR filter on Snapchat and Instagram – Get Involved!
- Featured in over 100 media outlets to date and growing. Even German, Vietnam and US media have been involved!

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NHS FRONTLINE
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Getting Help

The LHF Support Service Hub

Launched in May 2020, our support service hub is a best in class offering available to all healthcare and emergency service workers from clinical partners. These services must align to LHF principles which are:

- Must be Independent away from employer based services
- Must be clinically supervised and governed
- Only uses evidence based treatments and content
- Only provides access to fully qualified mental health practitioners
- Must be free to access without barriers or costs

As of February 2021, over **26,000 hours of support** has been made available each month and this is continuing to grow as new services and capabilities are expanded.

You can now access EMDR therapists, CBT therapists, Psychotherapists, mindfulness teachers and coaching alongside other creative and animal based therapies here

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Statistics

In September 2020, there was a 435% rise in support requests made to our charity in comparison to September 2019.

There was also an increase surge of 523% in ‘acute’ requests – in which a person requires immediate mental health support due to fear of their own wellbeing, life, or someone else’s

December 2019 - Number of support requests sent to LHF - 996

December 2020 - Number of support requests sent to LHF – 4,338

December 2019 - Number of acute support requests processed by LHF - 558 - This equates to 56.1% of all calls received in this period

December 2020 - Number of acute support requests processed by LHF – 2,923 - This equates to 67.4% of all calls received in this period

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