

Adele Watkins

Mental Health Clinical Nurse Specialist
Cardiff & Vale Hospital UHB Paediatrics

Why we signed the pledge

We signed the pledge as the Children's Hospital of Wales in October 2017. I firmly believe that it has encouraged senior staff to think openly about mental health to end stigma within the workplace. As well as working towards ending the stigma attached to the many children and young people we care for requiring mental health support.

Senior level buy-in allows access to a wider target audience, and supports the needs for change benefits of recruiting and receiving free training for Employee Champions (and their impact on the Organisation and support in the implementation of you Organisation's Action Plan).

The free training that we engaged in was excellent providing awareness and ideas for managers to support staff with their mental health within the workplace.

Awareness days have allowed us to target a wide range of staff at different levels. We have utilised TtCW Champions to tell their story and support us at events, along with other outside mental health groups who have given talks to staff about the availability of their service.

How to promote mental health awareness

We have held events to allow time-out for staff in line with Children's World Mental Health Week and Mental Health Awareness Week, for example, Tea & Chat and Curry & Chat events. This has allowed staff to take time out of the busy day for a break to support their emotional welling, while raising awareness of mental health.

Staff have also been given the opportunity to engage in mindfulness sessions offered by Psychology and to mark Mental Health Awareness Day we held ward back to back sessions for staff. Furthermore, to support Children's Mental Health Week, we held an awareness stand in the children's hospital outpatients for both staff, families, carers and children to raise awareness of mental health and support available locally.

How this helps in the workplace

We have seen the positive benefits of staff sharing personal experiences of their mental health. For example, at Children's Mental Health Awareness Week, a staff member was happy to share her story on our board. This shows everyone that anyone can be affected by mental health and encourages others to talk openly.

We have highlighted internal and external mental health services to our staff through a variety of means: awareness days, in-house training, speakers from outside

services, staff wellbeing boards and a Closed Online Acute child health Facebook page to share information.