Mental Wellbeing Impact Assessment: A Toolkit for Wellbeing

Presenter: Nerys Edmonds
Learning outcomes

• Background and development
• Context: The relevance of MWIA to the Wellbeing of Future Generations Act and public health priorities in Wales
• The evidence base underpinning the MWIA framework and Toolkit
• Knowledge of the MWIA wellbeing and resilience framework and methodology
• Knowledge of the application of MWIA in a range of sectors and settings
• The benefits and outcomes from using MWIA
Mental Well-being Impact Assessment

A toolkit for well-being

Mental Well-being Impact Assessment (MWIA) enables people and organisations to assess and improve a policy, programme, service or project to ensure it has a maximum equitable impact on people’s mental well-being.

Published by the National MWIA Collaborative (England)
May 2011

Members of the National MWIA Collaborative (England)
A Toolkit for Wellbeing

• Not only about impact assessment
• “Is relevant to anyone wishing to refocus or focus their work to specifically achieve wellbeing outcomes” ...

Gregor Henderson, National Lead for Wellbeing and Mental Health at Public Health England
MWIA:

Provides an evidence based framework for improving wellbeing through commissioning processes, project and, service design and delivery, community engagement and impact assessment.
Aims to increase positive impacts on mental wellbeing and minimise or prevent potentially negative impacts.
MWIA

- Provides an evidence based **framework** on the protective factors (determinants) of mental wellbeing and resilience at a population level that can be applied across sectors and settings to help plan and design policies and services
- Supports the **integration** of mental wellbeing into policy, programmes, services
- Enables **collaboration** between policy makers, commissioners, services and communities
- **Co production** and co-design of interventions and services
- Taps into **what is important** to your target audience/setting/community **for their wellbeing**
- Can support with identifying relevant **wellbeing indicators** for evaluation and population wellbeing assessments
Range of MWIA tools:

- Depth of evidence
  - Checklist framework
  - Desktop Screening Assessment Toolkit
  - Workshop engagement materials
  - Full MWIA

Level of collaboration, engagement, co-production
Policy context

- Wellbeing of Future Generations Act
- The Mental Wellbeing of adults and children and young people is a key indicator in both the Public Health Outcomes Framework and National Wellbeing Indicators
- Public Health Wales strategic plan and priorities
- Social Services and Wellbeing Act
- Planning Act, Local Development Plans
- Programme for Government: Employability; Community Resilience; Empowerment.
Public Health Strategic Plan

• The Public Health Wales Strategic Plan 2017-20 has highlighted mental wellbeing as a key priority area and that more work is needed to improve how we measure and describe mental health and wellbeing.

• The long term strategy will be based on the Global Burden of Disease study which identifies mental and substance misuse disorders as the second largest cause of years lived with disability in Wales.
Learning from Well-being Assessments

• “There is generally a lack of consideration of the wider determinants of poor mental health”

• “As PSBs move to well-being planning more thought needs to be given to how communities and services can foster good mental well-being, as well as addressing mental health problems”

• Mental health was largely framed in the assessments as a problem to solve rather than understanding the assets that can help promote and protect good mental health and wellbeing.
Do we have a clear and shared understanding of (mental) wellbeing and resilience? If we don't, how do we plan and design programmes and measure progress?
health, resilience, wellbeing, mental health, personal state, productive, social, make, develop, abilities, needs, include, basic, goals, dynamic, met, life, normal, build, just, incapacity, potential, contribution, own, creatively, cope, being, sense, security, pain, physical, work, realizes, society, absence, individual, supportive, important, achieve, purpose, discomfort, healthy, participate, fulfill, contribute, individuals, community, good, financial, attractive, conditions, others, employment, require, states, communities, able, strong, positive, health
Wellbeing

- **Wellbeing** is understood to be “...a positive physical, social and mental state; it is not just the absence of pain, discomfort and incapacity. It requires that basic needs are met, that individuals have a sense of purpose, that they feel able to achieve important personal goals and participate in society. It is enhanced by conditions that include supportive personal relationships, strong and inclusive communities, good health, financial and personal security, rewarding employment and a healthy and attractive environment.” (DEFRA, HM Government 2009)
Wellbeing

• “The concept of wellbeing comprises two main elements: feeling good and functioning well. Feelings of happiness, contentment, enjoyment, curiosity and engagement are characteristic of someone who has a positive experience of their life. Equally important for wellbeing is our functioning in the world. Experiencing positive relationships, having some control over one’s life and having a sense of purpose are all important attributes of wellbeing” (New Economics Foundation 2008)
Mental wellbeing

“This is a dynamic state, in which the individual is able to develop their potential, work productively and creatively, build strong and positive relationships with others, and contribute to their community. It is enhanced when an individual is able to fulfil their personal and social goals and achieve a sense of purpose in society” (Government Office for Science 2008).
Mental health

- “Mental health is a state of well-being in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to his or her community” (WHO, 2004) “
Background and development of MWIA

- Developed as part of a strategy to improve mental wellbeing at population level
- Aimed to achieve maximum mental wellbeing gain from mainstream policies, services, assets and new investment already in the community
- And to engage and enable mainstream settings across sectors to understand and measure their impact on mental wellbeing....integration
- Initial toolkit was developed and tested by South London and Maudsley NHS Trust with regeneration and health inequalities projects in South London (2002 – 2004) funded by the Health Action Zone
• NHS North West region and Liverpool Uni. started to contribute to the development leading to the second version published with support from Dept. Health England (CSIP North West 2007)

• Used on two major regional programmes: Capital of Culture (Liverpool), Well London

• Large regional and national capacity building action learning programmes funded by DH and Local Government Improvement Agency 2010 -12

• National and regional learning networks

• Third version published in 2011 with support from Dept Health (National Mental Health Development Unit) based on practice based learning. MWIA Collaborative England.

Mental Wellbeing Impact Assessment
• MWIA has been used on well over 900 projects that we are aware of.
• International use is increasing: Australia; Chile, Portugal.
• Schools, workplaces, regeneration, green spaces, arts, housing, health service redesign, obesity, physical activity, wellness services, early years, voluntary sector ..... 
• Recommended tool for improving population mental wellbeing by Public Health England and EU Joint Action on Mental Health
MWIA is a recommended tool

Mental health promotion and prevention training programmes
Emerging practice examples

Prevention Concordat for Better Mental Health: Prevention planning resource for local areas
MWIA is based on evidence:

- Review of the evidence on what factors promote and protect mental wellbeing at an individual, community and structural level by Dr Lynne Friedli
- Consideration of health inequalities – factors that influence relative risk of mental health problems across the life course
- A detailed assessment framework
- Health Impact Assessment methodology

Mental Wellbeing Impact Assessment
Psychosocial Pathways to Health Inequalities 2017

Psychosocial pathways and health outcomes: Informing action on health inequalities
Assessment framework
Core protective factors for mental wellbeing

• Enhancing control
• Building resilience and community assets
• Facilitating participation and inclusion
• Wider determinants on mental wellbeing
Population mental wellbeing and inequalities focus
A focus on key life stages

Who will be impacted?

- Early years, adolescence, later life
- Gender
- Race and ethnicity
- Socioeconomic position
- Physical health
- Disability
- Sexuality and transgender
- Other population groups e.g. Looked after children, carers
Figure 2.2: A dynamic model of mental well-being for assessing mental well-being impact

The four protective factors are influenced by population characteristics, wider determinants and the core economy. All of which are influenced by levels equity and social justice.
Dealing with complexity

• The MWIA framework can be very useful in refining and identifying the priority determinants of mental wellbeing relevant to a specific population and setting/ context.

• This can help make interventions/plans to promote better wellbeing more specific and effective.
Application of MWIA
Range of MWIA tools:

Depth of evidence

Checklist framework

Desktop Screening Assessment Toolkit

Workshop engagement materials

Full MWIA

Level of collaboration, engagement, co-production

Mental Wellbeing Impact Assessment
# Mental well-being checklist

Are specific protective factors being addressed appropriately – at the individual and community level?

## Enhancing Control

<table>
<thead>
<tr>
<th>Individual level</th>
<th>Community / organisation level</th>
</tr>
</thead>
<tbody>
<tr>
<td>A sense of control e.g. settling and pursuit of goals; ability to shape own circumstances</td>
<td>Self-help provision e.g. information advocacy, groups, advice, support</td>
</tr>
<tr>
<td>Belief in own capabilities and self-determination e.g. sense of purpose and meaning</td>
<td>Opportunities to influence decisions e.g. at home, at work or in the community</td>
</tr>
<tr>
<td>Knowledge skills and resources to make healthy choices e.g. understanding what makes us healthy and being able to make choices</td>
<td>Opportunities for expressing views and being heard e.g. tenants groups, public meetings</td>
</tr>
<tr>
<td>Maintaining independence e.g. support to live at home, care for self and family</td>
<td>Workplace job control e.g. participation in decision making, work-life balance</td>
</tr>
<tr>
<td><strong>Individual level</strong></td>
<td><strong>Community / organisation level</strong></td>
</tr>
<tr>
<td>Emotional well-being e.g. self esteem, self worth, confidence, hopefulness, optimism, life satisfaction, enjoyment and having fun</td>
<td>Trust and safety e.g. belief in reliability of others and services, feeling safe where you live or work</td>
</tr>
<tr>
<td>Ability to understand, think clearly and function socially e.g. problem solving, decision making, relationships with others, communication skills</td>
<td>Social networks and relationships e.g. contact with others through family, groups, friendships, neighbours, shared interests, work</td>
</tr>
<tr>
<td>Have beliefs and values e.g. spirituality, religious beliefs, cultural identity</td>
<td>Emotional support e.g. confiding relationships, provision of counselling support</td>
</tr>
<tr>
<td>Learning and development e.g. formal and informal education and hobbies</td>
<td>Shared public spaces e.g. community centre, library, faith settings, cafe, parks, playgrounds, places to stop and chat</td>
</tr>
<tr>
<td>Healthy lifestyle e.g. taking steps towards this by healthy eating, regular physical activity and sensible drinking</td>
<td>Sustainable local economy e.g. local skills and businesses being used to benefit local people, buying locally, using Time Banks</td>
</tr>
<tr>
<td><strong>Other?</strong></td>
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## Increasing Resilience and Community Assets

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<td>Activities that bring people together e.g. connecting with others through groups, clubs, events, shared interests</td>
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<td>Sense of belonging e.g. connectedness to community, neighbourhoood, family group, work team</td>
<td>Practical support e.g. childcare, employment, on discharge from services</td>
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<tr>
<td>Feeling involved e.g. in the family, community, at work</td>
<td>Ways to get involved e.g. volunteering, Time Banks, advocacy</td>
</tr>
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<td><strong>Other?</strong></td>
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<tr>
<td>Trust and safety e.g. belief in reliability of others and services, feeling safe where you live or work</td>
<td>Accessible and acceptable services or goods e.g. easily understood, affordable, user friendly, non-stigmatising, non-humiliating</td>
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<td>Sustainability e.g. local skills and businesses being used to benefit local people, buying locally, using Time Banks</td>
<td>Cost of participating e.g. affordable, accessible</td>
</tr>
<tr>
<td>Arts and creativity e.g. expression, fun, laughter and play</td>
<td>Conflict resolution e.g. mediation, restorative justice</td>
</tr>
<tr>
<td><strong>Other?</strong></td>
<td>Cohesive communities e.g. mutual respect, bringing communities together</td>
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## Facilitating Participation and Inclusion

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## Wider Determinants (often at a socio-economic/environmental/structural level)

- Access to quality housing e.g. security, tenure, neighbourhood, social housing, shared ownership, affordable and appropriate
- Physical environment e.g. access to green space, trees, natural woodland, open space, safe play space, quality of built environment
- Economic security e.g. access to secure employment (paid and unpaid), access to an adequate income, good working conditions, meaningful work and volunteering opportunities
- Good quality food e.g. affordable, accessible
- Leisure opportunities e.g. participate in arts, creativity, sport, culture
- Tackling inequalities e.g. addressing relative deprivation and poverty
- Transport access and options e.g. providing choice, affordability and accessibility
- Local democracy e.g. devolved power, setting, community panels and increasing community participation
- Ease of access to high quality public services e.g. housing support, health and social care
- Access to education e.g. schooling, training, adult literacy, hobbies
- Challenging discrimination e.g. racism, sexism, ageism, homophobia and discrimination related to disability, mental illness or faith
- Other?

This mental well-being checklist has been adapted from the MWIA Toolkit, Cooke, Feni et al. (2011)

The examples given in the boxes are meant to be a helpful guide rather than definitive
Section 3

Mental Well-being Impact Assessment (MWIA) Screening Toolkit

This section of the MWIA Toolkit is designed to be used as a ‘stand alone’ process for making an initial assessment of a proposal. It does not constitute an MWIA in its own right.
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Workshop methodology

- MWIAs bring together a range of stakeholders in a dialogue to share their perspectives on wellbeing and what the most important wellbeing impacts of a proposal are for the target population.
Measuring what matters to people

- This can enable outcomes monitoring to become user designed and more closely linked to what people feel is most important for their wellbeing in that particular context.
Full MWIA
Screening – Deciding - Should you carry out an MWIA?

Scoping – How you will carry out the MWIA

Appraisal process – gathering & assessing the evidence

Identification of potential positive or negative impacts

Identification of recommendations and writing of report

Identification of indicators
  for monitoring impacts of proposal on mental well-being
  and implementation of recommendations
Population health profile

Evidence used in MWIA

Qualitative perspectives from key stakeholders and people affected

Literature review
How has MWIA been applied: some themes

- Programmes that want to measure and evidence their impact on wellbeing – an **outcomes focus**
- Services/projects that want to embed a framework for promoting mental wellbeing into their mainstream service delivery – **integration & improvement focus**
- Programmes that need to engage their population in improving impact on mental wellbeing and/or co-designing a programme/service – **engagement focus**
- Increasing **understanding of how programmes and policies impact on mental wellbeing**
- Often all of the above
- To influence policies, re-design of services, prioritise local strategies......**many different ways**
Outcomes focus

• Adult Education Merthyr Tydfil
• Lewisham Culture and Leisure Strategy – Evaluation
• St Mungo’s Psychotherapy service
• Changing Minds
• Timebanks
Integration and Improvement focus

• North Wales Gender Identity Disorder Referral and Management Pathway
• Well London
• Education system in New South Wales, Australia
• Children’s Centres In Greenwich
• Bristol City Landlord Services
• Telford Single Point of Access Hub

Mental Wellbeing Impact Assessment
Engagement focus

- happier@work – King Health Partners
- Maida Hill Market - Regeneration
- Windrush Square, Brixton, Regeneration
Case Study

• Detailed Case Study on Children’s Centre’s in Greenwich.

• Context – Implementing Healthy Early Years Framework with standards including one on mental health.
Outcomes of MWIA
Cooke and Stansfield (2009) Review of MWIA case studies - MWIA has a key role to play in:

- Re-focusing efforts to create **better service responses** to improve well-being
- Developing **shared understandings** and coherence of mental well-being with a range of stakeholders
- Ensuring policies, programmes and projects have a **positive impact** on mental well-being
- Actively engaging all partners in service development and **fostering co-production of mental well-being**, and
- Supporting needs assessment and the development of **relevant and meaningful local indicators**.
King (2014) First level qualitative review of MWIA, Tavistock Institute

• Is there evidence that the decisions made using the MWIA are implemented successfully?
  • YES

• Did that lead to any measurable impact on well-being indicators for the target group?
  • Some available evidence

• Is it possible to make a causal link between the outcome/impact of the MWIA?
  • Not yet
“MWIA gets to the heart of well-being for the specific conjunction of proposal and target group very quickly. It enables stakeholders to grapple with what is real and meaningful... It provides a robust structure for a conversation and the creation of new plans shaped around well-being outcomes”

King (2014)
King (2014) Conclusion

“there is plenty of evidence outlined in this paper that MWIA does meet it objectives of orientating initiatives towards supporting the evidenced protective factors for well-being” (p8)
Kings Health Partners

- Academic Health Science Centre
- Three NHS organisations plus KCL
- happier@work initiative
- MWIAs with 8 clinical teams informed the design of mental health promotion interventions for the team
- Staff engagement through MWIA workshop
- Evaluation by London Southbank University (Wills et al., 2013)
Results

• 183 employees completed a pre-intervention survey (52% response rate) and 71 employees completed a post-intervention survey (20% response rate)

• There were improvements recorded in mean well-being scores, psychological health scores, and productivity loss scores declined.
Review of two case studies of MWIA as a workplace wellbeing tool

The MWIA can be used as an effective workplace assessment tool and is valuable as both a diagnostic tool and as an intervention in its own right. The MWIA generates tailored action plans focused on addressing the organisation or team-specific issues.

The weaknesses of the MWIA in the workplace are mainly focused around management cooperation and commitment to the process which should be screened for prior to engaging in the full stakeholder workshop.
Considerations for effective use of MWIA

- Timing and level of detail of proposal
- Having a clear focus and objectives
- Integration into a project or consultation plan
- Ensuring there is scope to influence, senior buy in
- Do no harm
- A good quality screening with a range of stakeholders
- Clarity on how will findings and recommendations be implemented and who is responsible
- Stakeholder engagement
Download the toolkit and checklist here:

- [http://www.maudsleyinternational.com/media/16152/mental_well_being_checklist.pdf](http://www.maudsleyinternational.com/media/16152/mental_well_being_checklist.pdf)
Thank you

• Nerys.S.Edmonds@wales.nhs.uk