

MH training for all staff - Imperial College NHS Foundation Trust

Overview: Mental health admissions for YP have been increasing, but staff report lack of confidence and skills to manage this, resulting in morale injury and concerns about care for YP. In response to staff requests, a training programme was built of an online platform (WeCanTalk) & simulation sessions. These involve the whole MDT to ensure all staff are confident in how to approach YP with MH concerns & support them. This stream lies alongside data collection & networking/leadership as a 3 part model to adapt to a new model of care to meet YP needs.

Objectives:

- A shift in culture to parity of esteem between patients with mental and physical health problems
- Increase staff confidence in managing & supporting YP with MH concerns
- Improve networking and MDT working
- Improve understanding of different professionals groups language and roles (e.g. medical and social work)

Results:

Now over 5 trusts, 26 sessions over 3 years to 270 participants.
Range from social workers, play specialists, dieticians, ANPs to senior doctors.
Scenarios adapted to attendees and setting
Train the trainer model implemented.

Participant feedback was overwhelmingly positive, highlighting the sessions as well-facilitated, safe, and non-judgmental environments. Many participants reported increased confidence and requested expanded training on topics such as neurodiversity and lived experiences from service users.

Learning:

- SIM is good for getting MDT groups together and starting conversations
- This is therapeutic for staff which is an added benefit
- Patient demand resulting in visible training gap made need clear to all
- Senior leadership from named consultants using ICB funding for MH buys time for training

More information: <https://11to25hub.com/wp/>

