



**Thriving at Work
Mental Health at Work Intervention Summary**

Name of intervention	<i>Resilience training programme</i>	
What does it aim to achieve?	<i>Provide colleagues with the tools and practical skills they need to be more resilient in coping with the everyday demands of their jobs. Resilient colleagues are likely to be better engaged, more productive and have less absence due to ill health.</i>	
What evidence supports it?	<i>None specific but research suggests that employers favour resilient job applicants¹. Resilience training has been found to have a positive impact on mental health and subjective wellbeing² and may play an important part in public health and health prevention³.</i>	
Costs	<i>Medium to high (training type dependant)</i>	
Effort levels	<i>Medium - High</i>	
Links to resources	https://www.cipd.co.uk/Images/developing-resilience_2011-evidence-based_tcm18-10079.pdf	
Local sponsor	<i>Name: Sanja Taylor Organisation: 1625 Independent People Contact details: thrive.bristol@bristol.gov.uk</i>	
Local case study	<p><i>1625ip provides services for young homeless people, care leavers and young offenders. Despite multiple and complex needs, over 80% of the young people we support go on to succeed. Our work is challenging so it takes a resilient workforce to achieve such results.</i></p> <p><i>One way in which 1625IP nurtures an environment of resilience is through our organisation-wide approach fondly referred to as PIE (psychologically informed environments). PIE informs the way we think about our work with our clients and our relationships with each other. As part of PIE, each colleague attends monthly reflective practice which helps with building and maintaining resilience and workplace wellbeing. As part of PIE, colleagues also undertake a range of training, examples of which include solution focused approaches, using our physical environment to support positive engagement, managing challenging behaviour and mindfulness. Each team also attends a minimum of three development days each year. PIE has transformed how we work with our clients, how we work with each other and how we do things as a whole organisation.</i></p>	
Links to Thriving at Work Core Standards?		
Produce, implement and communicate a mental health at work plan		N
Develop mental health awareness among employees		Y
Encourage open conversations about mental health and the support available when employees are struggling		Y
Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development		N
Promote effective people management through line managers and supervisors		N
Routinely monitor employee mental health and wellbeing		Y

¹ Survey of 300 UK employers by CV-Library found that 57.5% of the companies favours resilient candidates.

² Robertson, Cooper, Sarkar & Curran, 2015

³ Joyce, Shand, Bryant, Lal & Harvey, 2018