

What works: A whole organisation approach

Evidence shows the only effective long term way to improve mental health is to adopt a 'whole organisation approach' where all parts of the organisation and its community are encouraged to work together in their commitment to wellbeing.

The diagram below outlines the whole organisation framework, as set out in the **'What Works'** advice issued by the Partnership for Wellbeing and Mental Health in Schools coordinated by the National Children's Bureau.

Although this set of guidance is tailored to schools, any organisation that works with or supports young people can be guided by these principles.

Engage the whole community



Training framework for the whole organisation

Training people at a blend of levels throughout your organisation is the most effective way to safeguard young people and foster whole organisation wellbeing.

Choosing the most suitable Youth MHFA course for each person will depend on their role, responsibilities, level of involvement and opportunity to support young people. An example can be seen below of a mental health skills and awareness framework for a whole organisation and its wider community.

Please note that the framework shown here is not prescriptive - it can be adjusted based on the level of commitment you are able to free up for individuals and how much interaction with young people they are likely to have in their role. With our consultation and guidance we can help you arrive at a bespoke training framework to suit the needs of your organisation.



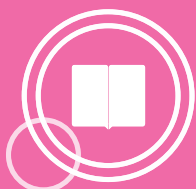
Instructor Training

Pastoral staff

School nurse

Management

Instructors



Two Day

Youth Mental Health First Aiders

Pastoral staff

Youth workers

Foster carers

School nurses

Management

Heads of year

Heads of department



One Day

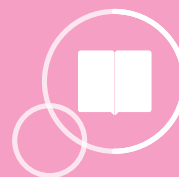
Youth MHFA Champions

Teachers

Teaching assistants

Youth workers

Sports and activity coaches



Half Day

Youth MHFA Aware

Parents

Volunteers

Governors

Support staff

Front line staff