



Supporting Volunteers with Mental Health

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Yorkshire)



Session Outline

- **Mental Health (Gemma)**
- **Impact of Covid (Lizzie)**
- **Supporting Volunteers with Mental Health (Lizzie)**
- **Creating an Inclusive Volunteering Environment (Gemma)**
- **Looking after your own Mental Health (Gemma)**

Good Health



How do you feel today?

- Choose an emoji to match your mood
- Does the emoji stay the same?
- When was it last ☺ ?
- When was it last ☹ ?





Mental Health Continuum

No absolutes

Maximum mental wellbeing/fitness

The continuum . . .

Severe diagnosis

A person with a diagnosis of a serious mental illness but who copes well and has positive mental health

STIGMA

A person with a diagnosis of a serious mental illness and who has poor mental health



A person with no mental illness or disorder and positive mental health

STIGMA

No diagnosis

Minimum mental wellbeing/fitness



MHFA England

The issue

1 in 6

People experienced common mental illness in the last week

1 in 4

People experienced common mental illness in the last year

20 years

On average men with severe mental illness die 20 years earlier, women die 15 years earlier

- **Suicide** is now the leading cause of death for men aged 20–49



23%

Mental illnesses account for the largest burden (23%) of diseases in England

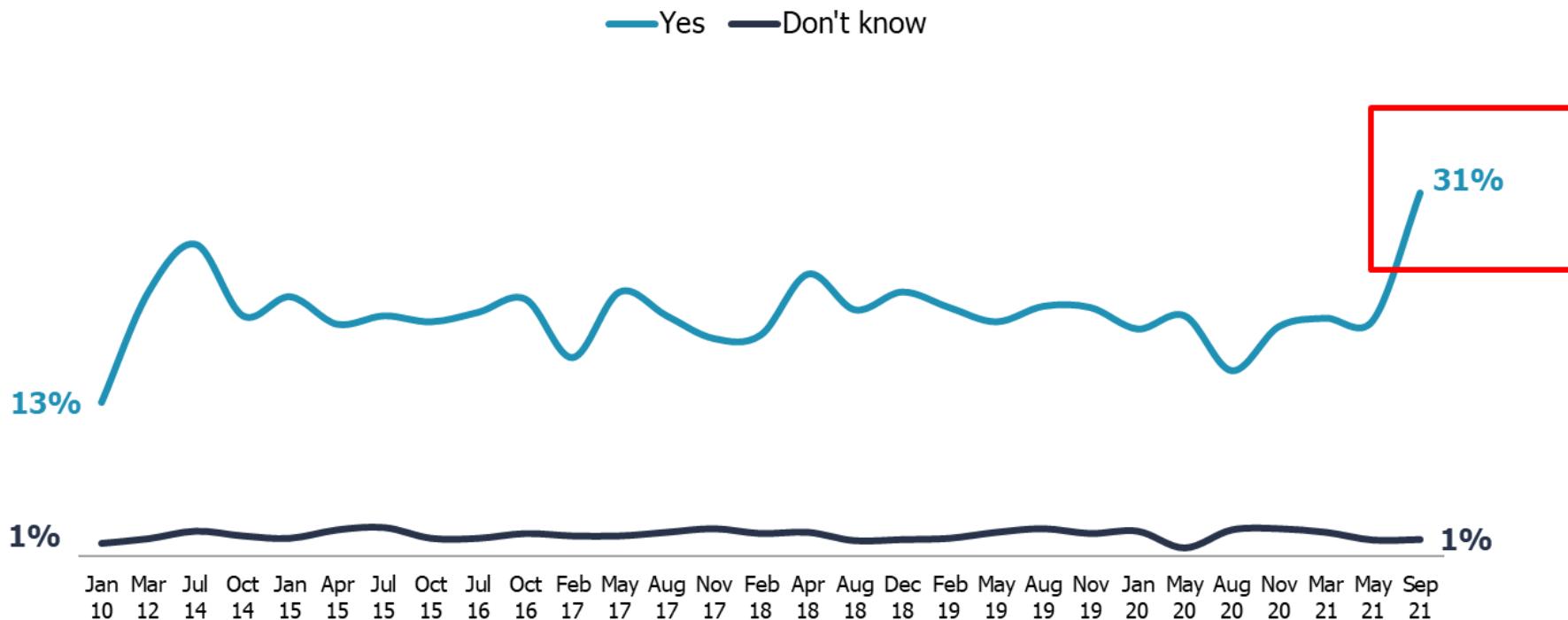
The costs of mental health problems to the economy in England have recently been estimated at

£105 billion



Impact of Covid on Volunteering

Volunteering Trends



"Have you given time as a volunteer in the last three months, to a charity or other organisation, or in your local community?"

Source: Charity Awareness Monitor, Sept 21, nfpSynergy | Base: 1,000 adults 16+, Britain

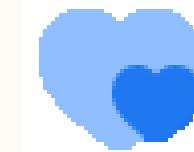
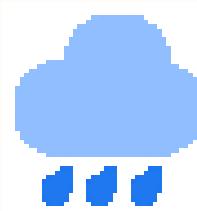


Impact of Covid on Mental Health

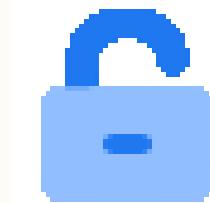
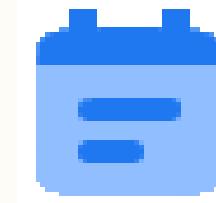
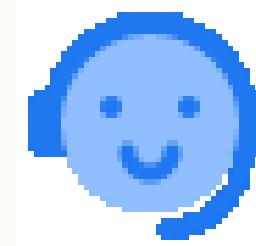
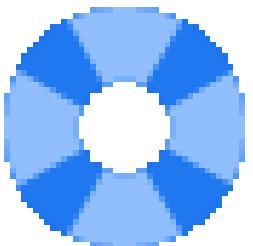
Parliamentary Research Briefing (July 2021) suggests:

- Number of people contacting NHS seeking help for mental health problems is at record high
- Groups most at risk: young adults, women, those with pre-existing mental health conditions, people from minority ethnic communities, and people experiencing socio-economic disadvantage. (Barriers and inequalities amplified)
- Increased levels of alcohol and drug use, insomnia, and anxiety.

Potential Impact on Volunteers?

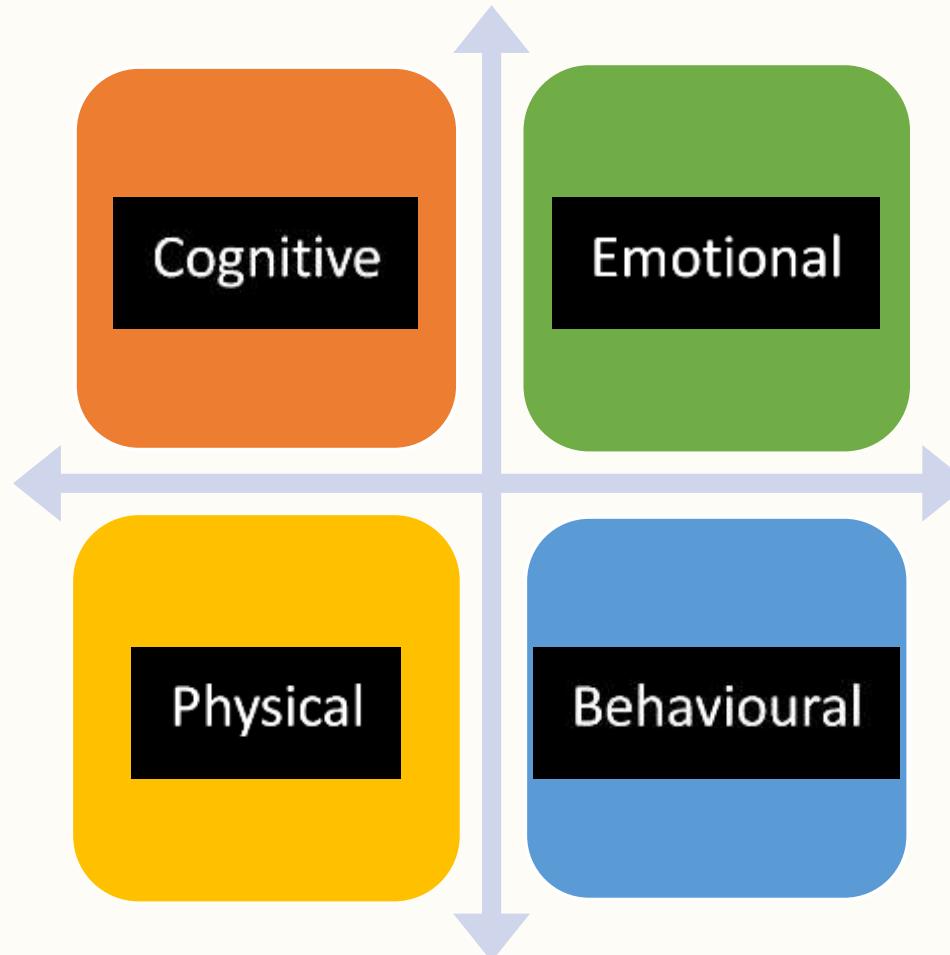


– Going forward





Changes in Mental Health





Responding to Changes

Start Conversations



If you become aware of changes with individual volunteers.

Take 10 (minutes).

- Choose a setting – where person most comfortable. If possible face to face.
- Make a drink
- Give yourself plenty of time so don't look rushed
- Try not to be disturbed





Questions



- I've noticed / am worried about you because....
- How are you feeling at the moment?
- How long have you felt like this?
- Who do you feel you can go to for support?
- Are there any factors related to your volunteering contributing to how you are feeling?
- What can I do / what can you do / what can we do together?



Working with Emotions in Volunteering Toolkit

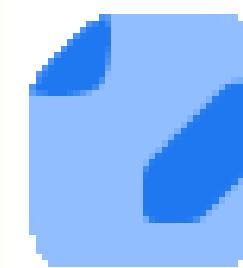
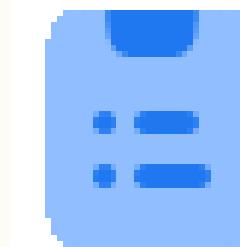
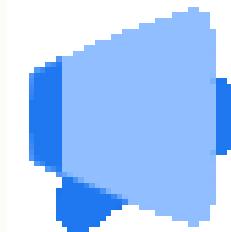
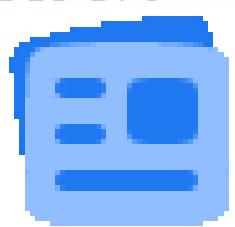
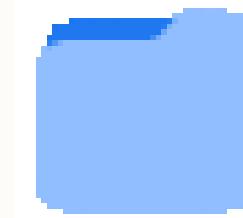
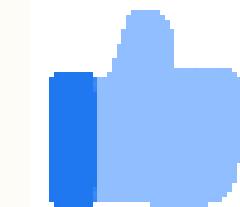
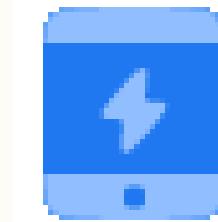
New toolkit launched for anyone who manages, leads, supervises or works with volunteers.

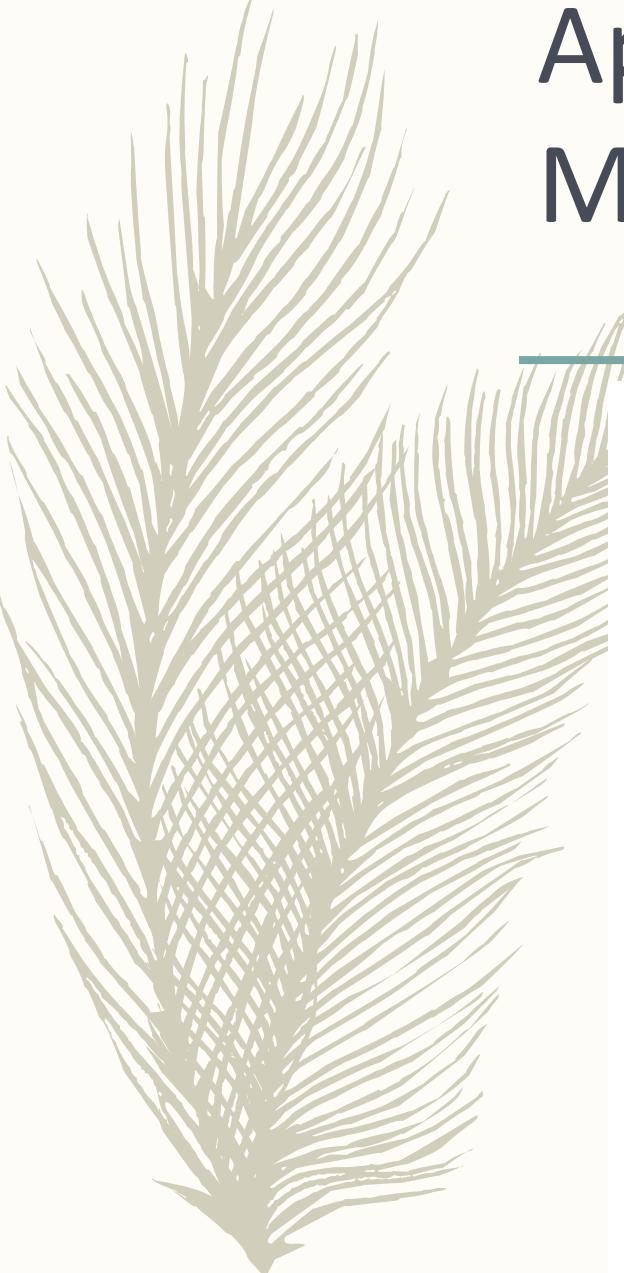
Volunteering with Emotions Toolkit, developed following commissioned research by University of Leicester. Aims to help volunteer co-ordinators develop and practice skills around working with emotions effectively.

Toolkit free to download [here](#)



Other ideas...





Approaches to Supporting Mental Health in the Work Place





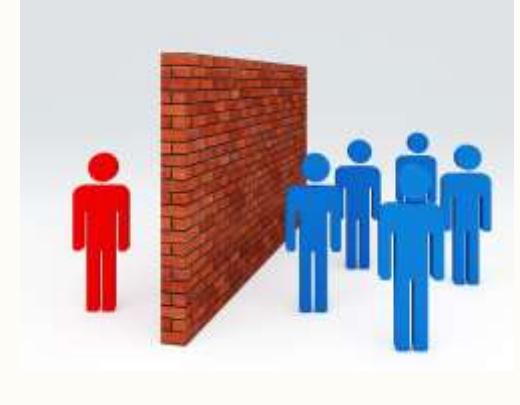
An inclusive environment

- Get to know people
- Talk ...lots
- Don't assume
- Be open minded
- Be prepared to adapt what you do
and how you do it
- Don't label



Barriers to inclusion

NCVO Time Well Spent Diversity and Volunteering Report (2019)



Identified organisations perceive a number of barriers

- Lack of resource, time and capacity (especially during covid)
- Worry about 'getting it wrong' / lack of confidence
- Recognising everyone is different: how cater for different needs?
- Equality, Diversity and Inclusion not always valued, prioritised, embedded (intention and action)
- Resistance to change from others in organisation
- Volunteers not being honest about the support they need



A hand points upwards through a dense cloud of words related to mental health and emotional well-being. The words are arranged in a dynamic, overlapping pattern, with larger, darker words at the bottom and smaller, lighter words floating around them.

The central words include:

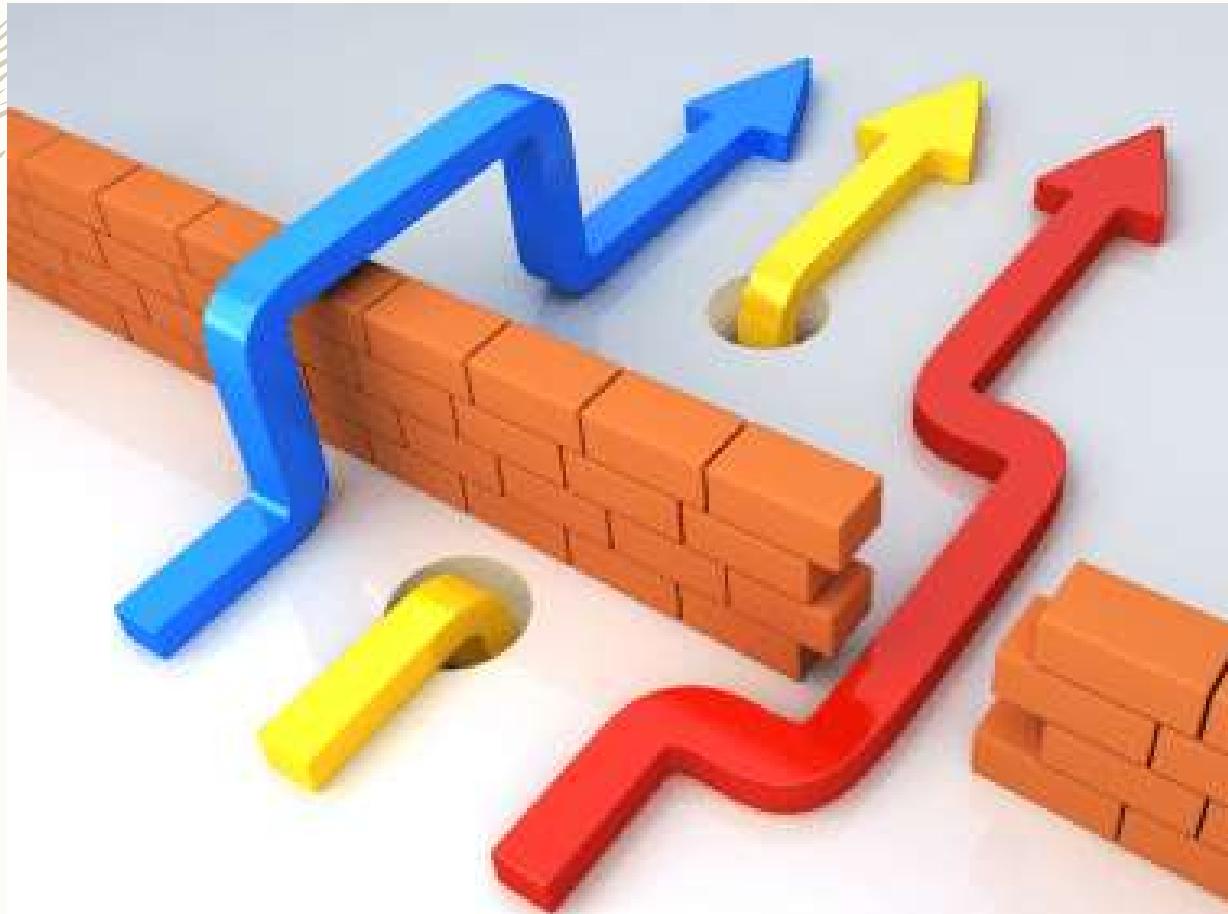
- anxiety**
- depression**
- stress**
- fear**
- emotion**
- nervous**
- tension**
- panicking**
- phobia**
- psychological reaction**
- people**
- antisocial**
- headache**
- desperate**
- psychopathy**
- disorder**
- upset**
- divorce**
- suicide**
- insomnia**
- tense**
- apprehensive**
- crisis**
- troubled**
- scared**
- anger**
- sadness**
- unemployment**
- sorrow**
- person**
- sick**
- problem**
- depressed**
- down**
- pressure**
- illness**
- worry**
- work**
- trauma**
- stressed**
- disturbances**
- mental**
- helpless**
- afraid**
- paranoia**
- fearful**
- serious**
- frustration**
- despair**
- migraine**
- pain**
- apprehension**
- concerned**
- failure**
- panic**
- worried**
- angry**
- health**
- guilt**
- petrified**
- anxious**





How to become more inclusive

NCVO Time Well Spent Diversity and Volunteering Report (2019)



The importance of smaller steps ❤️❤️❤️



Make it a success

- Plan for success
- People can feel phased by terminology, reduce the language
- Break each task into the smallest of segments
- Making the connection is more important than the task
- Short, snappy, meaningful



Key Takeaways



- We all have mental health
- Mental health is a scale
- Mental health is not something to be feared
- We need to talk about it
- Inclusivity is amazing – embrace
- Be open, honest, flexible
- Be kind
- Find their niche, support them in the way they need
- Reap the rewards



How can we look after ourselves?

5 Ways to Wellbeing



Signs and Symptoms of Stress

Emotional
Physical
Cognitive

6 SIGNS YOU'RE WAY TOO STRESSED

You're perpetually sick and just can't seem to get over it.

You're having trouble concentrating.

Your hair is starting to fall out.

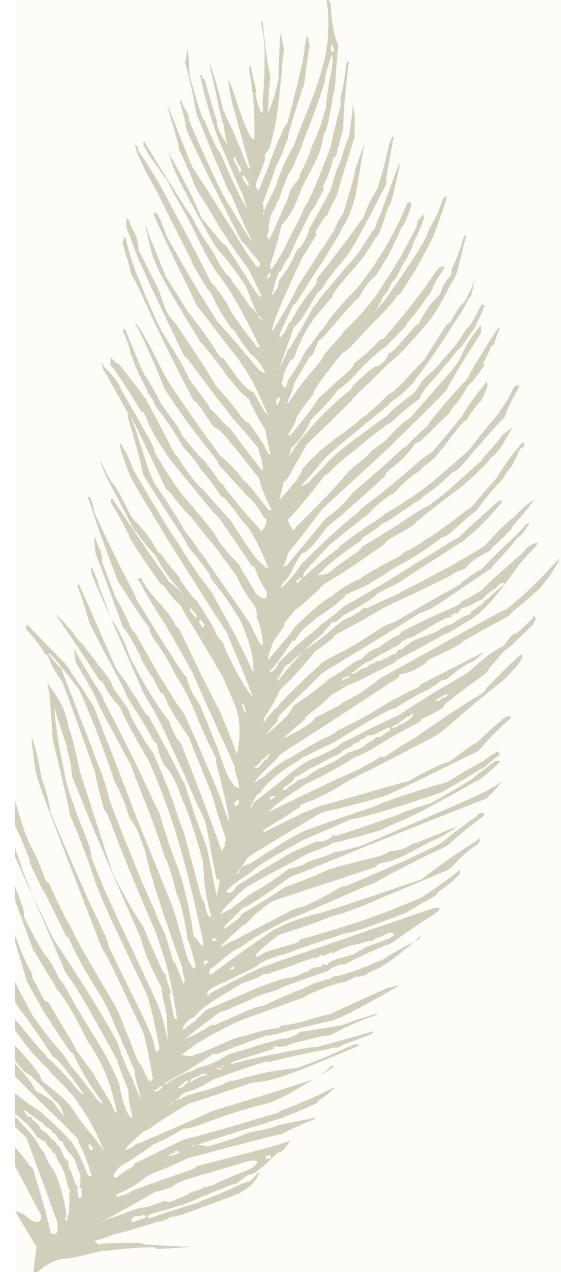
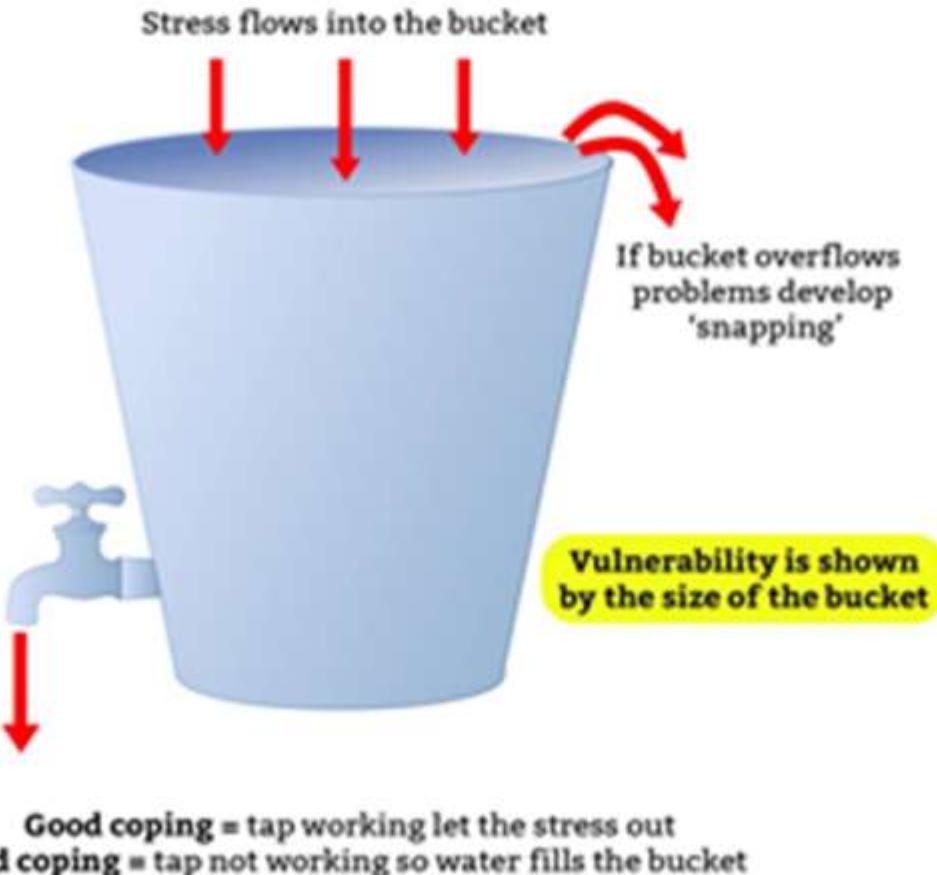
Your back or neck is always aching.

You have trouble sleeping well.

You have a constant headache that just won't go away.



Stress Bucket



Support and Self Care



SAMARITANS

NHS
choices

Rethink
Mental
Illness.

every mind
matters

shout
85258

here for you 24/7

