

# Wellbeing at Work Awards

## Reducing the Risk of Suicide

Name of Business:

Contact Name:

Contact Email:

Date Started:

Date Submitted:

Date Achieved:

Date of Three Year Review:

Employers should read through the [Reducing the Risk of Suicide Toolkit](#) before completing the assessment.

Businesses should prepare for a review every three years for each toolkit completed

- **Red = Poor progress:** There are issues with this particular action. It may be that action is yet to be taken or there have been some significant delays in implementing the action.
- **Amber = Good progress:** The action has been partially achieved and further evidence is required.
- **Green = We meet the action:** The action is fully implemented and is performing to a high standard and no further action needed.

Assessment Criteria	Narrative describing how you are meeting the Criteria	Evidence Required	Comments from Wellbeing at Work	Red Amber Green
1) Education and training on mental health, including suicide awareness, for all employees, especially line managers are provided. Specialised suicide awareness and prevention training for the workplace's employee assistance programme (EAP) providers and /or HR staff is offered.		List of courses. Percentage of staff attendance.		
2) Internal communications and induction programmes ensure employees are aware of resources and support available and that these are accessible to everyone. Details of involvement from Wellbeing Champions on delivery of campaigns, events, materials etc.		Photos of notice boards, induction, Wellbeing Champions		
3) Clear policies, procedures, and practical guidance to help employees who need support around issues including mental health, long-term health conditions, domestic violence and financial insecurity are in place.		Copy of policies and procedures.		
4) Helplines with national reach and issue are signposted across the workplace, such as Samaritans and national domestic violence		Photos of notice boards etc.		

helplines.				
5) There is a plan in place for responding to a suicide attempt or death. See also <a href="#">Suicide Postvention Toolkit</a>		Copy of plan.		
6) What support and counselling services does your workplace provide for those who have thoughts of suicide? Do employees know how to access/refer to these services? If you do not provide internal support do employees know how to access community support?		List of support.		
7) How do you ensure line managers have the confidence to respond and know what to do if an employee asks for help?				
8) What support is in place for employees whilst they are off sick, and when they return to work from sick leave? Adopting supportive policies will help you to reduce sick leave and retain valued employees.		Copy of supportive policies.		
9) What plans do you have in place to: <ul style="list-style-type: none"> <li>• Limit access to materials, machinery or areas that might pose a risk to an individual with thoughts of suicide e.g., lock or coded security passes, or by erecting barriers/fences?</li> <li>• Conduct frequent audits of hazardous stock or equipment?</li> <li>• Use CCTV and surveillance patrols in high-risk areas, which have been shown to be effective as they increase the chance of</li> </ul>		Copies of plans.		

intervention.				
10) What has been included within your Health & Wellbeing Action plan regarding reducing the risk of suicide?		Copy of Health & Wellbeing Action Plan		

## Resources

- [Wellness Action Plans](#) produced by MIND to help ensure employees can stay healthy or manage any mental health concerns that they are experiencing.
- [Plymouth Talking Therapies](#) free confidential, NHS talking therapy service for people (aged 16+) in Plymouth. Plymouth Talking Therapies is part of IAPT (Improving Access to Psychological Therapies), helping you to feel better and giving you the tools and techniques to improve your mental and physical wellbeing.
- [First Response](#) Livewell Southwest's First Response Service is a 24/7 crisis line providing advice, support and signposting for people experiencing mental health difficulties. If you feel worried about your mental health or that of a loved one or a friend, you can call the crisis line on 0800 923 9323.
- [Samaritans | Every life lost to suicide is a tragedy | Here to listen](#)
- [Wellbeing at Work](#) offer the following training courses:
  - SafeTALK is a half-day alertness training that prepares anyone over the age of 16, regardless of prior experience or training, to become a suicide-alert helper.
  - ASIST is a two-day interactive course that enables participants to be able to identify when someone might be at risk of suicide. Using the 'Pathway for Assisting Life' (PAL) you will be able to support the 'Person at Risk' to develop a Safe Plan, designed to keep them safe for now. ASIST is intended as "suicide first aid" training. ASIST is evidence-based and gives individuals the opportunity to explore their own experience and beliefs around suicide to enhance their role as a 'Care giver'.

- Mental Health First Aid course ensures that all trained MHFAiders® are confident to support themselves and their colleagues. As a MHFAiders® you will gain the knowledge and skills to spot the signs of a person experiencing poor mental health, the confidence to start a conversation and the tools to signpost to appropriate support.
- 4MH: Community Suicide Awareness. This course is designed for anyone who works or volunteers within their community or organisation who think learning about Suicide Awareness is beneficial. The workshop explores the myths and stigma around suicide and the barriers faced. It also explores prevention of suicide, the importance of compassion, how to talk to someone in distress and how to develop a safety plan.
- 4MH: Emotional Resilience. This is a self-care course designed to increase your ability to cope with the emotional distress we all experience during our daily lives. You will explore how to improve your own wellbeing and how to manage your emotions. You will develop a general understanding of wellbeing and resilience and will be supported to develop your own personal wellbeing plan.
- Connect 5 is an incremental three-session virtual programme. The programme underpins the principle of 'Making Every Contact Count'. This aims to provide participants with skills and competencies that build confidence in having conversations about health and wellbeing in their routine practice so that they can be more effective in helping people to manage mental health problems and increase their resilience and mental wellbeing through positive changes.
- Making Every Contact Count (MECC) is about using our everyday encounters with other people to support healthier lifestyles. MECC is based on having brief empathetic conversations, which can help support a person's motivation to change.