

Annual review 2018

& impact report



The Charlie Waller Memorial Trust
Depression – let's get talking



In good company

We are hugely grateful to Boden for selecting CWMT as their charity partner. The generosity of people across the company has truly astonished us, as has their energy, creativity and boundless enthusiasm. They really have put the 'fun' into fundraising in both their London and Leicester premises, and our trainers have found it very rewarding to work with them – a truly special partnership.

A time for action

Action is needed to address the mental health and emotional wellbeing of our young people.

Government policy in 2018 has recognised this and we welcome the new proposals put forward. These include establishing mental health leads and support teams in schools and colleges, reducing waiting times for specialist treatment and a focus on 16 – 25 year olds.

I am heartened that our work in schools, colleges and beyond is in complete harmony with the national strategic direction. Indeed, our current work on transitions from school to college or university is very relevant to national policy and practice. However, those of us working in the mental health sector, and many parents, know the change will be slow and will not fulfill all the unmet need. Only 25 percent of children and young people with depression, anxiety or other mental health problems currently access professional help so there is still a very long way to

go to achieve parity of esteem with physical health conditions.

So CWMT must continue its vital work, using the research evidence, focusing on early intervention and seeing the whole child or adult in the context of their family, their work and their community.

I never cease to be inspired and humbled by the passion, dedication and hard work of our staff, trainers, volunteers and fundraisers. They are truly amazing. We continue to collaborate with others to achieve the best possible impact and in 2018 we have worked with the Children and Young People's Mental Health Coalition, the Centre for Mental Health, the Association of Colleges, Universities UK, the Royal College of GPs and the City Mental Health Alliance, amongst many others. Together we can make a positive difference.

Clare Stafford

CEO

Highlights so far

22,493 Wellbeing Action Plans sent out

3,384 Warning Signs posters distributed

66,241 items of literature despatched in total

674 GPs, practice nurses and other health professionals trained in depression and related topics

523 talks and training sessions on mental health and wellbeing were delivered to **35,098** school pupils, parents and teachers...

...and to **1,265** university staff and students

There were **16,503** visitors to our e-learning site for university staff

913 staff and managers in workplaces have received our talks or training

Foreword

It is 21 years since Charlie took his own life at the age of 28. The Trust was formed because we as a family discovered after his death that suicide was the biggest killer of young men; that mental health problems existed in a large percentage of the population, including the young, and was going untreated and that Charlie was in fact showing signs of being clinically depressed – not sleeping, blaming himself for mistakes at work he was not making, not doing the things with his friends that he previously enjoyed etc – about which as serious signs of being ill, his family, friends and colleagues at work had been completely ignorant.



concentrated efforts to encourage men with mental health problems to seek help.”

This is despite the fact that, in my view, coroners are more likely to reach a verdict of suicide today than they would have been forty years ago. But again there is no room for complacency. Suicide kills more men under the age of 45 than cancer, stroke or heart attacks and continued encouragement in young people to seek help is vital to seek to prevent any suicide male or female.

Sir Mark Waller, Chairman

“At long last, mental health is being spoken about more openly. CWMT has worked tirelessly to help bring about that change, and ensure that depression is no longer a taboo. Mark and Rachel Waller have built a remarkable and positive force for good out of the devastation wrought by suicide. I am hugely proud to be a patron.”

Broadcaster Mary Nightingale, who became a CWMT Patron this year



So the Trust was formed, its objects being to educate young people as to the signs of being mentally unwell, and trying to make sure the help was there by assisting GPs and founding the Chair at Reading University (now the Charlie Waller Institute) to train more therapists in evidence based therapies.

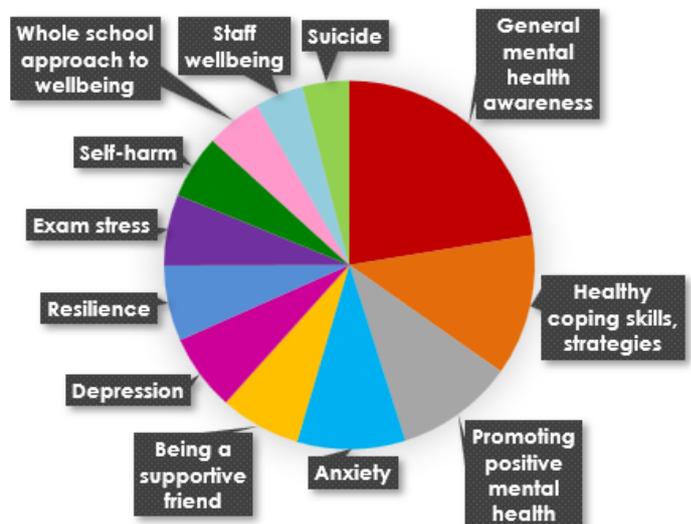
Things have changed significantly since the Trust was formed. We used to have to knock on doors of schools, universities and employers to let our trainers in. We were very much not alone in raising awareness and in the result mental health, and particularly young people’s mental health, is high on the agenda, and the reporting of the scale of mental health problems in young people is extensive.

One worries about whether any impact is being made by a Trust such as CWMT on the numbers of young people who suffer from depression or anxiety because they appear to be more prevalent than ever – but what must be remembered is that, in addition to the extra pressures placed on young people in today’s world, being mentally unwell is now more likely to be talked about – much of it was there before but undiscovered because people simply did not talk about it. In any event the need for help is absolutely clear.

As regards rates of suicide, a leader in The Times of 5th September commented:

“Fewer men are taking their own lives than at any point since the Office for National Statistics started keeping records in the early 1980s. The long-term trend points to further reductions, thanks in part to

Most frequent training topics



Welcome

At the Charlie Waller Memorial Trust we take a very practical approach to helping people stay mentally well. We provide evidence-based training, and we encourage people, especially the young, to talk about depression and other mental health problems.

1,355 hours of training delivered across all programmes (average 2 hours per session)

Our work

Teachers, doctors, employers, university staff: we give confidence to those in a position to spot when someone might be struggling with their mental health and help them get support. The sooner someone can be helped, the better, so early intervention is key to our approach. We have four main programmes of work:

Schools and families

Our trainers build relationships with schools, helping staff, pupils and parents learn how to look after their mental wellbeing.

Colleges and Universities

We work in partnership with universities and FE colleges, helping them identify what they do well in relation to student mental health and how they can improve.

Workplace

Breaking the stigma of mental health in the workplace is extremely important to us. We offer training to senior leaders, line managers, HR staff and employees.

Primary care

GPs and practice nurses are in a prime position to support people with mental health issues. Our training is practical, targeted and tailored to general practice.

Moving from one life stage to the next can make us more vulnerable to mental health problems, so we are increasing our focus on these transitions, for instance from school to college, university to the workplace.

Our trainers

29 trainers deliver our programmes across the UK. They have backgrounds in education, health, research and youth work; many of them have lived experience of mental health problems.

We have experts in depression, suicide prevention, eating disorders, anxiety, self-harm and other fields.

Their experience and knowledge enables them to offer tailored training in mental health issues, rather than a 'one size fits all' approach.

Our supporters

We couldn't operate without the hundreds of people who give their time, money, energy and skills. Many of our supporters and volunteers have been with us since the Trust began 21 years ago, others have joined us just this year.

Our impact

We are a small charity and have to think constantly about how we can deploy our modest resources intelligently and effectively. This review aims to demonstrate some of the ways in which we are doing this and to illustrate the benefits of our work to organisations and individuals.

100% of respondents said they would use the Charlie Waller Memorial Trust again (198 respondents)

"I think this is an amazing organisation, doing an amazing job. It provides training and support when budgets are being cut and we have nowhere to go!"

"Staff felt like it was a great chance for them to think about their own mental health as well as the students they are looking after. They found [the trainer] made the training very engaging and 'real', something a lot of training lacks."

"Both our staff and parents gained an enormous amount of knowledge from the session."



Year 3 pupils made boxes in which to post things they're grateful for over the summer holidays as part of our wellbeing challenge.

What we do

Schools and families

We offer evidence-based mental health training to schools. Our focus is on practical ideas and simple tools which help whole schools – pupils, parents and staff – look after their wellbeing. We're developing an approach which helps schools break down the task of improving everyone's wellbeing into three areas: People, Places and Processes. This '3 Ps' tool makes it easy to identify clear steps that everyone can sign up to, such as identifying processes that may impact wellbeing and 'safe' spaces around the school.

Vulnerable learners

We are increasingly working with those supporting young people who are particularly vulnerable to mental health problems, including staff in special schools and residential units. Many children with autism, for example, experience mental health difficulties, particularly anxiety. We provide resources to enable experts to offer specialist training. Dr Fiona Knott of the Autism Centre at the University of Reading has trained groups of parents and professionals from Somerset, Durham and Berkshire. The parents and professionals are now working together to offer anxiety management workshops for parents and carers of children with autism.

Health Education England funded this work for a year and in March we held a celebration event in London with presentations from all 11 regions who benefited.

Boys in Mind

Statistics show that boys and young men are more likely to be affected by poor mental health. We have worked with partner organisations in Bath and North East Somerset, including the local authority, CAMHS and four schools, to develop and deliver their 'Boys in Mind' strategy. The strategy's aims include reducing stigma around mental illness in boys and men, and exploring ways to encouraging them to seek and give help; it includes girls and women as part of a whole school approach.

Wellbeing Challenge

Around 40 schools and youth organisations took part in the first CWMT Wellbeing Challenge. Based on the NHS 'Five Steps to Mental Wellbeing', the Challenge encouraged children to connect, be active, keep learning, give to others and be mindful. The 11 winning schools each received a library of wellbeing books and we'll be collating the best ideas into a booklet.

Looking ahead

We will develop our partnerships for supporting parents, extend our whole school approach, and continue our work with the young people most vulnerable to mental health problems.



Celeste

Celeste the dog is the central character in a book which helps children understand depression. It was the first book to be sent free to schools signing up for our mental health book club, and has now been adapted into a puppet show that's proving very popular with children and teachers. It's also been filmed so even more schools can see it.

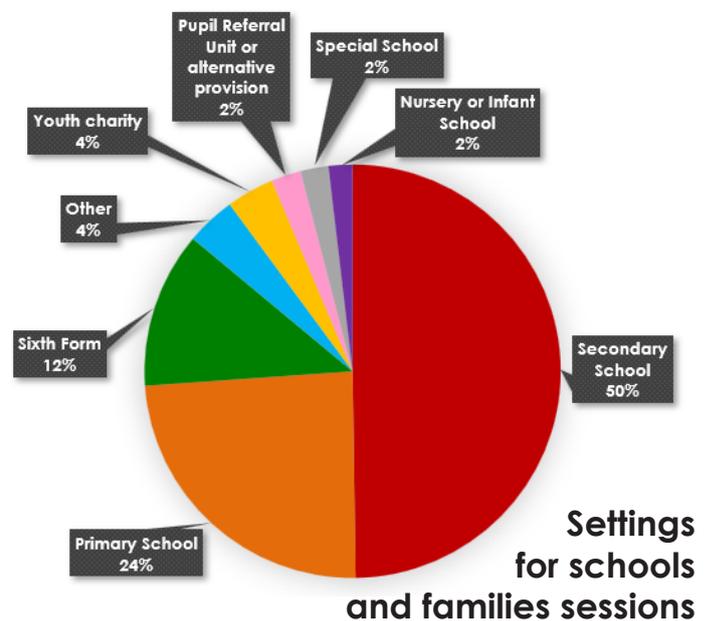


Case study: Brimpton Primary School

Brimpton Primary is a small, rural school in Berkshire. Teacher Zoe Baker requested training from CWMT because of "a lack of knowledge, and fear." Trainer Lisa Thomson ran four training sessions for teachers on topics such as managing anxiety. Zoe said, "Everyone was very impressed by the training – the knowledge they gained, the way misconceptions were challenged, it was all very positive."

The school has taken some very concrete action to put into practice what the staff learned: "We've embraced everything about mental health", said Zoe. "We've developed better links with families and the first part of every staff meeting is now given over to pastoral care – we're really making the most of the training."

The school received an 'outstanding' from the 2017 Statutory Inspection of Anglican and Methodist Schools Report, which notes the school is 'exceptionally caring' and 'nurtures each child's wellbeing'.



Colleges and universities

The new experiences and challenges of university or college mean that some students are vulnerable to depression, anxiety and other mental health issues. In 2018 we have expanded our work in universities and colleges of further education (FE), collaborating with organisations including the Association of [FE] Colleges, and Heads of University Counselling Services (HUCS).

We provide training and support to staff and students, aiming to ensure that the student voice remains central at all times; we are helped in this by our Young People's Advisory Group, set up this year. We have also established a Universities and FE Advisory Board (an extension of the former Students Against Depression Advisory Board), whose members include a PhD student, a consultant psychiatrist and the CEO of Student Minds, alongside experienced academics and clinicians specialising in student mental health.

Partnership approach

2018 saw the Trust formalise partnerships with nine universities and seven FE colleges in addition to our existing links. These partnerships offer colleges and universities an opportunity to review their mental health training and support for students and staff across the institution and build on work they are already doing. Our trainers can help staff and students develop training resources and offer time-limited consultative support, as well as 'training the trainers' to help maximise the impact of our work.

Case study: Boston College

Trainer Rachel Welch has built a strong relationship between CWMT and Boston College in Lincolnshire. The partnership began with a meeting between Rachel and key staff and the distribution of a staff wellbeing questionnaire, followed by training sessions on staff wellbeing and supporting students.

Feedback from the questionnaires will be collated and analysed, then repeated after a year so results can be compared and used to inform future strategy. Similar questionnaires will be distributed to students.

The next step was for the college to coordinate departmental workshops in which staff could discuss what positive mental health and wellbeing looks like in their teaching area, using worksheets Rachel designed. In addition, one group from each subject area will spend 10 minutes each week engaging in reflective practice to encourage self-awareness and wellbeing. Rachel will then examine whether these staff and students report different levels of satisfaction and wellbeing compared to colleagues and peers.

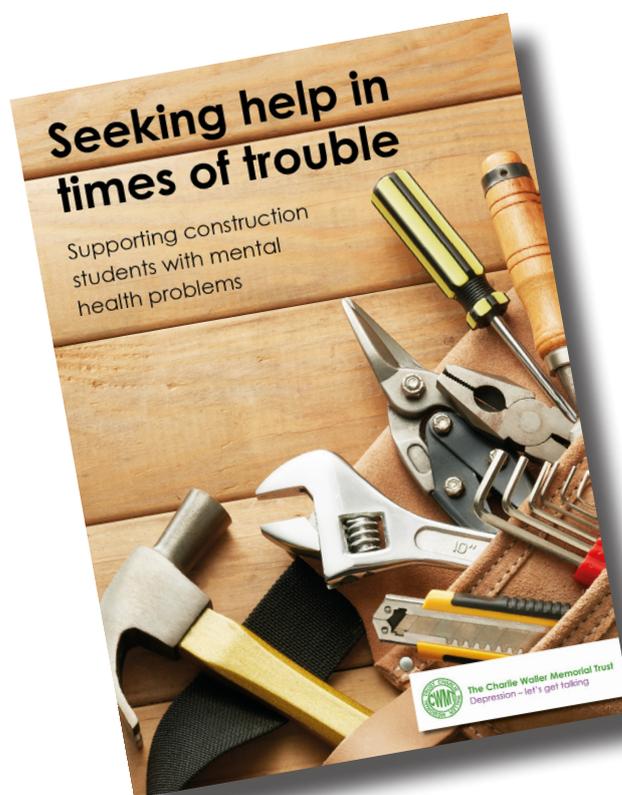
Students Against Depression

This year we relaunched studentsagainstdepression.org with a new design. The new site is simpler to navigate and means that students experiencing low mood or anxiety can find the information and advice they need more easily. The content is evidence-based and has been clinically reviewed. In the coming months we will be adding more videos of students talking about their own mental wellbeing.

Building connections

We have worked with Bath FE College and Bath and NE Somerset Council to produce a resource specially designed for those teaching on construction courses. This was in response to the fact that suicide amongst construction workers is double the national average.

We are looking to create similar bespoke resources for students of other higher-risk professions such as veterinary surgery, farming and acting.



Looking ahead

We will work in partnership with more colleges and universities, extend our mental health e-learning package to FE colleges, and work with the Centre for Mental Health and others to improve transitions from school to college or university.



What we do

Workplace

We support employers and line managers to tackle the stigma relating to mental ill health and create a healthy working environment, so that employees can perform at their best level.

Workplace wellbeing policy

In 2018 we developed a template policy on mental health and wellbeing which can be adapted and used by employers who want to support positive mental health in their organisations.

The template encourages employers to set out what help is available to support their staff in caring for their mental wellbeing. Its aims include building a workplace culture that promotes good mental health; addressing sources of stress; supporting staff experiencing poor mental health; and encouraging employees to take part in activities that can increase wellbeing. The Trust, as a workplace, has adopted the policy, and staff already report positive effects:

“The policy has really helped the office team think about our individual and collective wellbeing. The things we have done haven’t been huge, complicated or costly, but have had a really positive impact. The key for me is taking time and making connections; the policy formally states how important this is.”

Izzi Dent, CWMT Training and Projects Officer

Case study: Suicide Action Group training day

Last autumn we collaborated with the West Berkshire Suicide Action Group to hold a training day for local businesses.

60 delegates attended sessions on wellbeing in the workplace, a whole organisation approach to mental health, and talking to colleagues at risk of suicide. Attendees also enjoyed a thought-provoking short play called ‘Start the Conversation’. Some of the businesses have since received further training from CWMT.

Comments from delegates:

“Lots of practical ideas to take back, excellent session”

“Very helpful to know how to start the conversation”

Looking ahead

We will extend our work with small and medium sized workplaces; focus on apprentices, graduate recruits and people in high-risk occupations; and publish digital materials to enhance our training.



GPs and primary care

We offer training tailored to the needs of GPs, practice nurses and other primary care staff. Our aim is to equip them with the understanding, knowledge and skills required to identify and treat patients with mental health problems. We focus on high-impact training to GP trainers, working with local GP training bodies.

Working with nurses

We continue to offer a ‘train the trainer’ approach for practice nurses who can then cascade their knowledge to colleagues.

“Enthusiastic and passionate. Excellent resources on CWMT website.”

“Good interactive session and good presentation skills... Great approach to a subject we knew little about!”



Case study: GP trainees

Our GP trainer Dr Nick Smith ran a mental health training session at Horton Hospital in Oxfordshire for GPs in their final year of training.

They reported that the session was very beneficial, meeting their learning needs and providing very relevant resources; they said they felt it was ‘interactive’ and ‘GP-centric’.

The trainees gave the training a combined score of 5.0 out of a possible 5.0 and rated it ‘Excellent.’

Looking ahead

We will produce short films for GPs on prescribing antidepressants and on mental health consultations with young people, and develop our work in Scotland with faculties of the Royal College of GPs.



The Charlie Waller Institute

Professor Shirley Reynolds and the CWI team at the University of Reading continue their programme of teaching, training and research. Here, Prof. Reynolds outlines their pioneering new treatment for young people with depression.



After years of neglect, suddenly children and young people's mental health is top of the national 'must do' list. The plan is for new teams of mental health staff, 8,000 in all, to work directly in schools and colleges. This is a revolutionary and largely untested idea. Will it work?

Fortunately CWI can help answer this question. Through funding from CWMT and the Titcomb Foundation, for two years we have been working with three Berkshire secondary schools, to identify adolescents with depression, offer treatment, and, where relevant, link them and their families with specialist services.

A 'whole school' approach

We start with a school-wide survey asking individual students key questions about their mental health and other issues such as exam stress, and if they want help. We can then give school staff a really good picture of mental health needs across the school community.

Assessment of depression

Through the survey we identify young people who have depression and would like help. We then arrange, through the school and their parents, to meet them for an assessment. We ask a lot of difficult, important questions that young people rarely get asked and, as a consequence, we hear many distressing stories, some of which make us concerned for the young person's safety. It is common for depressed young people to think about death and to consider how they could kill themselves; sometimes they have a plan and sometimes they have come close to carrying it out.

This is where working closely with the school is really vital. Schools have expertise and training in safeguarding. Our team cannot provide emergency care but by working very closely with the school, the young person and their family we can make sure young people are kept safe.

Depression is also serious because it interferes with many day-to-day activities. Young people with depression usually find it hard to sleep, their concentration and memory is undermined, they feel stupid and hopeless, and they are frequently irritable towards other people.

The treatment – Brief Behavioural Activation

For young people with significant symptoms of depression we offer individual treatment, called Brief Behavioural Activation (Brief BA). This takes 6-8 sessions and is arranged round their school timetable. Brief BA helps break the vicious cycle of depression and isolation by helping young people identify their values and increasing behaviours aligned with them: finding out what matters to them and doing more of it. This is a crucial, exciting task for adolescents and it helps overcome some of the most common problems that interfere with the treatment of depression: apathy, hopelessness and feeling worthless.

Most young people respond very well to treatment. Recovering from depression has a huge impact: they are able to start enjoying life, see their friends, take on part time jobs, pass their exams and start college courses.

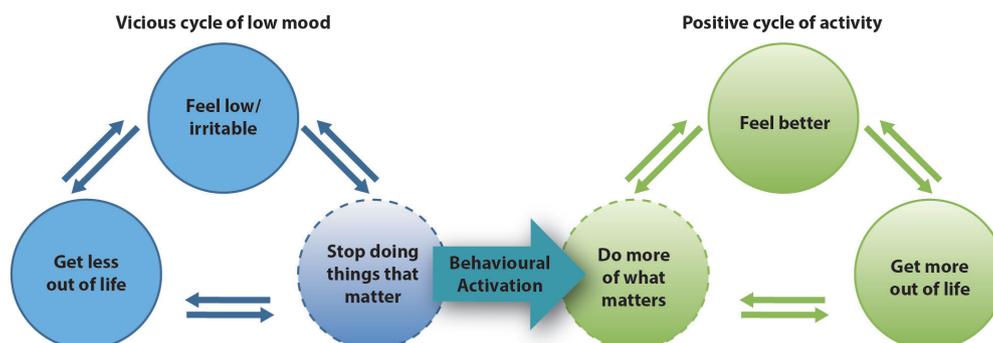
What we have learned

Our key lesson from this work is that delivering treatment at school is feasible, popular with young people, acceptable to parents and teachers, and is effective. We have also found that school and mental health staff can work well together; that young people welcome being asked about their mental health difficulties; that it is essential to support young people who are at significant risk; and that some problems can be directly dealt with by schools.

The additional benefits of working with schools are many, particularly improving teachers' understanding of mental health – their students' and their own. Young people have also helped us identify other areas with which they would like more help, including anxiety management and improving sleep. We look forward to developing this work with CWMT in the months and years ahead.

Thanks to Team Lead: Laura Pass, Clinicians: Simon Brett and Mona Jones, Researchers: Tamara Sancho and Iona Lewis-Smith and the schools we have worked with.

How Behavioural Activation can break the low mood/irritability cycle:



Thank you to our supporters



Nine intrepid cyclists rode 249 miles on Brompton folding bicycles to raise funds for CWMT. Their route took them from Edinburgh to Beaulieu near the Black Isle and they completed it in two and a half days.

Jonathan Brown, who put the trip together, said: "The loss of a loved one was my motivation to raise awareness of the Trust and the support it offers. As always, Scotland gave us four seasons in a day but we were spurred on by the support we received which was truly humbling, highlighting yet again that mental health impacts us all."

Our enormous thanks to the team and to Brompton for their wonderfully generous support.

We are extremely fortunate to have many dedicated and intrepid supporters. Fundraising events and challenges in 2018 have included the extraordinary 'Pedal the Pond' adventure, as well as car rallies, concerts, hikes, runs, exhibitions, cycle rides, teas, swims, sports matches and haircuts.

We are hugely grateful to all our fundraisers and volunteers – we really couldn't continue our vital work without them.

What we raise and how we spend it

In 2018 CWMT is expanding its work, reaching more individuals and supporting schools, universities, colleges, workplaces and GP practices to take a comprehensive, long-term, sustainable approach to mental health.

The charts on the right show how we spend our money and where it comes from. Our income comes from fundraising, grants and donations and we are very grateful for the generous support of many organisations and individuals. If you would like to support us, please get in touch using the contact details below.

What our donors' money buys:

£2 pays for a pack of our literature on mental wellbeing to be sent to a school or university

£32 pays for 200 copies of 'Wellbeing action plan' our resource for young people

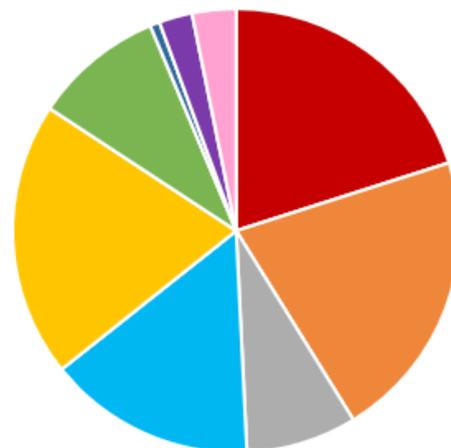
£200 pays for a wellbeing library of books for a school

£500 pays for a day's mental health awareness training at a school or workplace

£2,500 will enable us to run a support group for a year for parents of children with mental health issues

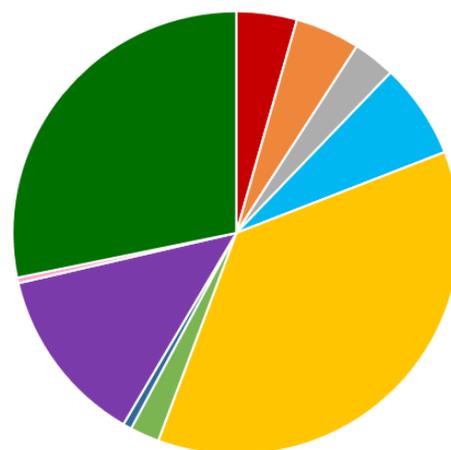
Income

- Our fundraising events
- People raising funds for us
- Donations and gifts
- Grants from charitable trusts
- Health Education England project: training school support staff
- Income from training
- Income from materials
- Income from investments
- Gift aid



Expenditure

- Materials and publications
- Sponsorship of CWI (committed in a prior year)
- Training GPs and nurses
- Support for students (including SAD website)
- Talks to schools and training for teachers
- Training in the workplace
- Grants to institutions
- Project management
- Governance
- Health Education England project: training school support staff



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