

Thriving at Work

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European Union
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Social Fund



**Department
for Work &
Pensions**



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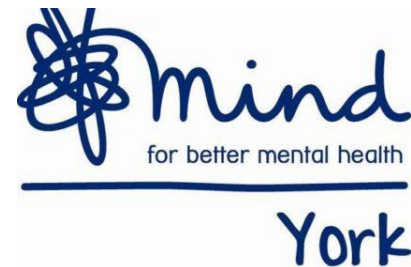
Overview

Background to Thrive at Work

Delivery model

Reflections

Thriving at Work Partnership



Thriving at work

The Stevenson / Farmer review
of mental health and employers

October 2017

- While there are more people at work with mental health conditions than ever before, 300,000 people with a long term mental health problem lose their jobs each year , and at a much higher rate than those with physical health conditions.
- Around 15% of people at work have symptoms of an existing mental health condition.
- Annual cost to employers of between £33 billion and £42 billion
- The cost of poor mental health to Government is between £24 billion and £27 billion This includes costs in providing benefits, falls in tax revenue and costs to the NHS.
- The cost of poor mental health to the economy at between £74 billion and £99 billion per year

Neurodiversity

- Neurodiversity typically encompasses a range of conditions:
- ADHD,
- Autism,
- Dyslexia,
- Dyspraxia/ Developmental Coordination Disorder (
- Tourette Syndrome (

Background

- Funding call
- Working group
- £900,000 ESF funding ,DWP Managing Authority
- Match-funding provided by NYCC, CYC, ERYC and HEY Smile
- Covering York, North Yorkshire and East Riding
- January 2021 until June 2023

Delivery model

Project Vision - Inclusive, accessible and healthy workplaces that increase productivity and create an environment where all employees can thrive.



Workplace Support – 121 support packages for employed individuals with disabilities, mental health challenges and neurodiversity that support them to thrive



Diversity Training – high quality training, resources and tools that empower staff, support them to thrive, help to embed inclusive practices and increase employee wellbeing



Inclusive Workplaces – tailored packages of support for SMEs to improve their *inclusive workplace practices, inspiring culture change and positive disclosure*. *Practical support with recruitment, policies and procedures* and enabling an inclusive culture.

Partners by strand

Inclusive Workplaces

York and NY

- NYCC Public Health
- St Nicks
- Autism Plus
- York Mind

East Riding

- Working for Health
- Autism Plus

Workplace Support

York and NY

- Autism Plus
- Humankind
- St Nicks
- North Yorkshire Sport

- Futureworks
- Community Works
- Craven College
- York Mind

East Riding

- Working for Health
- Autism Plus

Diversity Training

York and NY

- Autism Plus
- Craven College
- North Yorkshire Sport
- York Mind

- Community Works

East Riding

- Autism Plus

Lessons Learnt

- Partnerships are vital
 - Model / bid coproduced
 - Coordinated by third sector organization
 - Mixed model of provision
- Opportunity to utilize the power of anchor organizations
- Business case is not straightforward
- Senior level engagement vital
- Strategic fit
- Bureaucracy and project management
- Development work



**THANK
YOU**



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