

**Mental Health Stigma and Discrimination
Facilitator notes**

Slide	Notes	Time	Resources
Slide 1	<p>Welcome participants and introduce yourself before offering an overview of the session. Have the title slide up and visible whilst doing this.</p> <p>Emphasise that the session today is merely an introduction to mental health stigma and discrimination using the life course to frame discussions depending on the audience. It is not intended to make people experts but offer a basic awareness and understanding of the issue and what we can do to prevent mental health stigma and discrimination.</p> <p>Please refer to our Healthy Minds online guidance if you are using an online platform to facilitate this session. https://www.nhsggc.org.uk/media/262649/healthy-minds-online-guidance-4.pdf</p>	5 min	Slides 1 & 2
Slide 2	<p>Put up the session overview slide and read out what will be covered today. Remind people of the importance of keeping safe during this session – if sharing experiences we should respect people’s right to confidentiality and ensure we anonymize our stories.</p>		
Activity	<p>Mental Health Stigma and Discrimination Quiz</p> <p>Let’s start with exploring mental health stigma and discrimination.</p> <p>Distribute the quiz to participants. This can be done on an individual basis or as a group. Ask participants to complete the quiz, true or false. This is a good starting point and gives an insight into the participant’s knowledge and attitudes to mental health stigma and discrimination.</p> <p>Once completed, go through each of the questions of the quiz to generate discussion. Use the supporting statements to provide the correct answers and information.</p> <p>Discussion point: What did participants think? Any surprises? Do you think Stigma and Discrimination associated with Mental Health happens across the life course? Inform participants the quiz is a useful activity to start to explore what mental health stigma and discrimination is and how it can impact on people.</p>	10 min (5 min activity, 5 min feedback)	Quiz If using online; use chat function/hands up to verbally feedback thoughts and ideas
Activity & Slide 3	<p>What is mental health stigma and discrimination?</p> <p>Now we are going to explore what we mean by mental health stigma and discrimination. How</p>	15 min (10 min activity, 5 min	Flip chart Pens or use chat function/hands up to verbally

	<p>would we describe/define mental health stigma and discrimination?</p> <p>Divide the participants into groups and provide flip chart and pens. Or if delivery is online invite the groups to discuss what mental health stigma and discrimination means to them and how they would describe it by using the chat function or hands up to discuss. As a collective, the group should agree a definition/statement of mental health stigma and discrimination. This statement can be put in the chat function.</p> <p>Invite the groups to feedback their definition/statement. Bring up the mental health stigma and discrimination definition slide 3 (See Me definitions). Make reference to any similarities the groups may have with the See Me definition.</p> <p>Discussion point: what do they think of these definitions? Some may or may not agree with this definition but for the purpose of this session, we have carried out this activity to explore MH stigma and discrimination and we can respect that each other's experiences will differ.</p> <p>Highlight that we all have mental health and like our physical health things can go wrong. Mental health is just as important as physical health and the stigma and discrimination that exists around mental health is preventable. Stigma and discrimination can impact on a person of any age, by resulting in social isolation, feeling not listened to, low self-esteem and reducing confidence to access support, services and entitlements.</p>	feedback)	<p>feedback thoughts and ideas</p> <p>Slide 3</p>
Slide 4	<p>Statistics</p> <p>The purpose of the statistic section is to help build a picture of the prevalence of mental health stigma and discrimination across the life course. The statistical information is taken from the following sources; Mental Health Foundation, See Me, Our Voice Citizens Panel, Time for Change and the British Medical Journal.</p> <p>Inform the participants that we are going to discuss the statistics relating to mental health stigma and discrimination across the life course.</p> <p>Read the information from the slide highlighting mental health stigma and discrimination statistics.</p> <p>Discussion point: ask the participants what their thoughts and views are on the statistics, are they alarmed by them, or did they expect better/worse? Again highlight that the statistics provide a snapshot of the scale of the mental health stigma and discrimination challenges we might face across the life course and why action is needed.</p>	5 min	Slide 4

	Facilitators might want to focus on a specific statistic depending on the audience, for example you may want to focus discussions around; C&YP, new/expectant parents, or adults.		
Activity & Slide 5	<p>The impact of mental health stigma and discrimination</p> <p>So far, we have begun to explore mental health stigma and discrimination, what we mean by mental health stigma and discrimination across the life course as well as some statistics. This part of the session will explore how mental health stigma and discrimination can impact on people in a number of different ways.</p> <p>Divide participants into groups, provide flipchart and pens.</p> <p>Invite the groups to draw an outline of the body and to think about, discuss and write down what they think are the impacts or effects on a person experiencing mental health stigma and discrimination. Write these in and around the body outline.</p> <p>If delivering online invite individuals to draw a body outline if they prefer or ask them to put their thoughts around potential impacts into the chat function or feedback verbally using the hands up function.</p> <p>You might want to focus on a specific stage in the life course and/or setting depending on the group you are working with, i.e.; staff working with new/expectant parents or families, C&YP, within Health and Social Care settings or a general focus on workplace settings.</p> <p>Once completed, take feedback from each group, one/two examples from each.</p> <p>Bring up the slide to highlight some examples of the impact of mental health stigma and discrimination.</p> <p>Impacts of stigma and discrimination are far reaching and might include;</p> <ul style="list-style-type: none"> • Difficulty in finding a job and keeping it. • Difficulty in accessing entitlements such as financial support. • Making excuses to not going places due to fear of telling people about how they feel. • Making it harder to stay in long term/stable relationships. • Anxiety about health due to an overwhelming belief of not being listened to. • Due to mistrust the person may avoid 	15 min (10 min activity, 5 min feedback)	<p>Flip chart Pens or use chat function/hands up to verbally feedback thoughts and ideas</p> <p>Slide 5</p>

	<p>speaking to health professionals about their mental health meaning treatment and care is not accessed and this can effect recovery.</p> <ul style="list-style-type: none"> • Negative experiences may make it harder to ask for help. • Low self-esteem and confidence can develop from internalised stigma (how the person feels about themselves due to associating themselves with mental health stereotypes). • Physical health can suffer as health issues may be overlooked/go undiagnosed. • Missed opportunities can occur if the person lacks confidence in their ability and often the person might ignore or downplay their own needs to accommodate others. <p>Highlight that the list from See Me is by no means exhaustive, these are just a few examples.</p> <p>Highlight that this exercise demonstrates the breadth of the impact of mental health stigma and discrimination across the life course and in a variety of settings/situations. Often it can be a combination of these factors and not just one that can impact on the person experiencing mental health stigma and discrimination.</p>		
<p>Slide 6</p>	<p>Film Clips & Discussion</p> <p>There is a selection of film clips/scenarios that facilitators can choose to use to suit their audience. These range from general workplace, health and social care settings, children and young people and maternal mental health. The questions and associated discussion points won't necessarily change (however facilitators may want to tweak them depending on the clip used). The scenarios are there to explore how stigma and discrimination can impact on mental health.</p> <p>Inform the group that we have discussed what some of the impacts of mental health stigma and discrimination are and now we are going to watch a film clip to show mental health stigma and discrimination in real life, in this case the workplace, health and social care settings, with children and young people or on the topic of PNMH (facilitator to choose clip before session depending on audience).</p> <p>Links can be found at the end of this section.</p> <p>Watching this type of scenario play out can be both powerful and emotive, it's important to recognise how they made you feel and to talk about it. They may cause you to reflect on previous conversations/interactions you have had with someone at work or in your personal life and that can be difficult, the people featured in the clips do</p>	<p>For clip duration please see below</p> <p>Discussion section should last 10 mins</p>	<p>Flipchart Pens or use chat function/hands up to verbally feedback thoughts and ideas</p> <p>Pre-selected film clip</p> <p>Slide 6 with discussion points</p>

	<p>not want you to carry this – rather they want people to reflect and change their practice and approach in future.</p> <p>Think about what you have seen in the clip and the key challenges/issues presented in this scenario.</p> <p>Invite the groups to discuss and record on flipchart, responses to three questions posed by slide;</p> <ul style="list-style-type: none"> • Is mental health stigma and discrimination happening/discussed? • How would the person experiencing it feel? • What could be done to provide a more supportive environment/prevent future stigma and discrimination/promote MWH&B? <p>If delivering online invite individuals to put their thoughts around potential impacts into the chat function or feedback verbally using the hands up function.</p> <p>Discussion point; Was there anything in the clip that you have experienced/witnessed before? How did watching the clip make you feel?</p> <p>See Me – Bad Mouthing https://www.youtube.com/watch?v=cIP6jC5UQo8</p> <p>See Me – Colleagues – Real Experiences https://www.youtube.com/watch?v=xUkoFL9Y7_4</p> <p>You may only choose to use the first clip, or both.</p> <p>See Me - Health and Social Care video library https://www.seemescotland.org/health-social-care/information-for-people-working-in-health-and-social-care/health-and-social-care-video-library/</p> <p>Children and Young People clip https://mindreel.org.uk/video/positive-mental-attitudes---schools-curriculum-pack This clip is taken from the Positive Mental Attitudes pack which is used in secondary school settings to support young people to learn about mental health and well-being. Facilitators can use the first section of Claire’s story (starts at 13mins30secs) which shows a young person experiencing mental health stigma and discrimination by her peers.</p> <p>Perinatal Mental Health https://mindreel.org.uk/video/maws-our-journey-perinatal-mental-health</p> <p>(You may want to use a specific section of this film</p>	<p>4mins 14 seconds</p> <p>5mins 18 seconds</p> <p>Various timings</p> <p>3 mins</p> <p>18mins 40 seconds</p>	
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	- depending on time available).		
Activity & Slide 7	<p>How can we prevent mental health stigma and discrimination from happening?</p> <p>Keep participants in their groups, (if delivering face to face). If delivering online you can facilitate a whole group discussion or depending on the functionality of the platform, use breakout rooms.</p> <p>We have looked at the definition of mental health stigma and discrimination, some of the impacts and we have watched the film clips to gain an understanding of what it can look and feel like in real life. Now we are going to consider what we can do to prevent mental health stigma and discrimination.</p> <p>Ask participants to turn over the body map flipchart they were using earlier and ask them to discuss and jot down ways that they/their organisation can help to prevent mental health stigma and discrimination.</p> <p>If delivery is online you may want to ask participants to reflect on the film clip they have just watch and to discuss how they/their organisation can help to prevent mental health stigma and discrimination - using the chat or hands up function to offer feedback.</p> <p>Once the activity is completed, take feedback from each of the groups.</p> <p>Bring up the slide to highlight preventative measures participants and organisations can put in place to prevent MH stigma and discrimination the boxes. It is important that people are protected by the Equality Act 2010, Policy around mental health and wellbeing and stigma/discrimination can help to ensure practice is inclusive and non-judgemental, managers and employers have a duty of care to keep staff safe and healthy, this also means that we as workers should do the same, respectful language, kindness and honesty will help to achieve a supportive environment which wraps around staff who then feel secure and supported.</p> <p>In the case of a nursery, school or youth setting this could include a supportive environment, application of nurture principles, curricular or group work activity to support open discussion and learning about mental health across the setting, use of non- stigmatizing/discriminatory and respectful language, working in partnership with other organisations and community to foster positive MHWB of children, young people, parents/carers and staff.</p> <p>Support and signposting information should be</p>	15 min (10 min activity, 5 min feedback)	Slide 7 preventative measures (depending on your audience you might want to discuss preventative measures for workplace, Health and & Social Care, when working with children and young people and new/expectant parents (early years settings)

	<p>available to support MHWB within the setting and if required by accessing external providers/services (i.e. counselling services, play therapy, as well as other meaningful activity depending on the needs of the people we work with).</p> <p>Highlight there are different ways to prevent mental health stigma and discrimination by individuals and there isn't a "one size fits all". It is important to review practice and policy with clients, patients/service users regularly.</p>		
Discussion Activity	<p>Resources to prevent mental health stigma and discrimination</p> <p>We have explored the impact of mental health stigma and discrimination and what we can do to prevent it from happening. Now we are going to look at what resources and supports are available. These can be local, city and national.</p> <p>Invite the groups to share knowledge of resources we can use to prevent mental health stigma and discrimination resources – perhaps they already have some tools/resources in place?</p> <p>Take feedback from the groups, one/two examples from each.</p> <p>If delivering online you can facilitate a whole group discussion about resources.</p> <p>Circulate the Resources Handout, highlight these are general resources available via See Me and participants will have more insight into local resources.</p>	<p>10 min</p> <p>(5min activity, 5 min feedback)</p>	<p>Flipchart</p> <p>Pens or use chat/hands up function if delivering online</p> <p>Resources handout</p>
Activity & Slide 8	<p>Remind the participants of the importance of looking after their own mental health and wellbeing and provide a self-care activity.</p>	<p>5min</p>	<p>Slide 8</p>
Session Close	<p>Thank the participants for their time and ask them to complete the reflective practice tool.</p>	<p>5 min</p>	<p>Reflective practice tool</p>