Suicide prevention

Worcestershire Works Well™

In England a person dies by suicide every 107 minutes, impacting on families, friends, communities and organisations. Organisations have a unique opportunity in suicide prevention by creating open and supportive environments, raising awareness about suicidal thoughts and feelings, and helping reduce the stigma that surrounds suicide.

Suicide is the main cause of death for men under 50

Criteria:

1. Assess and demonstrate need
2. Raise awareness and provide information about mental health and wellbeing including suicide prevention support and resources.
3. Develop your organisational approach to support suicide prevention including support within policies/ processes
4. Develop an initiative/ programme of activity focussing on suicide prevention and ensure the initiative/ activity is evaluated to demonstrate impact

Guidance:

- Demonstrate why this standard/ module has been chosen (using evidence where possible, this could include data or employee feedback/ voice/ engagement).
- Providing training and guidance for managers, team leaders on mental health, including suicide awareness is a useful way to equip and empower managers and team leaders to spot signs, facilitate conversations and respond appropriately. Mental health and suicide prevention training for employees is very beneficial to raise awareness of suicide, provide the skills and confidence to help someone who may be considering suicide and signpost to support available.
- It is important to provide and display information about mental health and suicide prevention and tackle the stigma so that employees feel supported to seek help when needed.
- In the unfortunate case of a suicide within the organisation, it is important to consider suicide postvention support and an organisational approach. People are at a higher risk of suicide themselves in they are bereaved by suicide. People are also at an increased risk of poor mental health when dealing with personal or work-related life changes as well as unexpected stressors and uncertainty.
- Consider how your workplace could prevent suicide, this could include reviewing the physical workplace environment such as air quality, lighting, temperature and noise levels as well as restricting access to locations and materials that can be used for suicide.
- Consider reviewing policies and procedures including issues such as stress, bullying and harassment. An effective workplace policy/guidance is critical to raise awareness, identify responsibilities and ensure provision, support and safety. Supportive approaches should be tailored to the individual and could include: making reasonable adjustments; allowing paid time off to attend appointments; flexible working or special leave; additional support such as through HR, occupational health or an EAP.
- Consider planning a programme of activity around suicide prevention. This could include campaigns, events, seminars, sharing videos, signposting to online resources.
- It is important to think about senior leadership and employee engagement to develop and implement your approach for this standard.

Local/National Resources:

BITC Suicide Prevention toolkit
BITC Suicide Postvention toolkit
WCC suicide prevention webpage

Grassroots website resources
NHS suicidal thoughts webpages
Zero Suicide Alliance training
Samaritans website