

time to change

let's end mental health discrimination



Sue Baker
Director
Time to Change



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Why Focus on Stigma and Discrimination?

58% of people said that stigma and discrimination are as damaging or more damaging than the symptoms of their mental health problem (*1)

27% said stigma had made them want to give up on life

9 out of 10 people using secondary mental health services report discrimination (*2)

(*1) 2014 survey of 5,000 TTC supporters

(*2) Viewpoint survey 2008 and 2012 (Institute of Psychiatry)

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Why Focus on Stigma and Discrimination?

Stigma and discrimination affect all areas of life

The top five life areas were:

- Friendships and social life - 55%
- **Workplace - 54%**
- Family life - 51%
- Dating and relationships - 33%
- **Health services - 32%**

28% waited more than a year to tell their **family**

22% waited more than a year to talk to their **GP**

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Mental Health in the NHS Workforce

MH will affect 1 in 6 British workers each year (ONS)

Boorman Review interim report: 25% of NHS sickness absence was due to stress, depression and anxiety.

The real reason for absence may not be disclosed due to fear of discrimination so levels of MH absence often under-estimated.

Costs are not just absenteeism but presenteeism.

Boorman review: presenteeism greater for those who work long hours and experience managerial pressure to return to work. 71% of qualified nurses and midwives aged 21-30 reported presenteeism compared to 45% in corporate services.

NHS Staff and Mental Health Disclosure

“I’m an NHS mental health nurse who has bipolar. My manager is aware of my diagnosis but the general culture in my workplace - and in nursing in general - is that it's 'better to keep quiet'. When I became ill my manager was against me even seeing a psychiatrist, as due to geographical restrictions it would have been one who works with our team....”

Work with Employers

Organisational pledge

The Time to Change pledge is a public statement of commitment supported by concrete action.



15% of pledged employers report increased staff disclosure

The movement of 150 organisations across a wide range of sectors



BANK OF ENGLAND



LLOYDS
BANKING
GROUP



Deloitte.



BAE SYSTEMS



Organisational pledges in the Health Sector

NHS Employers

Public Health England

NHS Confederation

Department of Health

CCGs

Mental Health Trusts

Stigma and Discrimination when Providing NHS Services

In additional to a lack of disclosure in the workplace, people with mental health problems using NHS services report experiencing discrimination:

Staff:	Attitudes and behaviour Lack of dignity and respect
Culture:	'Them and Us' (ie MH not a issue for the NHS workforce)
Leadership:	Lack of lived experience leadership (all levels)
Services:	Lack of a recovery focused model Timely access & appropriate choice of services

Life Area	2008 % reporting discrimination	2011 % reporting discrimination	Direction of change 2008- 2011	Z score, after weighting (df)	P after weighting ¹	Significant after correction for multiple testing
Being Shunned	57.9	50	↓	-2.94(3,1)	<0.01	✓
Friends	53.3	39.4	↓	-5.04 (3,1)	<0.01	✓
Family	53.1	43.7	↓	-3.23 (3,1)	<0.01	✓
Social Life	43.2	31.5	↓	-3.52 (3,1)	<0.001	✓
Neighbours	25.3	22.7	↓	0.53 (3,1)	0.60	N/A
Mental Health Staff	34.3	30.4	↓	-1.11 (3,1)	0.27	N/A
Dating	30.9	22.1	↓	-2.13 (3,1)	0.03	NS
Physical health	29.6	28.9	↓	-0.08 (3,1)	0.94	N/A
Find Job	24.2	18.6	↓	-1.92 (3,1)	0.05	N/A
Privacy	21.6	20.0	↓	-1.15 (3,1)	0.25	N/A
Safety	19.6	24.8	↑	0.21 (3,1)	0.84	N/A
Benefits	19.0	24.9	↑	2.16 (3,1)	0.03	NS
Parenting	18.6	15.6	↓	-0.88 (3,1)	0.38	N/A
Keep Job	16.9	16.6	↓	-0.99(3,1)	0.32	N/A
Police	16.4	16.1	↓	-0.21 (3,1)	0.83	N/A
Housing	14.7	13.3	↓	0.20 (3,1)	0.84	N/A
Education	12.3	10.2	↓	-0.76 (3,1)	0.45	N/A
Marriage	12.1	17.3	↑	1.34 (3,1)	0.18	N/A
Transport	11.4	12.0	↑	1.09 (3,1)	0.27	N/A
Starting a family	10.8	6.9	↓	-1.45(3,1)	0.15	N/A
Religious Activities	10.1	4.3	↓	-2.52(3,1)	<0. 01	NS

Top 10 discrimination life areas 2008 and 2011

2008	2011
1 Being shunned (57.9%)	1 Being shunned (50%) (-7.9%) Signif
2= Friends (53.3%)	2 Family (43.7%) (-9.6%) Signif
2= Family (53.1%)	3 Friends (39.4%) (-13.7%) Signif
4 Social life (43.2%)	4 Social life (31.5%) (-11.7%) Signif
5 Mental health staff (34.3%)	5 Mental health staff (30.4%) (-3.9%)
6 Dating (30.9%)	6 Physical health staff (28.9%) (-0.7%)
7 Physical health staff (29.6%)	7 Benefits (24.9%) (+5.9%)
8 Neighbours (25.3%)	8 Safety (24.8%) (+5.2%)
9 Finding a job (24.2%)	9 Neighbours (22.7) (-2.6%)
10 Privacy (21.6%)	10 Dating (22.1%) (-8.8%)

2009-2010

Mental health stigma & discrimination on the agenda



“1 in 4 people, like me, have a mental health problem. Many more people have a problem with that.”

You can help. Find out how at www.time-to-change.org.uk

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Partners: 

Creating a national space for discussion

Providing information to address gaps in knowledge



“Bruno Vs Stigma. My biggest fight yet.”

Find out how you can help at www.time-to-change.org.uk

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Partners: 



“There are no ‘Get Well Soon’ cards with mental illness.”

Find out how you can help at www.time-to-change.org.uk

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Partners: 

Myth: Mental health problems are very rare.

Fact: Mental health problems affect 1 in 4 people.

You can help. Find out how at www.time-to-change.org.uk

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**It's odd, but people
found my cancer
easier to deal with
than my depression**



**Manager
Dad
Bipolar**



**I'm Asian and gay. I
experience
discrimination
every day, but not
for the reasons
you're thinking.**

2013: Starting conversations

“@TimetoChange Guess what?! A friend of mine talked to me about #mentalillness for the first time today thanks to your latest ad. #whatstigma”

“She looks at me and she listens”
...and the conversation begins



You don't have to be an expert to talk about mental health.



Talk, but listen too: simply being there will mean a lot.



Keep in touch: meet up, phone, email or text.



Don't just talk about mental health: chat about everyday things as well.



Remind them you care: small things can make a big difference.



Be patient: ups and downs can happen.

Find out more about mental health and how to be there for someone at time-to-change.org.uk

Someone you know has a mental health problem.

Ready to start your conversation?

it's time to talk. it's time to change

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Impact 2007-2012

- Attitudes have improved between 2008 and 2012 (for the first time in England). Significant 3.6% attitude improvement for all adults and higher for the millions who are campaign-aware. Continued improvements throughout the recession.
- Having **social contact** and being campaign-aware are the strongest predictors of having more positive attitudes.
- We've got people talking more openly. Very significant increase in people saying they know someone with a mental illness (48% in 2008 up to 62% in 2011).
- We've evidenced decreases in discrimination particularly from family, friends, social life and people feeling "shunned".

Evaluation of the first phase of Time to Change (2007-2011) by the Institute of Psychiatry, King's College London, was published in a special supplement (British Journal of Psychiatry April 2013)

