

# time to change

let's end mental health discrimination



**Sue Baker**  
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**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)

## 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:**

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

| Life Area                  | 2008<br>% reporting<br>discrimination | 2011<br>% reporting<br>discrimination | Direction of<br>change 2008-<br>2011 | Z score, after<br>weighting (df) | P after<br>weighting <sup>1</sup> | Significant after<br>correction for<br>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                            | ✓   |
| <b>Neighbours</b>          | <b>25.3</b>                           | <b>22.7</b>                           | ↓                                    | <b>0.53 (3,1)</b>                | <b>0.60</b>                       | <b>N/A</b>  |
| <b>Mental Health Staff</b> | 34.3                                  | 30.4                                  | ↓                                    | -1.11 (3,1)                      | 0.27                              | N/A   |
| Dating                     | 30.9                                  | 22.1                                  | ↓                                    | -2.13 (3,1)                      | 0.03                              | NS  |
| <b>Physical health</b>     | <b>29.6</b>                           | <b>28.9</b>                           | ↓                                    | <b>-0.08 (3,1)</b>               | <b>0.94</b>                       | <b>N/A</b>  |
| <b>Find Job</b>            | <b>24.2</b>                           | <b>18.6</b>                           | ↓                                    | <b>-1.92 (3,1)</b>               | <b>0.05</b>                       | <b>N/A</b>  |
| <b>Privacy</b>             | <b>21.6</b>                           | <b>20.0</b>                           | ↓                                    | <b>-1.15 (3,1)</b>               | <b>0.25</b>                       | <b>N/A</b>  |
| <b>Safety</b>              | <b>19.6</b>                           | <b>24.8</b>                           | ↑                                    | <b>0.21 (3,1)</b>                | <b>0.84</b>                       | <b>N/A</b>  |
| Benefits                   | 19.0                                  | 24.9                                  | ↑                                    | 2.16 (3,1)                       | 0.03                              | NS  |
| <b>Parenting</b>           | <b>18.6</b>                           | <b>15.6</b>                           | ↓                                    | <b>-0.88 (3,1)</b>               | <b>0.38</b>                       | <b>N/A</b>  |
| <b>Keep Job</b>            | <b>16.9</b>                           | <b>16.6</b>                           | ↓                                    | <b>-0.99(3,1)</b>                | <b>0.32</b>                       | <b>N/A</b>  |
| <b>Police</b>              | <b>16.4</b>                           | <b>16.1</b>                           | ↓                                    | <b>-0.21 (3,1)</b>               | <b>0.83</b>                       | <b>N/A</b>  |
| <b>Housing</b>             | <b>14.7</b>                           | <b>13.3</b>                           | ↓                                    | <b>0.20 (3,1)</b>                | <b>0.84</b>                       | <b>N/A</b>  |
| <b>Education</b>           | <b>12.3</b>                           | <b>10.2</b>                           | ↓                                    | <b>-0.76 (3,1)</b>               | <b>0.45</b>                       | <b>N/A</b>  |
| <b>Marriage</b>            | <b>12.1</b>                           | <b>17.3</b>                           | ↑                                    | <b>1.34 (3,1)</b>                | <b>0.18</b>                       | <b>N/A</b>  |
| <b>Transport</b>           | <b>11.4</b>                           | <b>12.0</b>                           | ↑                                    | <b>1.09 (3,1)</b>                | <b>0.27</b>                       | <b>N/A</b>  |
| <b>Starting a family</b>   | <b>10.8</b>                           | <b>6.9</b>                            | ↓                                    | <b>-1.45(3,1)</b>                | <b>0.15</b>                       | <b>N/A</b>  |
| 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%)<br>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 <b>Mental health staff (34.3%)</b>   | 5 <b>Mental health staff (30.4%) (-3.9%)</b>   |
| 6 Dating (30.9%)                       | 6 <b>Physical health staff (28.9%) (-0.7%)</b> |
| 7 <b>Physical health staff (29.6%)</b> | 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](http://www.time-to-change.org.uk)

**time to change**  
UK's end mental health discrimination

time to change is supported by



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](http://www.time-to-change.org.uk)

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

Find out how you can help at [www.time-to-change.org.uk](http://www.time-to-change.org.uk)

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**Myth:**

**Mental health problems are very rare.**

You can help. Find out how at [www.time-to-change.org.uk](http://www.time-to-change.org.uk)

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**Fact:**

**Mental health problems affect 1 in 4 people.**

You can help. Find out how at [www.time-to-change.org.uk](http://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](http://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)*

