

Mental Wellbeing Impact Assessment



Queensland Mental Well-being Impact Assessment (MWIA) Demonstration Project

We know that positive mental health and wellbeing is important for individuals, communities and the economy. In challenging times such as COVID-19, positive mental health is vital for recovery and resilience, but is also vulnerable to harm. By understanding the factors that will protect and maintain mental health and wellbeing for the population and specific groups, it is possible to prevent and reduce short- and longer-term negative impacts and build individual and community resilience. Funded by the Queensland Mental Health Commission, the MWIA demonstration project offers organisations the opportunity to be part of an exciting program to systematically embed mental wellbeing into the way that they operate and build wellbeing and resilience for their staff, customers and communities.

What is MWIA?

MWIA is an evidence-based toolkit that enables organisations to identify, demonstrate and improve their impact on the mental well-being. Developed over 10 years, by a collaboration of specialists, the MWIA Toolkit has been used on over 1,000 policies, projects and services around the world. It was highlighted as a good practice tool in the UK Mental Health Outcomes Strategy (HMG 2011) and the European Mental Health in all Policy (MHiaP) initiative, 2017. The MWIA process has been used in a variety of settings in Australia including Education, Health and Housing. Some examples of use in Australia can be found at: <https://wbcnsw.net/mental-wellbeing-impact-assessment/>

Benefits of Involvement:

- an MWIA specialist will work with your organisation to identify potential positive and negative impacts on mental well-being of a policy, service or project of your choosing, and co-produce solutions to maximise well-being
- the process will deepen participants knowledge and understanding of mental well-being
- increased staff/community engagement and ownership
- lead to the development of tailored and easy to collect measures of wellbeing

“It really challenged me as an individual about having the answers and solutions when in fact those come from the collective – kids, their families, teacher’s, schools, school communities – and that’s why it’s really powerful. Brian Smyth King, Director of Education

For more information contact: tonycoggins@gmail.com

What Commitment is Required from Demonstration Sites?

Step	Purpose	What is involved
1	Identifying a policy, strategy, service or initiative (<i>the proposal</i>) for MWIA consideration	<p>Initial discussion</p> <p>This usually involves 1 - 2 conference calls/telephone meetings with the key contact person(s) to establish:</p> <ul style="list-style-type: none"> • the focus of the impact assessment • scope and remit of the work • what is hoped to achieve • stakeholders to engage in the screening meeting (step 2) if that is to proceed <p><u>There is no commitment to progress to step two</u> if after the initial discussion MWIA is not considered relevant to current needs.</p>
2	A preliminary examination of the positive and negative impacts of the <i>proposal</i>	<p>Initial MWIA screening</p> <p>The MWIA Screening is a useful standalone process in itself. The process can be conducted virtually or face-to-face. It takes 2 - 2.5 hour with the 5 -6 people identified in step one. A five-page report will be produced by the consultant reflecting potential positive and negative impacts on mental well-being of the issues being considered. <u>There is no commitment to progress to step three</u> if after receiving the report the organisation does not feel that a more in-depth exploration and action plan is required.</p>
3	To develop an agreed plan for undertaking the full MWIA process	<p>Scoping, full appraisal and reporting</p> <p>Scoping:</p> <p>Further define and agree on the key focus, key personnel and process.</p> <ul style="list-style-type: none"> • Provide a key point of contact for planning the impact assessment and liaising within the organisation • Identification of leadership team or senior leader who will consider the final report <p>Collection and appraisal of sources of evidence:</p> <p>A workshop will be facilitated by an external consultant who will also complete a literature review and write a report and a draft co-designed action plan (based on the suggestions from stakeholders and the literature review)</p> <ul style="list-style-type: none"> • Provision of an appropriate space and refreshments for a 5-hour stakeholder workshop with attendance of 12-18 stakeholders • Sending workshop invitations to 12-18 stakeholders • Release of 12 -18 staff/community members (depending on the focus of your MWIA) to attend a 5-hour workshop • Provision of demographic data on the 'community' that the impact assessment is considering e.g. students, residents, employees, customers/client <p>Report and implementation</p> <ul style="list-style-type: none"> • A commitment from the leadership team to receive and review the report (the Independent consultant will be available to present the findings if helpful) • A commitment from the organisation to consider the implementation of actions and suggestions in the draft plan (the external consultant will be able to provide up to 5 days support for implementation)