

Glasgow Association for Mental Health

Annual Report 2022/2023



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A Message from the Board of Trustees

I am delighted to report that 2022/23 has been another year of opportunities and growth for the organisation and we have achieved much to be proud of. Throughout the year our exceptional staff have worked with respected researchers and academics to demonstrate the effectiveness and impact of our values led work. We have developed positive relationships and successfully aligned our work with both local and national strategic mental health programmes and policy agendas. This has increased our profile and influence and has resulted in new opportunities for GAMH, notably allowing us to extend our services beyond Glasgow City boundaries for the first time in many years.

This year of course has not been without challenges both for the organisation, our workforce and most importantly for the people we support and their families and carers. GAMH is operating within the context of the biggest cost of living crisis in many decades which has had a significant and well documented impact on mental health and mental wellbeing. Poverty, financial hardship, and financial stress place many people's mental health and mental wellbeing at risk and exacerbate the mental health of people with existing mental health problems. Unsurprisingly this is not the same story for everyone and many of the groups at higher risk of financial stress are those who were most negatively affected economically during the Covid-19 pandemic including, people with pre-existing mental health problems, people from Black and minority ethnic communities, and asylum-seekers and refugees. The link between poverty and mental health is clearly recognised with studies suggesting that adults living in Scotland's most deprived areas are twice as likely to experience anxiety or depression; and are three times more likely to die by suicide. Research by Public Health Scotland has also identified children in our lowest-income households are four times more likely to experience mental health problems, with consequences extending into adulthood. These are grim statistics, and it is not unexpected therefore that GAMH has seen increased demand for its support services throughout 2022/23. Alongside allies in our sector GAMH must continue to amplify

the voices and experiences of the people we support. Lived experience cannot be seen as a 'passive resource', but something that should be at the centre of political decision making, service delivery and design. This is essential to ensure that mental health policy is not viewed in isolation but within the context of the interaction of health, economic and social welfare policies. It is clear that investment in social care and mental health services is vital, but until the wider socio-economic factors, which are fundamental drivers of poor mental health and mental wellbeing are also addressed both in terms of policy, and funding to enable implementation, the impact of the cost of living and mental health crises will continue and deepen. In 2022/2023 our Service Centres and Self-Directed Support teams have worked effectively in response to increased referrals throughout this year providing valuable individual support and designing interesting and innovative collective opportunities in partnership with the people we support. This year we also entered the third year of our Compassionate Distress Response Service contract, commissioned by Glasgow's Health and Social Care Partnership to deliver an alternative distress response service funded to support action 15 of Scotland's Mental Health Strategy (2017-2027). CDRS importance as a key component of Glasgow's HSCP response to meeting the escalating levels of distress of Glasgow citizens was reflected in the Glasgow City Joint Integration Board (JIB) Annual Performance Report where the service was noted as one of the key performance achievements for Adult Services in 2022. CDRS has continued to grow and develop this year with additional funding from East Dunbartonshire Health and Social Care Partnership to deliver a "Test of Change" service for young people aged 16-25 years. Funding for this is provided via the Children and Young People Community Mental Health Supports & Services Framework.. We have also worked with the Brief Distress Intervention (DBI) National Programme lead in 2022 to align with the core principles of DBI as an Associate Member. This will allow us to continue to meet the needs of Glasgow citizens as well as addressing the ambitions of the Scottish Governments national distress response

model. This alignment, alongside the successful independent evaluation of CDRS has provided us with detailed evidence of the positive impact of the service which we will use to continue to develop and grow CDRS over the coming years. Our Young Adult Wellbeing Service (YAWS) funded by the Big Lottery entered its final full year of funding in 2022/23. This year YAWS has opened new referral routes to third sector organisations in Glasgow whilst continuing to build and develop the range and scope of activities on offer to young people aged 16 - 25 years. Our partners at University of Exeter and the University of Manchester have also concluded their research study into the impact of our YAWS interventions this year. Key findings reveal that for the young adult participants YAWS peer group initiatives provided significant opportunities for meaningful social interactions, improved depression scores and helped to build both self-esteem and self-efficacy. We believe that this research has implications for the future development of community services for young adults experiencing mental health difficulties and we will share our learning widely, as well as using it to support our future funding applications to continue this valuable work with young people. In June 2022 we completed our work to design a range of suicide bereavement training materials (Wave after Wave) which are hosted on NHSGCC Training platform and available nationally. Co designing the materials with people who have personal experience of suicide bereavement was integral to developing our training in a way that feels authentic, powerful and meets the needs of the people receiving suicide bereavement support. This project has highlighted that those bereaved by suicide have their own specific needs in relation to support and services and often experience stigma as their grief goes unacknowledged. The learning from this project was used to respond to the development of the Scottish Government and COSLA's Suicide Prevention Strategy and Action Plan: 'Creating Hope Together' published in September 2022. The recognition of suicide bereavement specifically within the strategy contributes to challenging the stigma of suicide bereavement and acts to increase awareness of this group within the population. Similarly,

our work to develop information and support materials people supporting others at risk of suicide last year, often described as "crisis carers", found that existing resources, place the focus on the wellbeing of the person at risk and do not recognise the needs of the person providing support. This resource "Being there for someone at risk of suicide" provides both information and advice to help someone provide support, and crucially validates the carers experience and focuses closely on the importance of self-care. Again, we designed these tools alongside carers with lived experience and as in our work with people with personal experience of suicide bereavement, carers emphasised the importance of talking to others with shared experiences as essential when supporting someone at risk of suicide.

This year our Carers Centre teams have been successful in securing additional funding for unpaid carers to support their wellbeing and sustain their caring role. We have extended accessible support options for carers through the Carers Capacity Building Funding award, providing IT equipment and connectivity which offers carers the option to access support and complete training remotely when it suits them. In addition, on behalf of the Glasgow Carers Partnership we have accessed over £376,000 worth of funds from Shared Care Scotland this year which have been distributed to over 2000 carers across the city. Promoting and investing in workforce wellbeing has been a key focus this year. We used the findings from a staff wellbeing survey to extend an offer to all staff to contribute to the costs of their gym membership in 2022/2023. This was well received and to date 50% of staff have taken advantage of this offer. We also successfully applied to the Scottish Government's Wellbeing Fund in 2022 and staff from across the organisation coordinated focus groups to identify wellbeing activities which suited their individual and team needs. Activities ranged from participation in active sporting events to individual massages and yoga. The value staff place on our commitment to our range of additional staff benefits was reflected in our interim IIP Report in 2022 which highlighted that people felt listened to, supported, and

A Message from the Board of Trustees Cont.

rewarded at work. Other positive workforce achievements include the award of Modern Apprentice of the Year and Mentor of the Year for our IT colleagues in March 2023. This is a welcome and much deserved recognition both for the individual staff members and GAMH as a whole.

We continue to strive to maintain the highest standards in relation to our financial performance, pay and employment conditions and service delivery practices. This year we have maintained our accreditation as a Scottish Living Wage Employer (SLW) and uplifted all our Relief Workers hourly rate to £10.50. In addition, we have been able to offer all other staff a 4% uplift in their salaries from 1st April 2022 and subsequently to address in some way the increased cost of living, a one-off payment of £700 in December 2022 with GAMH covering the National Insurance contributions and Income Tax. We will be persistent in meeting our commitments to fund fair pay levels which compensate the valued and skilled work our staff undertake with people across Glasgow. The organisation finances have grown this year. We have been financially efficient at reducing our “on costs” and as with last year, the organisation’s percentage governance costs in 2022/2023, are well within OSCR’s 10% to 12 % best practice guidelines. This reflects that the overwhelming amount of our income is spent directly on providing services to the beneficiaries of GAMH and reinforces our commitment to our core charitable purpose. In conclusion the Board would like to express thanks to our exceptional staff, volunteers, and management team who have consistently demonstrated such goodwill, commitment, and resilience this year and we look forward to an exciting and successful year of opportunities ahead for GAMH.



J. Stewart Wood
Chair

Values aims and activities

Our Values

People First

We are many sorts of people with different backgrounds and histories. We all have the right to an identity separate from symptoms, diagnosis, illness or disability - we are not our labels - and everyone has the right to have their identity respected.

Experts by Experience

People are experts in their own recovery and wellbeing. They have within them the strengths and potential to find solutions to their own problems.

Equality and Social Justice

Are essential for recovery and wellbeing. Everyone should have the chance to make the most of their lives and their talents. People in recovery should have the same choices and opportunities as everyone else.

Significant Others

The contribution of family, friends and peers to the recovery and wellbeing of people with lived experience should always be recognised and valued.

Participation, Partnership and Collaboration

Services, organisations and the wider community are resources for recovery and wellbeing.

People with lived experience make a significant contribution to all of these when they are given the opportunity.

What We Do

GAMH exists for public benefit by promoting the mental health and wellbeing of the people and communities of Greater Glasgow.

We are working towards the time when all of Scotland’s people will achieve full and equal citizenship rights, regardless of their mental health status.

We achieve this by:

- >> Creating services and opportunities that assist people who are recovering from mental health problems or with related needs, to live the lives that THEY want to live;
- >> Providing support for Carers including Young Carers;
- >> Promoting Social and Economic Inclusion of people in recovery;
- >> Promoting Self Help and Peer Support;
- >> Promoting Volunteering;
- >> Challenging stigma and discrimination, promoting equality and human rights;
- >> Supporting People to maintain secure tenancies and build a sense of home;
- >> Providing education and training about mental health, recovery and wellbeing.

Our Workforce and Volunteers

GAMH's best assets are its workforce, volunteers, and supporters. We believe that a well-trained and supported workforce with good working terms and conditions enhances and emphasises safe and effective practice and benefits both the individual workers and the people we support. This year we introduced additional benefits for our workforce.



17 NEW VOLUNTEERS

We recruited 17 new volunteers all of whom benefit from comprehensive training and paid expenses.

MODERN APPRENTICE OF THE YEAR & MENTOR OF THE YEAR AWARDS

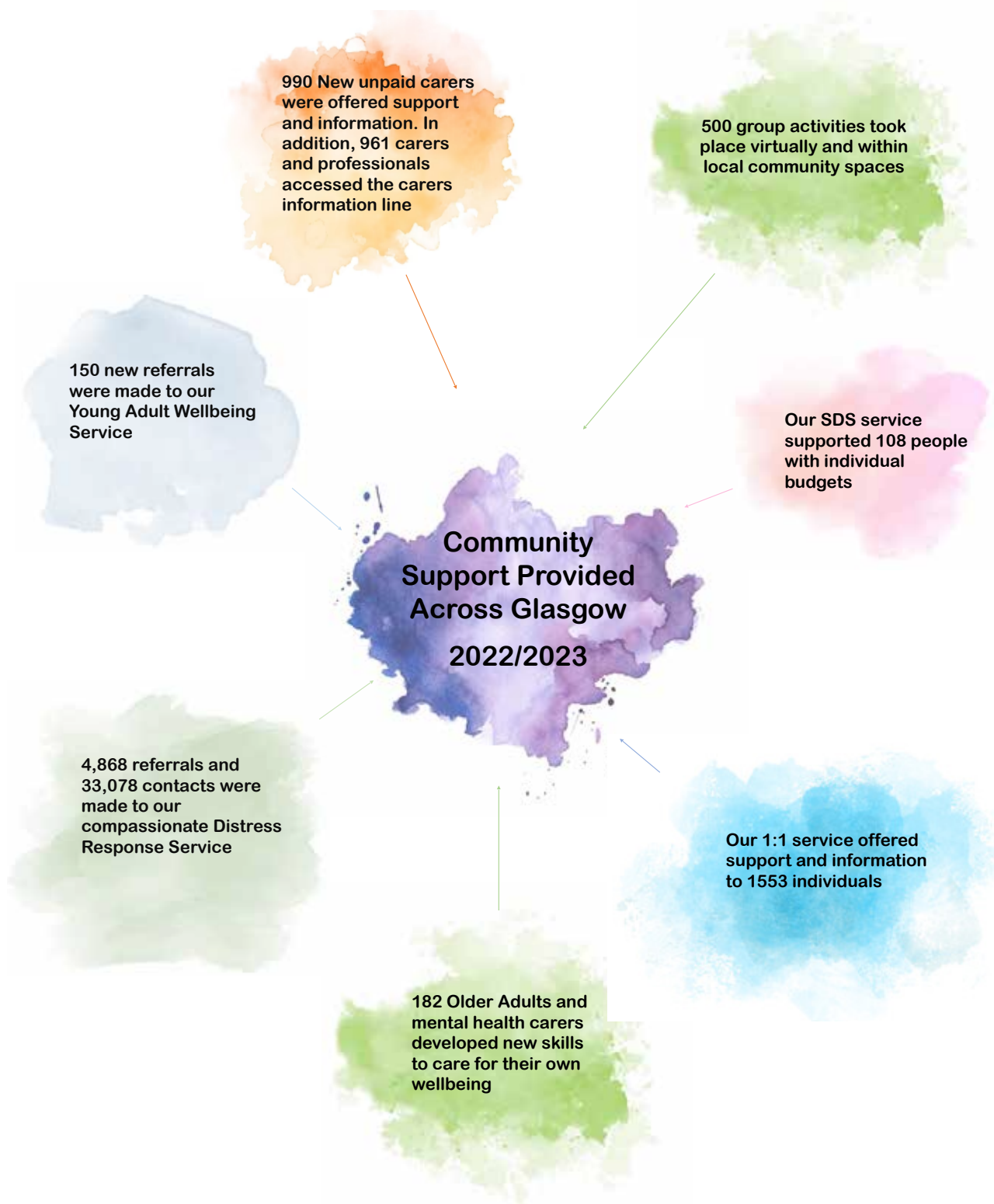
Our Young Modern Apprentice was awarded SET Training's IT & Telecoms Apprentice of the Year and his supervisor was awarded Mentor of the Year.



Review of principal achievements

How We Made A Difference In 2022/23

We have achieved much during 2022/23. This Annual Report captures some of the key work this year and you can find out more about GAMH at www.gamh.org.uk



Our Community Support Services

Service Centres

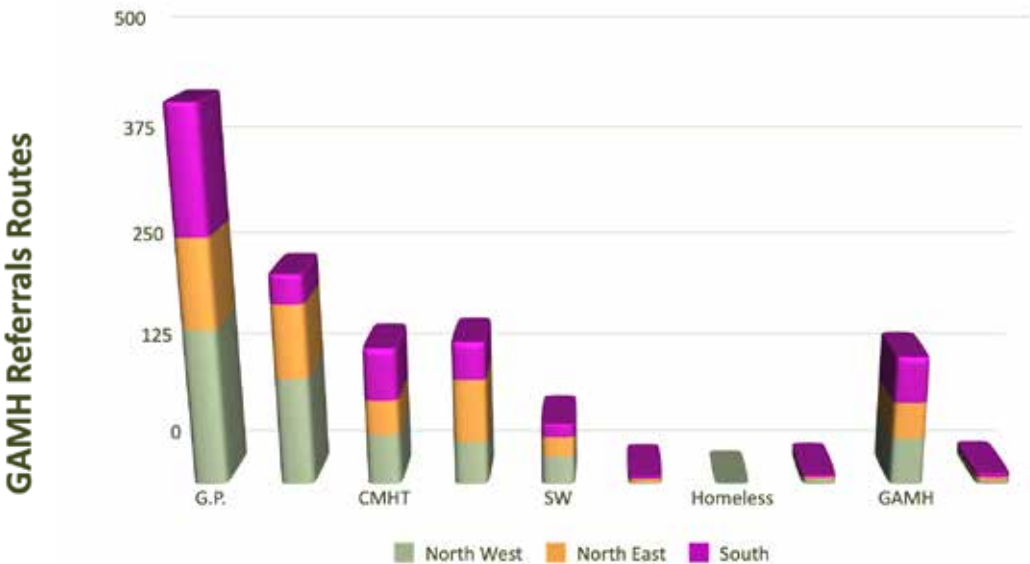
GAMH 3 Service Centres are commissioned by Glasgow City Health and Social Care Partnership (GCHSCP) and funded through a block funding arrangement from the Adult Services, Mental Health budget. The service is contract managed by the Mental Health Commissioning Team. Each Service Centre has 3 specific service delivery functions; one to one support over a 6-month period, a group support programme and volunteer befriending which incorporates employability activities/peer volunteering/peer support. The services are designed primarily to assist Primary Care Mental Health Teams and GP practices who refer people to our service who do not require long term care from clinicians but may require additional social support with issues such as anxiety, depression and issues relating to self-management and family relationships. The Service Centres offer support which is preventative in nature and activities are designed to increase self-esteem and autonomy and encourage the building of positive social networks with others.

2022/2203 has been an exceptionally busy year for these services.

The Service Centres have continued to improve on links to community and mainstream resources to enhance the support GAMH can offer. Awareness of the current economic and social factors that can impact on a person’s recovery journey and informs and guides the flexibility and adaptability of the service. The cost-of-living crisis continues to be a huge stressor that can impact on a person’s physical and mental wellbeing and to continue to provide the appropriate advice and support we have developed and strengthened our partnerships.

“Having been at home alone for several years staff developed a plan that supported me to use public transport, and this built my confidence and I now go out on my own, regularly. They also introduced me to digital learning, and I now attend a computer course in my local library on a Tuesday, a gardening group on a Wednesday and a support group on a Friday”

“I am so thankful for the care and assistance that GAMH offered to me. This has been a big deal and has helped me on my road to recovery thanks ever so much. You are all doing a wonderful job.”



1250 new referrals for 1 to 1 support 10% increase from last year

500 group work sessions a 25% increase from last year

We registered with Strathclyde Passenger Transport to access travel passes for people we support to maximise their ability to access local resources and GAMH groups.

We registered with Glasgow Life to access 6 week passes for service users to health and fitness clubs.

Together with local food banks supported people to access food parcels and collected food on behalf of people if required.

We developed a positive partnership with Social Security Scotland in relation to the new Adult Disability Benefit (ADB) and our knowledge and expertise of the support individuals require with their mental health is valued and included as part of the assessment process

We worked with Refuweegee who provide support to Asylum Seekers and support people to access essential items such as nappies and baby milk, furniture, and digital support.

We developed a partnership with Glasgow Care Foundation to access white goods, furniture, and grants for the people we support.

We worked closely with Money Matters and CAB to promote financial advice and financial inclusion activities.

We held a Cost-of-Living event on 24th of February with Parkhead CAB to provide Education, advice, and support

Our Community Support Services cont.

Self Directed Support Service

GAMH Self-Directed support service is a significant provider of individual mental health support packages on Glasgow’s Self Direct Support Framework. The team provide support across Glasgow City Health and Social Care Partnerships areas to people who have been awarded individualised budgets and have a range of mental health and physical health support needs. This year we have recorded an exceptional range of outcomes including people accessing education, training and voluntary work, people securing tenancies and building a home in the community, and other mental health and wellbeing improvements such as improved diets, participation in physical activities and reductions in stress and anxiety.

“Over the past 2-3 years we have seen a big and wonderful change in our son, we would like to thank all the staff for giving our son a reason to be healthy, we cannot thank GAMH enough for everything they are doing with our son. We cannot express enough, the wonderful changes in his physical health and the impact that it is having on him mentally.”

This year some people supported by the team also took part in the Branching out Programme. Branching out is a programme for adults who use mental health services in Scotland where activities take part within a woodland setting over 12 weeks.

18 new support packages

800 hours of support provided



The Self Direct Support Service is also a registered delivery partner which receives referrals from the Scottish Government Future Pathways (FP) programme. Future Pathways is the first alliance partnership of its kind in Scotland, comprising Health in Mind, Penumbra, NHS Greater Glasgow & Clyde, and funded by Scottish Government. Future Pathways commissions support for survivors of in-care abuse or neglect via its network of over sixty-five delivery partner organisations across the UK as well as internationally.

In August 2022 we were attended an action learning programme designed to highlight and share good practice and learning from the Future Pathways programme. We intend to incorporate these ideas into our partnership working practices going forward.



Our Community Support Services cont.

Group Programme

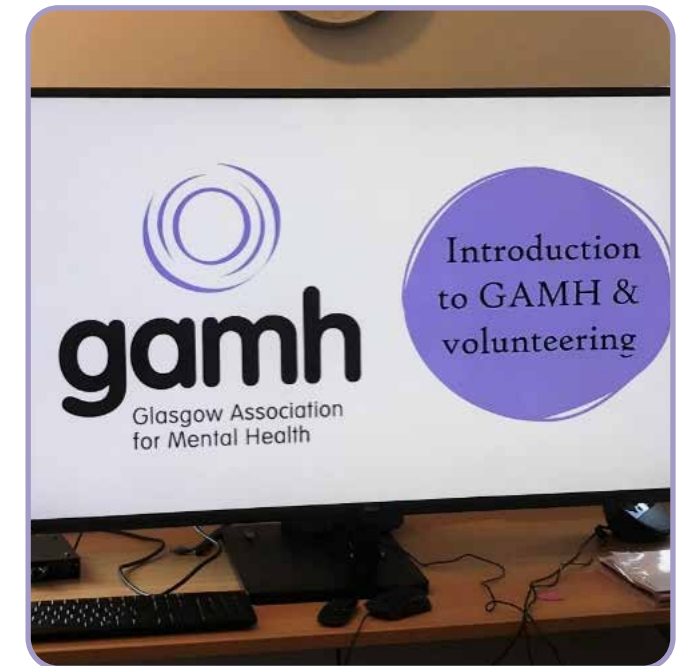
GAMH groupwork programme is designed to create clear pathways to participation and personal development through a range of creative, educational, and physical activities. Our Positive Living and Wellbeing Group Programme highlights three areas which are significant to mental health recovery: Mental Health/Physical Promotion, Education and Learning, and Participating and Building Social Networks. Outcomes are planned with participants and are aimed at supporting people to move on from social care services and become active members of their communities. Our programme is developed in partnership with people we support who have benefited from participating in a wide range of GAMH opportunities. In 2022/23 we have re-established and expanded our group programme. In addition to our outdoor activity groups and community garden we have been able to re-introduce our indoor groups throughout the city and develop our partnership opportunities

Online workshops introduced during the pandemic continue to play an important role in including participants who are restricted by physical and mental health difficulties. 2022/23 has seen the re-introduction of our peer projects with peer volunteering and peer community engagement programmes now well underway. Throughout the year we provided more group work opportunities ranging from online wellbeing and Scottish Crannog Centre workshops to cultural walks, tennis and cycling and a 12-week Health and Nutrition course in partnership with Kelvin College. Our experience of adapting our programme during the pandemic has resulted in a far more inclusive and diverse programme for our service users.



Volunteer Befriending and Peer Projects

Our volunteer/befriending project provides social support to people who have become isolated because of mental health difficulties. People are matched with one of our volunteers who will have completed our comprehensive volunteer induction sessions to fully prepare them for their role. This year our volunteer/befriending project has inducted 17 new volunteers. Many people who use our group work programme move on to our peer support/employability and volunteering activities. We also have a strong record of volunteers who build their skills and experience with us and move on to fully paid employment.



Compassionate Distress Response Service

Care Listen Connect

Out of hours service

- >> 7 days a week 5pm to 2am
- >> Referral pathway: First Responders, Emergency Services and Unscheduled Care

16+
1 hour response time
from point of referral

In Hours Service

- >> Monday to Friday 9am-5pm
- >> GPs & their multi-disciplinary teams

16+
24 hours response
time from point of referral

Young People

- >> Glasgow City Mon - Fri 9am-5pm
- >> East Dunbartonshire - Young People Test for Change - Mon- Fri 3pm - 10pm
- >> Referrals routes: schools, CAMHS, Higher Education & YHS's

16-25
24 hours response
time from point of referral

CDRS is now aligned with the Scottish Government's National Distress Brief Intervention (DBI) Model as an associate member.

Total
number of
referrals
4,868

Total
number of
contacts
33,078

OOHs
100%
contacted
within 1hr

IH & YP
99%
contacted
within
24hrs

86%
Individuals
engaged with
CDRS

Feedback

"Thanks for listening. This is the first time I have been truthful about how I feel, you have treated me kindly and not judged me"

"I decided to tell someone what had happened to me because the lady on the other end of the phone was so lovely. Thank you, I feel I have hope now"

"It's a wonderful service: great communication, a good understanding of needs and what is or isn't appropriate. It's a life saver for the patient and it's helped me greatly" GP

Carers Centres 2022/2023

GAMH Carer Centres deliver support services for unpaid carers including young carers and their families on behalf of Glasgow City Carers Partnership within the West and Southwest of the city. Core services offered include Information and Advice, Emotional support, Training and Peer support, Income maximisation, Short Breaks, Emergency planning and Carers Health reviews.

2022/23 has been another busy year for the GAMH Carers Centres with an increase in new carers being offered support throughout the city.

The Carers Information Line operated by GAMH on behalf of the Carers Partnership provides information, advice and signposting for carers and professionals throughout Greater Glasgow and Clyde. The Carers Information Line is a vital resource for professionals and is a vital resource for unpaid carer to self-referral when they need support.

GAMH takes the lead role in The Carers Partnership to identify and secure additional funding for carers which we manage and distribute across the 5 Carers Centres. This year we secured funding from Shared Care Scotland to offer personalised short breaks to adult carers and young carers to enjoy a variety of well-deserved breaks such as Pamper days, gym memberships, sign language classes, walking and camping equipment, garden furniture, concert tickets and trips to the theatre.

Funding was also secured through The Carers Capacity Building fund. This was a Scottish Government initiative to increase the capacity of organisations to deliver carer supports. The Capacity Building Fund allowed us to create warm and inviting spaces for carers to feel comfortable and relaxed when accessing support and to offer additional IT equipment and mobile Wi-Fi to make online services for carers more accessible.

In addition, with support from Shared Care Scotland we have developed a Respite project again, on behalf of the Carers Partnership which will help unpaid carers access a well-deserved short break through donations from small and larger businesses alike. Respite is a new and exciting venture in Glasgow, and we are looking forward to developing and growing it to its full potential in the coming year.

In 2022/23 we also delivered out of school holiday programmes to ensure young carers who need it most had fun time away from caring roles. Young carers took part in fun activities including bowling, tree climbing, and we also organised a highly successful Young Carer Sports Day.



The Young Adult Wellbeing Service (YAWS)

We record and report the individual impact our work has with carers :

“All your support and information has been so helpful. I feel things are finally starting to move forward and in the right direction. I wouldn’t have known anything about all these things I can access if it wasn’t for the Carers Centre.”

“I was not aware of all the support I could access. Since using the supports, I have been less anxious, more in control. I know my mum’s dementia will not improve, but having a support network there, to ask for advice, helps.”

SUPPORTED CARERS

2,500 new carers offered support city wide

900 being supported by GAMH Carers Centre

CARERS INFORMATION LINE

818 professional and unpaid carer contacts received

215 supported self referrals completed

CARER BREAKS & RESPITE

£107,000 of personalised short breaks Shared Care Scotland) delivered for 670 carers and young carers

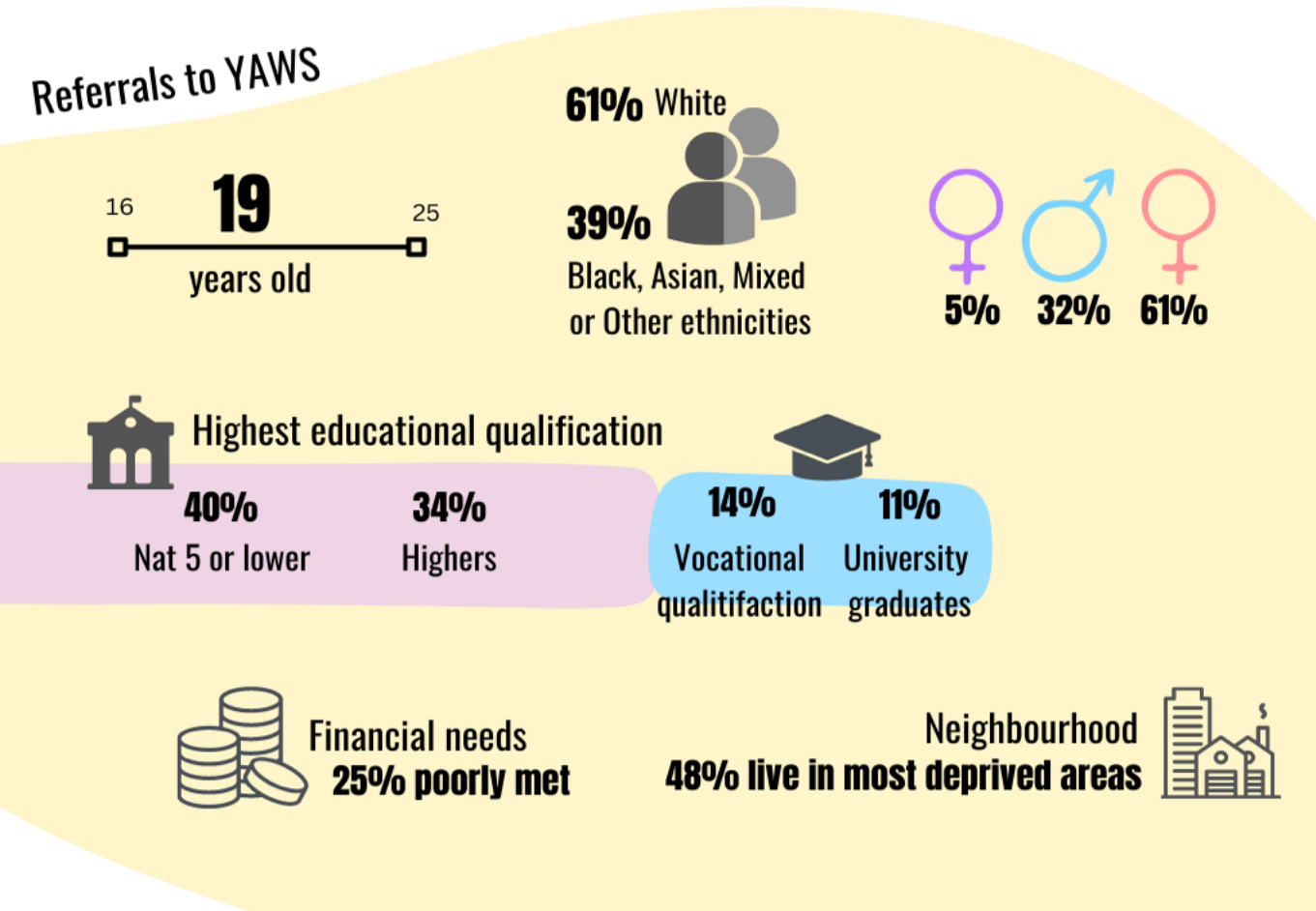
£52,000 of Carer break monies enabling Adult and Young carers to take a break from their caring role.

£20,000 form the Carers Capacity fund improving carers support experience and access to service

YAWS Research and Development

YAWS provides activities for 16 to 25 year old’s experiencing mild to moderate mental health difficulties. Young adults referred to the service are offered weekly group sessions in the community that involve a mix of social, recreational and skills-oriented activities. YAWS is funded by The Big Lottery Community Fund. We received 150 referrals this year and the main presenting issues were anxiety, stress, low self-esteem, loneliness, and low mood.

The table below highlights the diversity of young people attending YAWS .





YAWS participants enjoyed a variety of sessions over the year from Clyde College on Healthy Eating, Life Lyrical Lessons from Caishnah Evans, mental health and wellbeing sessions, employability and money advice sessions, as well as a range social, recreational and fun activities.

We also worked with Career Ready Glasgow and welcomed Aryam from St Mungo's Academy as our first career ready internship.

YAWS also provides group members with monthly newsletters. The newsletters contain the upcoming timetable, helpful tips, general updates and links to resources and services for young people. Newsletters produced during the year can be found on our Twitter account @GAMHYAWS

Calming Connections

Calming Connections NE/NW were delighted to secure 12 months funding through the Wellbeing for Longer Fund whilst Calming Connections South received a further 1 years funding to enable the service to reach out to older adults and carers throughout the city.

As ever both projects have been extremely popular with 182 older adults and unpaid carers benefitting from Complementary Therapies, Mindfulness and Wellbeing workshops. "I have more tools to manage stressful days".

The Out and About befriending group enjoyed linking into the community and participating in lots of activities including Wellbeing walks and a local daytime disco, "I felt like a teenager all over again." Those attending recognised the benefit of meeting new people, "the friendships I have made within the group have been life changing for me."

Older adults working with Calming Connections felt that easy exercise classes would be useful as many had noticed a deterioration in their mobility. Through collaborative working with Glasgow Life a bespoke 4-week exercise class was developed. This proved to be really successful with many reporting feeling more confident going out.

"It's given me a new lease of life!!! I went to see Elton John which I never thought I could do at my age and I now get up and dance at my club on a Thursday."



GAMH Learning and Development 2022/2023

This year we have used art to challenge stigmatising attitudes and behaviours associated with mental health. We know that including the voices and stories of people with lived experience increases knowledge and positively changes perceptions as well as helping people to think differently about their own mental health.

Exploring contemporary art through lived experience of mental health.

Our collaboration project with Glasgow's Open Museum which was co- curated by people supported by GAMH was launched in June 2022 and is exhibited at Kelvingrove Art Gallery . The exhibition explores contemporary art through lived experience of mental health and will continue to be in the Fragile Art Gallery until June 2024. In 2023 a survey of gallery visitors reflected positive responses to the exhibition.

The stories told in the display made me think differently about mental health

Plans are underway to follow the exhibition with further exploration on personal lived experience and the depth of insight that it brings to the appreciation and understanding of art and art history.

Participants from our Young Adult Wellbeing Service (YAWS) also collaborated with Glasgow's Museum to explore the methods used to address mental health in the past and compare it to current times. YAWS welcomed people with lived experience to talk about how they themselves were treated and spoken to when the topic of their mental health was brought up. YAWS members created a display to demonstrate developments around mental health stigma. They did this by adding objects from the past such as an ECT machine and methods currently used such as a soothbox to compare two very different approaches.

YAWS work will be displayed as part of the Scottish Mental Health Arts and Film Festival 2023 and at various local community venues across the city .

"I know someone who had 100 courses of it - it helped them"

"Medicine is only one route"

A Relic of the Past?

We are the Young Adult Wellbeing Service (YAWS) group from Glasgow Association for Mental Health. We all have lived experience of mental health issues.

This ECT machine is from Glasgow Museums Collections. It was used to treat severe mental health conditions, and only when everything else had been tried. Under anaesthetic it sent an electric current through the brain. We were surprised to find similar machines are still in use today! The use of ECT has been debatable for a long time. People are passionately for or against it. We were keen to get a balanced viewpoint from those who had experienced it and those who work in mental health support.

There are many ways to positive mental health. Medicine is only one route. If you open the drawer below you will find the contents of a 'Grounding Box'. These are person centred, multi-sensory boxes that help to focus your mind.

Glasgowlife Museums

Through Our Eyes:

Looking at Art with Lived Experience



Please join us to celebrate the opening of a new exhibition exploring contemporary art through lived experience of mental health.

Where: Kelvingrove Museum and Art Gallery

When : Saturday June 18th at 2pm - meet in the central hall.

Refreshments will be served

RSVP: elaine.addington@glasgowlife.org.uk



We would like to thank Mental Health Network Greater Glasgow and the adults with lived experience who helped with our research.

This display was made in partnership by the YAWS group and The Open Museum.

GAMH is an independent charity registered in Scotland. They promote the mental health and wellbeing of people and their communities.

The Open Museum is the outreach service of Glasgow Museums. We work in partnership with groups across the city on projects that use the collections creatively and bring them to the heart of communities.

Find out more about YAWS [here](#).

"It ruined my life; my memory is gone"

"These are still being used?!"

"You don't know how it will go until you try it"

"It saved my life"

GAMH Learning and Development 2022/23

Staff Qualifications & Training

GAMH's SQA Approved Learning Centre supports staff to undertake our Customised Induction Award - Preparation for Practice. Staff gain recognition for their work and it can be a stepping stone towards registerable qualifications. This year 24 staff achieved the award; a further 24 staff were supported to gain registerable qualifications; and our staff training calendar provided 33 courses.

"Best training course I have been on. Useful, engaging, practical and thoughtful."
Suicide Intervention Training

GAMH SQA Approved Learning Centre

Following inspections by the Scottish Qualifications Authority we are delighted to have received 'high confidence' in all areas for our Learning Centre and GAMH's Induction Award.



GAMH Customised Induction Award
Preparation for Practice

WORKBOOK FOR UNIT 1
Understanding your Organisation & Workplace

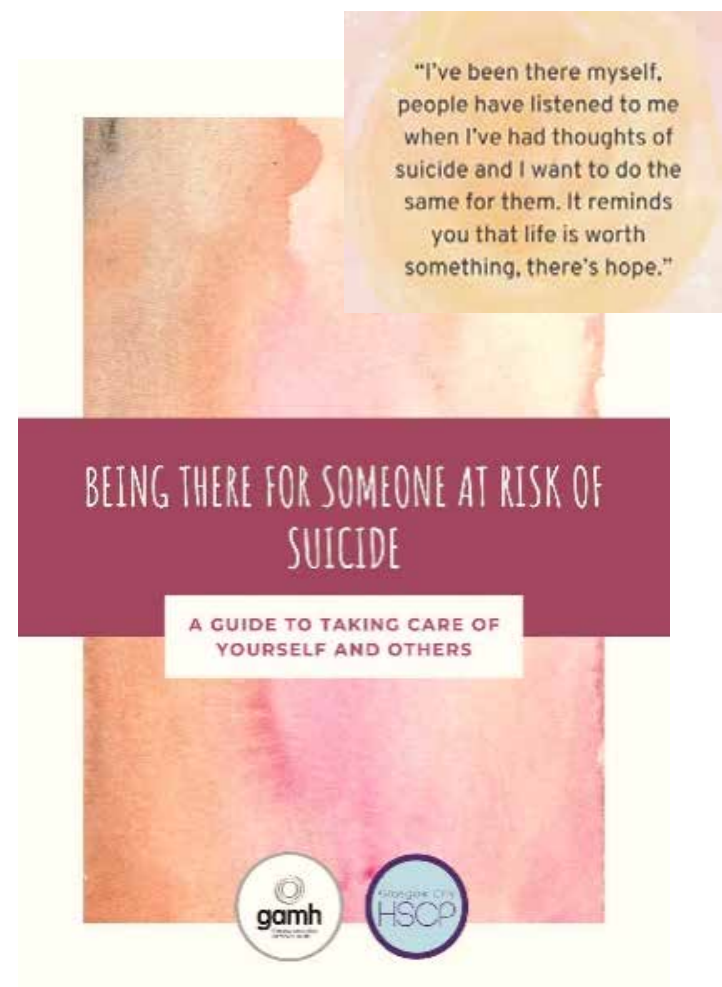


Staff Wellbeing

GAMH provides access to regular mindfulness sessions and the Scottish Government's Wellbeing Funds provided access to additional wellbeing activities for staff this year.

Being There For Someone At Risk Of Suicide

GAMH was commissioned by Glasgow City HSCP to develop resources for carers who are supporting a loved who may be at risk of suicide. We worked in partnership with Third Sector Lab and people who have lived experience of supporting someone who is having thoughts of suicide to co-produce a guide and accompanying videos. Being there for someone at risk of suicide - a guide for taking care of yourself and others is now available on Glasgow's Your Support Your Way website and GAMH's You Tube Channel.



Free Mental Health & Wellbeing Courses For Unpaid Carers

GAMH provided 48 free mental health and wellbeing training for unpaid across Glasgow this year. Sessions give carers an opportunity to connect with each other, share experiences and learn together. Sessions include mindfulness, wellbeing and stress management, mental health awareness and self-advocacy skills.

"The session was really good, the trainer was clearly very interested and passionate about the topic."
SafeTalk Attendees.

"I've learned to focus more on my own needs - how can I look after other people if I'm too tired/no energy - exactly what you have explained to us. It feels like an oxygen mask on a plane - you know its there to use, but you don't know you need it until you try it. Then you notice the difference."
Wellbeing & Stress Management Attendee.

Wave After Wave - Providing A Compassionate Response After Suicide Bereavement

Wave after Wave - Providing a Compassionate Response after Suicide Bereavement training was commissioned by the Glasgow City Health and Social Care partnership. It aims to ensure that all staff, peer supporters and volunteers coming into contact with individuals bereaved by suicide have an understanding of the complex nature and impact of a suicide bereavement and are able to provide a compassionate and empathetic response, while being aware of the impact on their own well-being. We worked in partnership with Third Sector Lab and Pure Potential Scotland and the training materials have been co-designed by staff and individuals with lived experience of suicide bereavement. The voices of lived experience feature heavily throughout. NHSGGC & GAMH have delivered the course to the suicide prevention trainers network in Glasgow and feedback has been overwhelming positive.

GAMH Lived Experience Training Sharing Stories Of Recovery

GAMH Lived Experience Training is a social enterprise which brings the expertise of people in recovery from mental health issues to training and consultation processes. The team worked with Mindwaves to develop videos sharing recovery experiences and important messages around mental health. These can be viewed on GAMH's You Tube channel and they are a valuable resource for training courses and staff learning.





Financial Report

Statement of Financial Activities

(Incorporating the income and expenditure account)

Year ended 31 March 2023

Operational Income	4,100,143
Donations and Legacies	25,468
Investment Income	
Other incoming resources	62,929
Total Incoming Resources	4,188,540
Direct Charitable Activities	4,157,394
Surplus	31,146

Financial Support

GAMH receives financial support from:

- >> Health in Mind (Future Pathways)
- >> Glasgow City Council Social Work Services
- >> Glasgow City Council Integrated Grant Fund
- >> Glasgow City Council HSCP
- >> Impact Funding
- >> NHS Greater Glasgow and Clyde
- >> Big Lottery
- >> Scottish Government Voluntary Sector Fund
- >> Shared Care Scotland
- >> University of Exeter
- >> Glasgow City Council Communities Fund
- >> Carers Trust Funding
- >> Scottish Government Visit Scotland
- >> NHS East Dumbartonshire
- >> NHS Lanarkshire



LOTTERY FUNDED

Board of Directors

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Upon request we may be able to produce the Annual Report in Urdu, Punjabi, Chinese and other formats.



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