



**Foresight Project Mental Capital
and Wellbeing
One-Year Review**
October 2008 to November 2009

MCW Project One-Year Review

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Executive Summary

The Foresight Mental Capital and Wellbeing (MCW) Project published its findings as the report **'Mental Capital and Wellbeing: Making the most of ourselves in the 21st century'** (the Report) on 22 October 2008. This one-year review (the Review) sets out the Report's impact in government and other organisations' policy development and strategic thinking, the work of the research community and in business. **Importantly, the main body of Review comprises statements from the national and international organisations themselves.**

Foresight has set aside resource to disseminate its reports and to help ensure that their evidence base and key messages are used to achieve impact. This Review is not intended as a comprehensive record, rather, it highlights the wide range of the initiatives that have been informed by the Project. Some of these actions reflect commitments set out in the 'Stakeholder Engagement' document which was published alongside the main report, and others which have arisen independently.

The MCW Project had one of the broadest scopes of any project undertaken by Foresight. It tackled several wide-ranging issues on mental capital and wellbeing and developed an interconnected lifecourse approach to their analysis and presentation. This allowed Foresight to develop a framework for assessing and managing how an individual's mental capital and wellbeing is enhanced or depleted throughout life. In carrying out the MCW project, Foresight brought together a wide range of disciplinary expertise, which included biological, social and economic sciences. This multidisciplinary approach was essential for the analysis of the diverse elements which comprised the overarching lifecourse perspective.

Challenges to our mental capital and wellbeing are set to grow over the next five decades. Future demographic change means that by 2071, the UK population of over-65s could nearly double to 21 million and the over-80s more than treble to 9.5 million. By 2038, those suffering from dementia could double to 1.4 million, and the cost of treating them treble to £50 billion per annum. The MCW project carried out scenario-based futures analysis, and developed systems maps and influence diagrams which illustrate the interconnectedness of these challenges. One of the diagrams, which shows the impact of stigma on a person with mental ill health, has been adapted by 'Time to Change' in its national anti-stigma campaign.

The Report sets out potential policy interventions for mental capital and wellbeing challenges throughout life. They range from those which address learning difficulties in children to others concerned with managing dementia in older people. Cost-benefit analysis for several of the interventions.

This Review starts with an overview of the MCW Project, including its background, aim, process and its principal outputs. It then sets out the wide range of impact which it has had in the year since publication. The Review

focuses on impact in government departments, the academic and research communities, the third sector and business. **These examples of impact have been contributed by project stakeholders.**

Government

The depth and breadth of the Report has been reflected in its diverse impact across government departments individually and collectively.

The Department of Health-led 'New Horizons: A shared vision of mental health' which replaces the 10-year National Service Framework for Mental Health in December 2009, launched its three-month consultation in July 2009 which drew extensively on the MCW Report. The consultation document outlines a cross-government and cross-sector programme of action to advance two linked aims: improving the mental health and well-being of the population; and improving the quality and accessibility of services for people with poor mental health. The wealth of evidence, including the economic analysis, summarised in the MCW Report ensured that the new policy document would be based on the most recent and most comprehensive review of the evidence.

Other initiatives also reflect the growing recognition of the importance of providing positive mental health and wellbeing in government policy. **The Learning Revolution White Paper published by the Department for Innovation, Universities and Skills** in March 2009 drew on the Foresight Report to inform its findings and highlighted the value of informal learning and the benefits to wellbeing that this can bring.

The MCW Report's findings have also influenced a number of other major government initiatives. For example, the government response to **Dame Carol Black's review for the Department of Health and the Department for Work and Pensions (DWP), 'Working for a Healthier Tomorrow'**. This response, the **National Mental Health and Employment Strategy**, which is entitled **'Working our way to better mental health: a framework for action'**, was led by the **cross-government Health, Work and Wellbeing Delivery Unit**. The Report made a key contribution to the evidence base around which government has developed the first cross-government nationwide national strategy on mental health and employment, which was published in December 2009.

By setting out the evidence base and explaining the beneficial links between mental health and work, the Report has influenced the **Perkins Review of mental health and employment** conducted on behalf of the **Department for Work and Pensions**. For the **Work, Recovery and Inclusion** strategy, jointly led by the **Cabinet Office** and the **Department for Work and Pensions**, engagement with the MCW project's scientific experts has improved understanding by the departments involved in this work.

The **Ministry of Justice** has found the MCW Report valuable in two important strands of its work: one of these concerns the mental ill health and learning

difficulties of offenders, recently the subject of **The Bradley Report**. The MCW project will be an important contributor to the thinking behind the response to the Bradley review – the forthcoming Health and Criminal Justice Delivery Plan. In addition, MCW has influenced the current review of the **Mental Capacity Act 2005** and the role of the Office of the Public Guardian.

One of the Report's main messages was a call for a more integrated approach to the future challenges of mental capital and wellbeing. It demonstrates that a piecemeal approach by individual parts of government will not deliver optimum and most effective solutions. Instead, better social, health and economic outcomes could be achieved through a more strategic and visionary approach. In recognition of this, the project's sponsoring minister, John Denham MP committed funds for a study to take forward an analysis to explore how this might be achieved. Following John Denham's move to Communities, the Department for Business Innovation and Skills has upheld this commitment and, in partnership with Foresight, commissioned a study to explore how the government's response to the future challenges of mental capital and wellbeing might be further integrated and incentivised. This study will report in January 2010.

Research and academic communities

The Report's impact on the Research Councils has been at a strategic level. It has influenced the Strategic Plans for 2009-2014 of both the **Medical Research Council (MRC)** and the **Economic and Social Research Council (ESRC)**. The report has also informed the MRC-led mental health review, the ESRC-led joint initiative on subjective wellbeing and public policy, and the cross-council initiative on lifelong health and wellbeing.

The MCW report was a major driver behind the inclusion of Mental Wellbeing as a strategic aim in 'Research Changes Lives', the **MRC's Strategic Plan for 2009-2014**. The Report called for a greater recognition that individuals' cognitive resources affect their ability to prosper. In response, the MRC will encourage research that explores the relationship between mental health, wellbeing and resilience to disease.

The ESRC's Strategic Plan has two strategic challenges which build on the MCW report. These are 'Health and Wellbeing', which includes issues such as the consequences of the global economic downturn for health and wellbeing; and 'New Technology, Innovation and Skills', which looks at the development of skills at all levels to meet the social, cultural and economic needs of society and individuals.

The Foresight recommendations on older people are being used to shape the agenda of Years Ahead, the **North East Regional Forum on Ageing**, and to inform the Futures and Strategic Direction-setting exercise which will inform development of the new Single Integrated Regional Strategy in the North East.

Third sector

The MCW Report's impact on the third sector again reflects the breadth of its remit. **Age Concern** and **Help the Aged** – the two principal UK charities concerned with ageing issues, which are now in the process of merging - consider the report a highly useful resource. They have used it to shape their work on the Department of Health's new mental health strategy, *New Horizons*, in addition to their wider work on older people's wellbeing.

MIND acknowledged the Report's call for a more integrated approach to mental ill-health on the part of all government departments, mental health professionals, educators and the media. MIND refers to the project as a 'great step forward' for mental health and wellbeing, and recognises its wide-ranging scope as impressive and encouraging.

The Future Vision Coalition, which consists of 11 national organisations working to stimulate debate on the best direction for future mental health policy, considered the project findings as part of their consultation on "a new vision for mental health" and found the Report's evidence base invaluable in making the case for investing in wellbeing, a central theme of its report: "A future vision for mental health" (July 2009). In a similar vein the **Mental Health Network, which is part of the NHS Confederation**, found the Report particularly valuable as it set out clearly the future challenges that are likely to be presented to the NHS and the provision of services.

The MCW Report sets out a number of interventions to improve and manage mental health and wellbeing in the workplace and has found a growing resonance in the working practices of the business community. It has informed **NICE guidance on promoting wellbeing at work** (November 2009), and its guidance on child mental wellbeing in early years. The MCW Report also demonstrates that debt is one of the most powerful determinants of mental ill health and **The Foundation for Credit Counselling (FCC)** has worked with Professor Rachel Jenkins, one of the MCW Project's Lead Expert Group, to evaluate the Project's findings on the link between debt and depression. As a result, this aspect of debt has emerged as a priority for the FCC.

The new economics foundation led the work on developing the Report's 'Five Ways to Wellbeing' postcards and has a lead role in managing their dissemination. This strand has, in particular, elicited strong interest from a wide range of organisations including primary care trusts, and organisations such as **Re-think, Barnardos, Work Positive, The Dundee Healthy Living Initiative** and many more.

At a local level, the MCW report has helped shape the work of **Stuff Stigma**, a Norfolk-based group which encourages people in the area to be more aware of their mental wellbeing. It has used the 'Five Ways to Wellbeing' to structure a programme that will promote wellbeing in a targeted and coordinated way throughout the county.

Business

The business impact of the report has two separate streams. In one strand Foresight has worked with the **Technology Strategy Board (TSB)** on new and emerging business opportunities for the UK market based on the findings of the MCW Report. In a separate strand, Foresight has engaged with business to disseminate the importance of wellbeing at work, an important part of the MCW Report.

Foresight has worked with the **TSB** in a number of areas covered by the MCW Report, including stratified medicines, biomarkers, technologies for learning, and brain training. All these are current initiatives and discussions which have the potential to develop into new opportunities.

Understanding and recognition of the importance of mental health and wellbeing in business as well as in the public sector is increasing. At a time of significant economic change leading to uncertainty for both businesses and employees, employee health, both mental and physical, has become an area of focus. Addressing mental health has generally been given low priority in workplace health for businesses, which tend to give focus on managing physical risk. However, the MCW Report defined a clear and simple path forward in terms of wellbeing at work and skills.

International

The international dissemination and uptake of the MCW report is an important part of Foresight's follow-up work. Foresight presented the Report findings at a **European Commission** event under the auspices of the European Pact for Mental Health and Wellbeing. The meeting recognised the broad scope of the MCW Report and its role as a valuable source of evidence-based information.

Professor Cary Cooper, head of the MCW project's Lead Expert Group, gave a high-level seminar on MCW to members of the Swedish Parliament. With Professor John Beddington, Government Chief Scientific Adviser, he presented the report to Swedish ministers, senior officials and members of the Swedish research community. This stimulated further government-to-government engagement and in December 2009 Sweden hosted an event to explore joint working with the **Department for Work and Pensions** in the area of work and wellbeing.

The Danish government's agency on the Working Environment is distributing extensive government funding to improve the working environment in Denmark. Professor Cooper attended its annual conference in 2009 and gave a keynote address on the work and wellbeing strand of the Report. As a result, this government agency is considering developing a mini Foresight-style MCW project in Denmark on work and wellbeing.

Other international activity includes the presentation of the MCW report at leading scientific institutions; for example, the **New York Academy of Sciences** at a joint conference on biomarkers and brain disease led by Professor Barbara Sahakian, a member of the MCW project's Lead Expert Group.

Foresight will work with the UK government's international **Science and Innovation Network** to run a workshop in early 2010 with some of Europe's innovative policy makers and leading researchers. This event will consider the mental capital and wellbeing issues in the ageing population.

Foresight will continue to explore opportunities for international dissemination in 2010.

Conclusion

The principal aim of any Foresight project is to inform and influence UK government and help place its decision-making on a strong evidence-based footing within the context of the longer term. The MCW Report has made substantial progress in achieving action in the 12 months since its launch. Impact has been achieved across several departments, particularly those concerned with health, employment, social inclusion, learning, criminal justice and young people.

In addition, the project has had, and will continue to have, international influence through its connections to the **European Commission** and individual countries. The Report's impact on the third sector is welcome, given the leading role this sector has in enabling and supporting human capacity.

The Report has also had a significant impact on the research system, where it has influenced programmes, priorities and budgets. In industry, it has been responsible for new ideas about employee fulfilment and development which promise both economic and personal rewards.

The Report has been broadly welcomed by many stakeholders and it has been successful in stimulating a wide range of impacts which have emerged over the past year. Foresight anticipates that these benefits will continue to develop in the future, and will conduct a mid-term review of the project's impact..

1. Introduction

This Review records the impact which the Mental Capital and Wellbeing Report has made in the year following its publication in October 2008. The Report has informed and influenced government and other stakeholder initiatives in the area of mental capital and wellbeing by providing a robust and comprehensive evidence base. It put forward potential policy interventions to catalyse changes in how government tackles the challenges dealt with in the report.

Foresight has set aside resource to disseminate its reports and to facilitate impact. This 'Follow-up Team' works with government and other organisations, particularly in the year following the publication of a report, to help ensure that its evidence base and key messages are used to inform policy making, strategic thinking, research, and investment in technology development. This Review is a record of those activities and impact. The Review is intended to be reasonably comprehensive, recognising that some impact will be indirect or intangible and not clearly attributable to the Foresight study.

Impact has been achieved in a number of ways and began when the project was in its concluding stages when key findings were beginning to emerge before publication: for example, by informing the Department of Health's Dementia Strategy. At the time of launch, members of the MCW Project's High-level Stakeholder group were asked to consider how they might use the Report to inform their activities. These commitments, along with the pre-publication impacts, were set out in the 'Stakeholder Engagement' document. This Review records progress against those commitments, and other initiatives which have been developed separately. These have been taken forward by a wide range of organisations from government departments, the third sector, business and the research community. These stakeholders were invited to submit summaries of findings of impact that, using the contributors' text for the main part, have been drawn together to form the main body of this document.

It is important to note that the MCW Report does not make policy recommendations as such; rather it seeks to develop the evidence to inform them, as do all Foresight reports. The breadth and depth of this particular report has led to multiple impacts involving single departments and inter-departmental collaboration.

This Review begins with an overview of the MCW Project, including its background, aim, process and principal outputs in Chapters 2 and 3. It then sets out the wide range of impact which it has had in the year since publication, particularly within government departments, the academic and research communities, the third sector and business in Chapter 4. Details of the launch and dissemination of the Report are set out in chapter 5.

2. Project Overview

2.1 Background

MCW was the ninth major project produced by Foresight. The Project's High-level Stakeholder Group (HLSG) brought together leading organisations and individuals, listed in Annex A, in mental capital and wellbeing. A Foresight project's HLSG is chaired by a sponsoring minister, who oversees and contributes to the promotion and support for a project impact after its launch. Bill Rammell MP was the sponsoring minister through the project's development. However, following machinery of government changes, John Denham MP, then Secretary of State for Innovation, Universities and Skills, took on this role just before publication on 22 October 2008. He maintained his close interest in the Report, which highlights issues around social inclusion and cohesion. After becoming Secretary of State for Communities in June 2009, he agreed to continue as the Report's sponsoring Minister.

2.2 Aim

A key message is that if we are to prosper and thrive in our changing society and in an increasingly interconnected and competitive world, both our mental and material resources will be vital. Encouraging and enabling everyone to realise their potential throughout their lives will be crucial for our future prosperity and wellbeing.

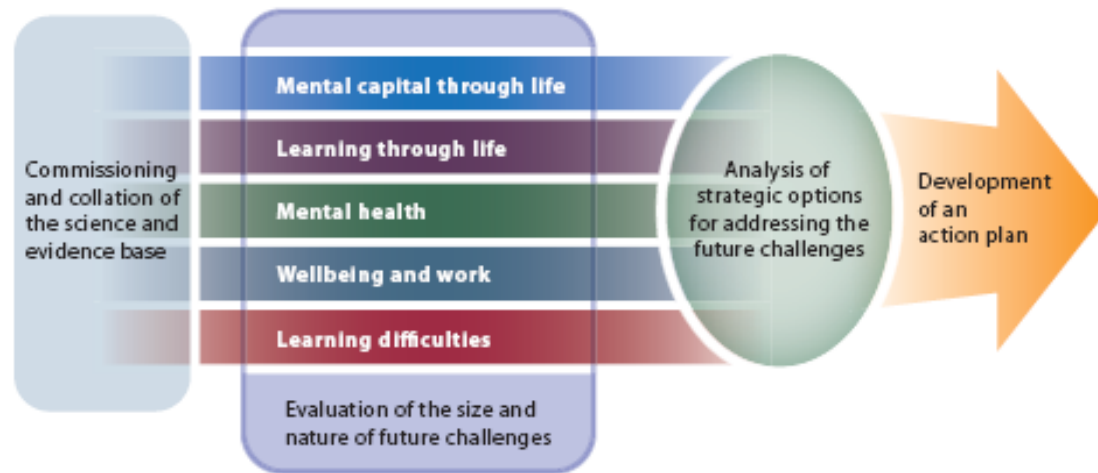
The project aimed to use the best scientific and other evidence to establish a vision for:

- The opportunities and challenges facing the UK over the next 20 years and beyond, and the implications for everyone's "mental capital" and "mental wellbeing";
- What we all need to do to meet the challenges ahead, so that everyone can realise their potential and flourish in the future.

The project sought to highlight where action is most important, and how we can better allocate available resources.

2.3 Structure

Figure 1
Project structure



The starting point for the project was the generation of a vision of the size and nature of the future challenges associated with mental capital and wellbeing, and to assess how the situation might change over the next 20 years. This analysis was predicated on the assumption that existing policies and expenditure remain unchanged. To make this first phase of the analysis tractable, the work was divided into five broad areas:

- Mental Capital through Life
- Learning through Life
- Mental Health
- Wellbeing and Work
- Learning Difficulties.

These five areas were chosen to map closely onto the interests of important government departments. But it was recognised from the outset that the five areas were inter-related. A cross-cutting analysis of the issues was also carried out and is described in the final project report.

3. Project Outputs

3.1 Main Report

The project was a two-year study, which used the best available scientific and other evidence to develop a vision for the opportunities and challenges facing the UK over the next 20 years and beyond. It explored the implications of these challenges and opportunities for everyone's mental capital and mental wellbeing, and also provided signposts for what we will need to do to meet the challenges ahead so that everyone can realise their potential and flourish in the future. The project involved over 400 leading experts and stakeholders from across the world and from diverse disciplines such as economics, modelling and systems analysis, social sciences and ethics, neuroscience, genetics and mental development, psychology and psychiatry, and sciences relating to education, work and wellbeing.

The project's state-of-science reviews, economic analysis and futures work were brought together into the main output of the project, the report *Mental Capital and Wellbeing: Making the most of ourselves in the 21st Century*. At the forefront of the Report's key findings was the call for an integrated, cross-government response to the future challenges which the study brings into focus. It would recognise their key social as well as medical determinants, and the necessity to align policies from several major departments. If we are to prosper and thrive in our changing society and in an increasingly interconnected and competitive world, both our mental and material resources will be vital. Encouraging everyone to realise their potential throughout their lives will be crucial for future prosperity and wellbeing

3.2 Science Reviews

The project considered the underpinning science associated with each of the five areas. This part of its work was informed by over 80 commissioned reviews. These set out the current state of the art of science in diverse fields, and analysed scientific developments of particular interest. Also considered were reviews of certain socio-economic factors. These reviews were performed when the existing literature was deemed insufficient for the purposes of the project. In particular, these reviews addressed the relationship of the physical environment to wellbeing, and the evolving use of information and communication technology

3.3 Systems Maps

The project's systems analysis work produced a number of systems maps, twelve of which were published as a separate report.

These systems illustrate the relationship between mental capital and wellbeing. They were used within the project to gain a clearer understanding of the complex interactions and interrelationships of these factors. Their

production involved extensive consultation with leading experts. Two example maps from the report are included below (the full scale maps are available in the Systems Maps report published alongside the main report):

Figure 2
Mental capital through life – a conceptual overview

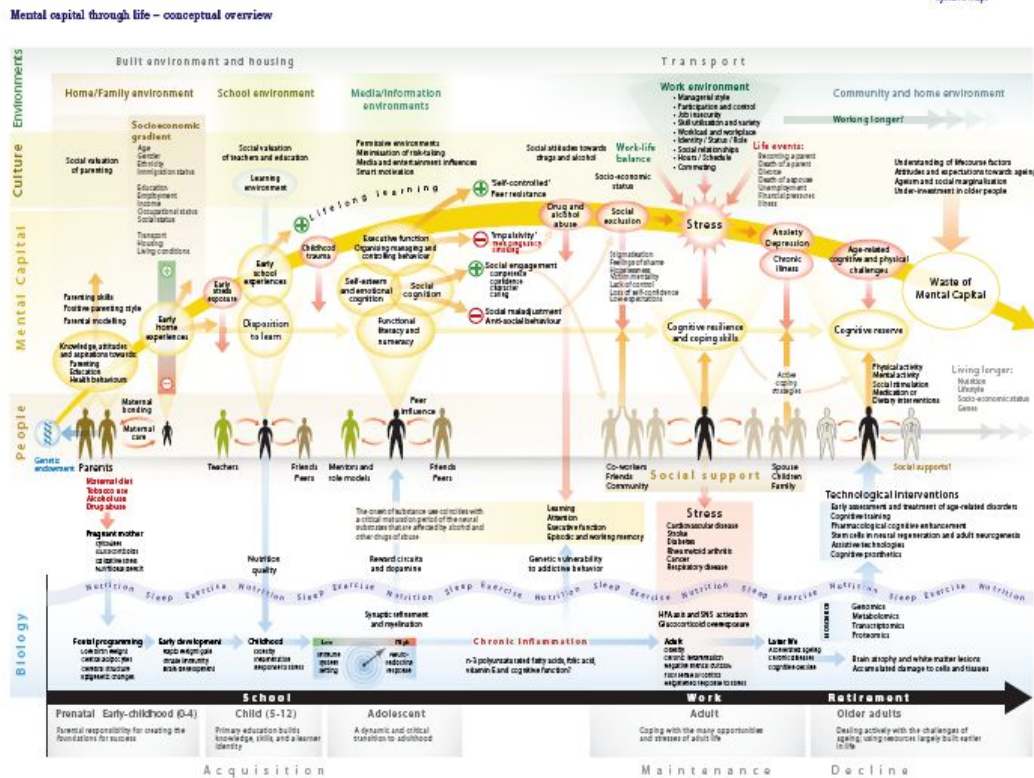
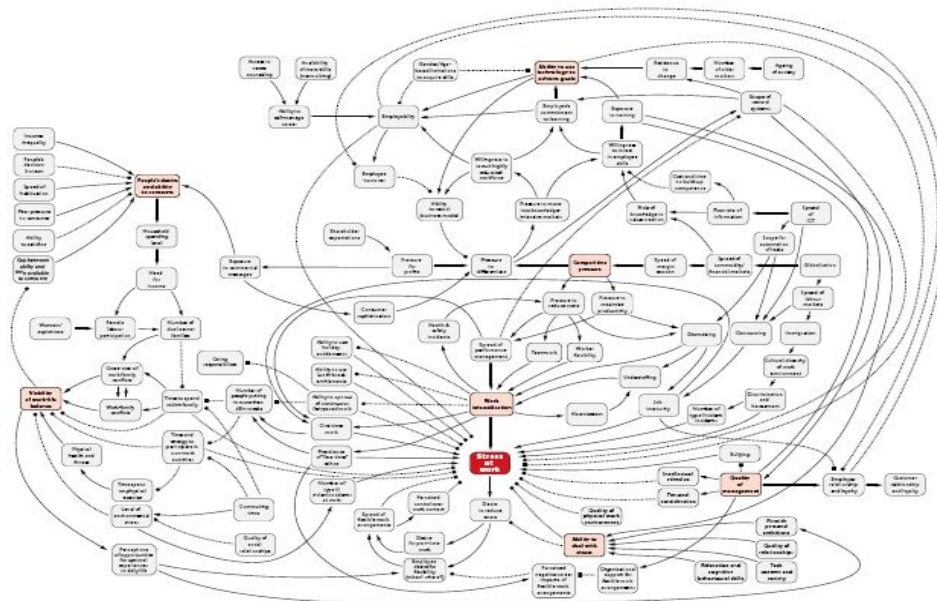


Figure 3
Stress at work – influence diagram



3.4 Future Scenarios

As with all Foresight projects *Mental Capital and Wellbeing* included an exploration of future uncertainty. The futures technique used in MCW was the development of three alternative future scenarios.

The purpose of these scenarios was not to predict the future of mental capital and wellbeing in the UK, nor to suggest policies that might change the future. Instead, all three are designed to be equally plausible. They have been used to explore ways in which the challenges associated with mental capital and wellbeing could evolve in the UK. They are also a tool that stakeholders can use to assess the robustness of possible choices and interventions against future uncertainty.

The scenarios were formed around three 'critical uncertainties': the impact of science and innovation, the perceived security of the external environment, and the lifecourse perspective in UK society.

The three final scenarios were all set around 2020 and were named 'Rock, scissors and paper', 'Metaverse 2020' and 'Gerontopolis'. More details of all three can be found in Appendix B of the final MCW Report.

3.5 Economic Analysis

The project commissioned a series of economic assessments. These took a broad view of the direct and indirect impacts of important issues such as specific learning difficulties and mental health problems.

This analysis has been an important means of achieving impact. The potential cost-benefits of several of the interventions suggested by the project made a compelling case for action. For example, providing the option of flexible working for all employees nationally could save up to £250 million per year, partly by reducing losses caused by presenteeism and absenteeism.

3.6 Five Ways to Wellbeing

The importance of promoting positive mental health for the general population has been a consistent message of MCW. To develop an easily accessible way of communicating the project's core messages on wellbeing, Foresight commissioned work to identify the wellbeing equivalent of "five fruit and vegetables a day". The suggestions for individual action, called the 'Five Ways to Wellbeing', are based on an extensive review of the evidence and their headlines are: 1. **Connect**; 2. **Be active**; 3. **Take notice**; 4. **Keep learning**; and 5. **Give**.

The Five Ways to Wellbeing were published in the form of a postcard set and have proved to be a very popular output from the project. These simple and effective messages are based on solid evidence. They have been taken up by a wide range of stakeholders, who have either disseminated the postcards as

originally produced or used the Five Ways to Wellbeing within their own work.
A list of these activities can be seen at Annex B.

4. Project Impact

Importantly, this section setting out the Project's impact comprises statements from the national and international stakeholders themselves.

4.1 UK

4.1.1 Government

Department for Communities and Local Government

John Denham - Secretary of State for Communities

Last year's Foresight project confirmed what many of us will recognise instinctively: the importance of mental capital and wellbeing, not just to individuals and their families, but also to help strengthen our communities. Mental capacity and wellbeing enable individuals to realise their potential, play a full part in their community and make an important positive contribution to wider society.

This has particular resonance in my own Department, and several of our programmes help to promote mental capital and wellbeing.

For example:

- The Supporting People programme helps around a million vulnerable people at any one time to live independently in their own home – with practical support to help them develop life skills. This can involve anything from help with receiving the benefits they are entitled to and advice about training and jobs, to more practical skills such as budgeting and cooking.
- Within our community cohesion work, we have a strong emphasis on encouraging people from different backgrounds to meet and interact. This helps to overcome prejudice and misunderstandings, and to foster strong and positive relationships, building a sense of community and enabling people to work together better to achieve shared goals.
- Over recent years, the Department has become much more aware of the ways by which we try and promote wellbeing and positive mental health. For example, we recognise the impact that the local environment can have on people's wellbeing. Through our planning and regeneration policies, we are working to improve the quality of neighbourhoods throughout the country. Among the many benefits, this helps people feel a sense of pride and belonging to their community

As this Foresight project develops, I look forward to proposals which could help this Department to promote mental capital and wellbeing even more effectively in all that we do.

Department of Health

One of the major areas of impact the Report has achieved is in informing the development of the work of the Department of Health; in particular, the New Horizons initiative.

- New Horizons

New Horizons: Towards a shared vision of mental health was launched in July 2009 for a three-month public consultation. The document outlines a cross-government and cross-sector programme of action to advance two linked aims: improving the mental health and wellbeing of the population and improving the quality and accessibility of services for people with poor mental health. The document drew on a large body of work including the Foresight Mental Capital and Wellbeing report. This report shaped much of the thinking, structure and content of New Horizons. The wealth of evidence - including economic analysis - reported and summarised in the Foresight report ensured that the new policy document was based on the most recent and most comprehensive review of the evidence. As New Horizons was structured around a life-course approach, it referenced much of the Foresight work and included Foresight's "Five ways to wellbeing" messages.

Foresight worked with the New Horizon Teams, the Royal College of Psychiatrists and other bodies to run a series of highly successful seminars on developing the New Horizons policy. The seminars brought researchers together with practitioners, service users and carers around each of the lifecourse stages. The outcomes of each discussion were presented at a final high-level rounding-up seminar. All this work directly influenced New Horizons.

The New Horizons team continues to work with Foresight. They attended several meetings with other government departments to influence jointly cross-government working on mental wellbeing. Foresight has funded further economic analysis on effective interventions to inform and shape further recommendations that will be published as the next stage of the New Horizons programme in December 2009

- Mental Health Division

The Mental Health Division of the Department of Health has worked closely with the Foresight follow-up team following the initial launch of the report. This has entailed activity across the following areas:

- Reviewing the evidence base drawn together within the Foresight report and incorporating key points into the **Public Mental Health Evidence Review**.
- Using the evidence drawn together in the Foresight report to influence wider DH policy on addressing inequalities, prevention and improving health and wellbeing.

- Attending joint meetings with other government departments to discuss the implications and potential contributions of different departments to this important agenda.
 - Developing further work together with the Foresight team, for example, undertaking economic analysis to inform future policy on best value investments on improving mental health.
 - Drawing upon the expertise of the scientific contributors for the Foresight report to peer review summaries on interventions and cost effective approaches, to inform future guidance and policy development.
- **Dementia Strategy**

The aim of the Strategy is to ensure that significant improvements are made to dementia services across three key areas: improved awareness, earlier diagnosis and intervention, and a higher quality of care.

The Foresight report was used to inform this strategy and in particular to support Objective 16, which called for “a clear picture of research evidence and needs. Evidence to be available on the existing research base on dementia in the UK and the gaps that need to be filled.”

Department for Work and Pensions

The general Department for Work and Pensions (DWP) stance was set out in responding to a Parliamentary Question on 12 January 2009 as follows (Column 39W):

Mental Health Services

Jo Swinson: To ask the Secretary of State for Work and Pensions what assessment he has made of the recommendations relevant to his Department’s policy responsibilities made in the Foresight report on Mental Capacity and Wellbeing, with particular reference to the costs to the benefits system of those with mental ill-health; and if he will make a statement.
[244028]

Jonathan Shaw: In general, the Foresight report provided helpful reassurance that scientific evidence supports the welfare reforms the Government are and will be making. More specifically, as chapter 8 sets out, its findings fed into Professor Dame Carol Black’s review of the health of the working population of Britain. The Government have accepted her recommendations and will be developing the first ever cross-Government national strategy for mental health and employment, which will help us improve work outcomes for people with mental health problems across the spectrum. This will incidentally contribute to benefit savings as well as to their health and wellbeing.

Since that time, DWP has:

- Led a full and positive government response to Dame Carol Black's review including her recommendations on mental health (see <http://www.workingforhealth.gov.uk/Government-Response/Default.aspx>);
 - Continued developing our first-ever National Strategy for Mental Health and Employment, for publication during 2009. The strategy will include expectations of employers, healthcare professionals, organisations and individuals for improving wellbeing in the workplace.
 - Led cross-government proposals to set up an academic group to foster research into subjective wellbeing and public policy with the research councils, alongside a National Centre for Working-Age Health and Wellbeing, which will disseminate good practice from the research literature;
 - Announced that Ministers asked mental health expert Dr Rachel Perkins and Paul Farmer, Chief Executive of Mind, how better to help people with mental health problems back to work.
 - Announced a new network of dedicated mental health experts across Jobcentre Plus to work together with colleagues in the health system to coordinate support for people who have mental health conditions.
 - Launched a consultation on Right to Control, which will give disabled people, including those with mental health problems, greater choice and control over how public money is spent to meet their individual needs and ambitions.
 - Doubled the Access to Work fund, from £69 million to £138 million over the next five years. It provides practical advice and financial support to disabled people and their employers to help them overcome work-related obstacles resulting from disability.
-
- Health, Work and Wellbeing Delivery Unit

The **National Mental Health and Employment Strategy** was led by the cross-government Health, Work and Wellbeing Delivery Unit

The Foresight report on Mental Capital and Wellbeing has made a key contribution to the evidence base around which government has developed *Working our way to better mental health: a framework for action*, the first cross-government GB-wide national strategy on mental health and employment, which will be published in December 2009.

With twin aims of improving wellbeing at work for everyone and delivering better employment results for people who have mental health conditions, the National Strategy has incorporated the Foresight report findings throughout. Examples include evidence on sickness absence and child mental health. In addition, we have been pleased to cite Foresight's description of what we mean by wellbeing in a discussion that seeks to clarify the important point, outlined in Foresight, that having a mental health condition and experiencing wellbeing are compatible states.

Working our way to better mental health: a framework for action flows directly from Dame Carol Black's review of the health of Britain's working age population, and Government's response to the review *Improving health and work: Changing lives*. It will inform future policy development, and set the framework for action by government, employers, wider public sector services, providers and individuals. Foresight has directly influenced the commitments and practical actions that government sets out in the National Strategy.

- **The Perkins Review**

The Perkins Review focuses on people with mental health conditions in the benefits system and those with the most severe conditions at risk of falling onto benefits. Foresight's project was helpful in re-confirming the strong links between mental health and work. It has been known for some time that work is beneficial to health and wellbeing and that work can aid recovery of people with a mental health condition – to see data on this systematically gathered together in one place was helpful.

The Perkins Review team [Rachel Perkins, Paul Farmer and Paul Litchfield] was grateful to Professor Cary Cooper, who chaired the MCW Project's Lead Expert Group for taking the time to meet it as they conducted their independent review of mental health and employment on behalf of DWP. It was particularly important to them that their review's recommendations were evidence-based, and the information provided by the Project helped us to ensure this.

Department of Health and Department for Work and Pensions

- Carol Black – National Director for Health and Work

During the past decade, the priority of mental health for health and social services has widened to reach beyond the most pressing needs of people with severe and enduring mental illness. There is now a fuller recognition of the total impact and burden of illness across the spectrum of mental disorders in our society, and greater concern than hitherto for the mental wellbeing of everyone. In particular, our new knowledge of the impact of mental illness upon employment, the effect of worklessness upon mental wellbeing, and its enormous human, social and material costs have generated fresh urgency.

I believe that by bringing together key stakeholders and using the best evidence, the Foresight Project on Mental Capital and Wellbeing has become a major influence in shaping new approaches to problems of mental health and wellbeing in our society. Alongside and intertwined with reviews of health inequalities and their origins, Foresight has brought together the knowledge and experience of diverse authorities to a shared determined purpose.

The project's thinking and discussions also informed my review of the health of Britain's working-age population. My review again highlighted the extent to which stress and poor mental health contribute to sickness, absence and

worklessness, with far-reaching consequences for individuals, families and wider society. Its recommendations for fostering new perspectives on health and work, improving work and workplaces, and supporting people to work are mirrored in the Government's response. That response has itself further raised the profile of mental health and wellbeing at work. In its wake, many of the interventions suggested by Foresight are taking practical form. Moreover, as they clearly must, they have encouraged different agencies to take on longer-term collaborative challenges that reach beyond narrow interests.

Cabinet Office Strategy Unit and Department for Work and Pensions

- Work Recovery and Inclusion

Foresight has had a significant influence on the development of **Work Recovery and Inclusion**. This is a delivery plan and strategy being developed as part of Public Service Agreement 16 on socially excluded adults. The report offers us a comprehensive insight into the current state of mental health in the country, and made strong, convincing and welcome arguments, especially on the concept of recovery. We have used this as a basis for much of our approach, and have included a reference to Foresight in the paper due to be published later this year. Also helpful has been an in-depth discussion with some of the Foresight authors.

Cabinet Office Strategy Unit

- New Opportunities White Paper

The Strategy Unit in the Cabinet Office published a discussion paper on the drivers of social mobility in November 2008 entitled [Getting on, getting ahead](#). Central to its analytical findings was evidence used in the Foresight work showing the importance of early-years emotional attachments, and their crucial role in forming lifelong bonds that help children fully to develop their capabilities. The project team used Foresight research which identified clear adverse factors for foetal and early brain development such as poor maternal diet and adverse maternal lifestyle, such as chronic stress, alcohol, tobacco, and recreational drug abuse. Following on from the publication of the discussion paper, the [New Opportunities: Fair Chances for the Future](#) White Paper was published in January 2009. It set out policies which reinforced the Government's commitment to giving children a positive start, unlocking the talents of families everywhere, and ensuring that children from disadvantaged backgrounds have the same opportunities as their peers from other social groups.

- Opportunity Age Strategy

The Strategy Unit drew upon the evidence base of the MCW Report to inform the analytical stages of the *Ageing Strategy*. The Foresight report contained useful data and research on the value of human capital locked up in the older population, and also on the benefits of preventing the erosion of this capital.

This directly influenced the strategic framework of the Strategy, which talked about better preparation for, and better participation, in later life. The innovative, high-quality research produced as part of the Project was key in its uptake by the Strategy Unit. A useful example was how it placed a value on the stock of human capital.

- Work and wellbeing

The Strategy Unit drew upon the evidence base from the Foresight Mental Capital and Wellbeing Report to inform the health team's work on the links between work and health. The Foresight report contained useful data and research on how mental health is a key determinant of wellbeing at work. We conducted a useful brainstorming session with members of the Foresight team, including Professor Cary Cooper, on what policy measures government could consider to improve wellness at work.

Ministry of Justice

The Foresight review of Mental Capital and Wellbeing touches on two main areas of Ministry of Justice business

For offender mental health, the MCW report has provided a powerful context for consideration of The Bradley Report on people with mental health problems and learning disabilities in the criminal justice system. MCW has reinforced the argument for a cross-government effort to provide for more effective and coordinated services, and the need to influence through early intervention powerful generational effects such as poor parenting. The soon-to-be-published *Health and Criminal Justice Delivery Plan* will set out in more detail the action in response to the Bradley report. We envisage that the MCW report will continue to influence the development of the business case for reform in this area.

The Office of the Public Guardian is currently undertaking a review of the implementation of the Mental Capacity Act 2005 (MCA). This includes looking at the impact the Act is having on the ground and to what extent the principles and ambitions of the Act are being met in practice. In addition to the review, the OPG's Customer Strategy team is looking at what the OPG's customers' needs are and what evidence is currently available that might support work to understand better what those needs might be. Many of the themes of the MCW research resonate strongly with the empowering aspects of the MCA, in particular its emphasis on enabling everyone to make as many decisions for themselves as possible and to have the fullest input into decisions made on their behalf. As the OPG takes forward its range of review activity, the team will be considering the outcomes of the MCW project to see how they may usefully be drawn into this work.

Department for Children, Schools and Families

DCSF has an active interest in many of the findings and recommendations of the Foresight's project on Mental Capital and Wellbeing. These include areas where we work jointly with the Department of Health on early years, children's mental health and teenage health behaviours, as well as DCSF policies on education, families, looked after children and youth. The Department has drawn the report to the attention of the relevant policy teams. In some areas the report has already influenced policy actions while in others the policy thinking is still in train. Some of main developments are outlined below.

- Antenatal, Early Years and Family support

The main pieces of work that the report is feeding into are a **Green Paper on Families and Relationships** due for publication later this year, and a joint project with the Department of Health and the Prime Minister's Strategy Unit antenatal and early years' services (announced in *Building Britain's Future*).

On Early Years Practitioners (EYPs), we have drawn the report to the attention of the Children's Workforce Development Council, who will be taking account of the findings in their work on early years. Current requirements and focus on the skills, knowledge and behaviour of early years practitioners should ensure that the workforce is increasingly well equipped to support the development of mental capacity and wellbeing across the birth-to-five phase. Training for early years professionals includes current issues in early child development and they are required to demonstrate how their underpinning knowledge of development is applied to practice in three developmental phases from birth to five. CWDC do not claim that input on neurological development is currently 'scientifically accredited'. However, they would stand by the rigour of the developmental understanding that EYPs need to demonstrate and would be happy to discuss the issue of the appropriate focus and requirement during training in the light of the Report.

- Early identification of learning difficulties and teacher training

The Training and Development Agency advises that the revised standards for QTS introduced in 2007 require beginner teachers to have an understanding of the development of children and young people. Following the introduction of the revised standards TDA have made the report available to providers and are aware that many providers are adapting their provision to take into account recent research in neuro-science as an element of their approach to the study of the development of children and young people. The next steps will be to commission case studies of effective practice and to review the issue in the context of consultation to see if the standards need to be strengthened.

Specifically on dyslexia, the Department welcomed the publication of Sir Jim Rose's independent report on the identification and teaching of children and young people with dyslexia and literacy difficulties. It provides an up-to-date picture on the complex nature of dyslexia and literacy difficulties, and of difficulties associated with dyslexia. The Department has endorsed all of Sir Jim Rose's recommendations and has made available £10m to support their

implementation. This will include funding around 4,000 teachers to train in appropriately accredited specialist dyslexia teaching over the next two years, and supporting a national helpline for the parents of children with dyslexia and literacy difficulties.

- Youth

The Report has influenced a number of developments. In particular, there is great interest in the latest knowledge around brain development as part of a joint review with the Prime Minister's Strategy Unit to look at what makes a good adolescence. A key strand of this work is the 'internal' development of young people – the development of their functional, self-regulation and social skills. This strand closely aligns with the mental capital themes highlighted in the Foresight report and the review provides the DCSF with the chance to look again at the evidence in this area and the messages for policy makers.

On the potential harm that alcohol and drugs can cause to the adolescent brain the Department has recently completed a research review of the harms associated with alcohol use among young people – and published the Youth Alcohol Action Plan. This work only touched on the new brain research, and could usefully be extended to consider harms from drug use. DCSF is also working with a number of other Departments on 'intergenerational pilots' – a programme to get older and younger people working together on community-based activities and schemes. One of the aims of the scheme is to promote the mental wellbeing and to reverse negative stereotyping of older adults.

- Children in Care

Foresight's findings chime closely with the Care Matters White Paper which set out an ambitious programme of change to improve the outcomes of children in care. This described a vision to ensure that children in care would have the same opportunities in life as their peers – a good education, good health care, and consistent support, advice and practical help to give them strong foundations on which they can build their lives. Further details of the programme are in Annex C. Overall, Ministers feel that there has been steady progress in improving outcomes for children in care, but are convinced of the need to go further and faster.

- Mental ill-health in children and adults.

Foresight's work has fed into DH's *New Horizons* consultation and reinforced DCSF's joint work with DH on *Young People in Mind*, an independent report commissioned by the two Secretaries of State on promoting emotional wellbeing in children, identifying difficulties early and tackling them effectively. This is one of the indicators that the two Departments are jointly responsible for as part of Public Service Agreement 12 on improving the wellbeing and health of children and young people. We are pleased that *New Horizons* recognised the importance of supporting the mental health of young people; as well as highlighting key issues such as the transition from CAMHS to adult mental health services.

And finally, the Department has also taken account of Foresight's findings in other cross-cutting work such as the "Beyond Current Horizons" work commissioned in 2008 to examine the ways in which projected social and technological changes to 2030 and beyond might present new challenges or opportunities for education.

- Child Health Strategy

In December 2007, the Government made a commitment in the Children's Plan to publish a child health strategy jointly between the Department of Health and the DCSF.

Parents are the key to achieving the best physical and mental health and wellbeing outcomes for their children. This strategy sets out the principles of the relationship between parents and services, and will establish what parents and their children can expect from those services.

This aligns with the findings of the Foresight report, which highlights the importance of effective parenting. It suggests interventions to promote the best possible mental development as early as possible, starting in the womb, and to enable the best possible family, social and physical environments in which children can be nurtured.

- Beyond Current Horizons

The Beyond Current Horizons (BCH) programme, commissioned by the DCSF in 2008, aimed to examine the ways in which projected social and technological changes to 2030 and beyond might present new challenges or opportunities for education. In addressing this goal there were clear overlaps with the Mental Capital and Wellbeing (MCW) programme. From the outset our intention was to shape the BCH programme so that it would complement the valuable work of MCW. The authors and researchers contributing to the MCW work on education are world-class authorities and there was no need to duplicate their work. Instead, we chose to concentrate on areas outside the remit of the MCW programme.

Where there were overlaps, the outputs of the two programmes complement, reinforce and support each other. The emphasis on learning being a lifelong process was of particular value to the BCH programme, as was the attention given to the part played by education and learning in ensuring lifelong mental wellbeing. The importance placed on the capacity of education to support the acquisition of essential workplace skills and dispositions, the attention given to the role of the family in supporting learning and the call to address social inequalities in access to learning opportunities are all supported by the BCH programme. Most importantly, the MCW programme makes a major contribution to understanding learning, not as the outcome of a single intervention but as a process embedded within the workplace and the home throughout an individual's life.

Department for Innovation, Universities and Skills/Department for Business Innovation and Skills

- Wellbeing Strategy

The Foresight report was recognised as a useful tool in promoting the wellbeing of the workforce in Foresight's home Department at the time, the Department for Innovation, Universities and Skills, when developing its own Wellbeing Week. Professor Cary Cooper, the project's lead expert, presented the findings of the report to staff and HR officials.

- Learning Revolution White Paper

Informal adult learning is learning for personal, family and community development. It encompasses a huge range and variety of activities, from a reading group at a local library to a dance class at a church hall, a guided nature ramble or a cookery class at an adult education centre.

The Learning Revolution White Paper, published in March 2009, sets out a new, broader strategy for informal learning, intended to support:

- the development of a wide and vibrant culture of learning, recognised and supported across all relevant Government departments
- wider access to learning, particularly for disadvantaged groups and older people
- an increase in self-organised learning.

Every component of the Mental Capital and Wellbeing 'five-a-day' programme for mental wellbeing reflects an aspect of informal adult learning, whether the learning is through volunteering, acquiring a new skill, maintaining a simple everyday activity such as gardening, nurturing one's relationships with friends and neighbours, or simply remaining curious about life.

The **Informal Adult Learning team** used a number of the Mental Capital and Wellbeing resources to develop the White Paper and to evidence the potential of informal learning to realise the 'five-a-day' benefits.

For example:

- the Mental Capital and Wellbeing reports were used to shape, and provide deeper evidence for, the general policy direction formulated during the informal adult learning consultation and policy round tables instigated by the DIUS Secretary of State
- key statistics from the reports were cited in both *The Learning Revolution* White Paper and the associated Impact Assessment
- the five-a-day postcards were being used as part of the October 2009 festival of learning.

We continue to mine the Mental Capital and Wellbeing outputs for relevant data as we develop a robust evidence base to prove the benefits of informal learning in the context of the forthcoming review of public spending. We are

particularly interested in cost-benefits and in the protective effects of informal activity for older people, marginalised groups and people suffering from depression and mental ill health.

- *New Industry, New Jobs*

Outputs from the Mental Capital and Wellbeing project were a very good source of information in the initial stages of BIS's work on the economic opportunities of an ageing population, one of the *New Industry, New Jobs* commitments. The sections on older adults were helpful in narrowing down key issues, such as the need to address cognitive decline as a priority, and in exploring potential solutions such as promoting social networking and skills development in living and working environment to enable older people to flourish there. We also made contact with some of the academics involved in the MCW project, including Professor Alan Walker (University of Sheffield) to sense-check some of our initial ideas.

Office for National Statistics

The Foresight Mental Capital and Wellbeing Report is a referenced source in an Office for National Statistics (ONS) working paper entitled 'Measuring societal wellbeing in the UK,'

www.statistics.gov.uk/downloads/theme_social/Measuring-Societal-Wellbeing.pdf. The paper looks at important components of societal wellbeing and identified datasets available to help measure them. The Foresight Report was a key source used in a chapter on personal relationships and helped highlight mental capital as an important strand of personal wellbeing. The ONS paper draws on three recommendations made in the report; the importance of connecting with people around you, for example, family and friends; the importance of giving, doing something nice for a stranger, or volunteering; and the need to be active, take notice and keep learning. Societal wellbeing is a key ONS work area and the paper is now being used to give direction to the forward work programme on this topic, to supplement well-established measures of the economic wellbeing with a broader range of statistical information describing the quality of life across the UK.

Local initiatives

The Report has informed a wide range of initiatives at a local and regional level and, in particular, has resonated with the interests of Primary Care Trusts and other service deliverers. The following example provides a flavour of the type of activity undertaken.

- Lambeth Primary Care Trust

There is a real lack of social marketing materials around mental wellbeing. We've created our own 'a more positive you' in Lambeth: see http://www.lambethwellbeing.co.uk/poster%20final%20_Layout%201.pdf, but the 'Five ways to wellbeing' are great because they are backed up by the

evidence base. They are a little hard to remember at times, but they are a good start. We'd like to incorporate mental wellbeing messages within other social marketing campaigns such as for alcohol and obesity. It is important to look at the causes of why people are drinking too much, eating too much, taking drugs, or engaging in risk-taking sexual behaviour. Their reasons might include work stress, depression, boredom or peer pressure. We have told DH that we'd like some high quality social marketing materials on mental wellbeing for use locally. We think these could be used by Health Trainers or nurses, or as part of wider health promotion by non-health agencies such as housing associations.

Case Study: Start, Manchester Mental Health and Social Care Trust

MCW in action - how artists and mental health service users persuaded 125,000 visitors to Manchester Art Gallery to spin a wellbeing wheel and discover how doing five things a day can help mental wellbeing. Read this short story to find out more...

When artist and NHS mental health service manager Wendy Teall read the MCW report's recommendations around doing five things a day to stay well, she saw it as a chance to put research into action.

Says Wendy:

'As manager of Start, an arts-based mental health service, we're very aware of the benefits of activities such as those suggested in the MCW report. For more than 20 years we've been developing the structured use of creative activity to help people recover from or successfully manage serious mental health needs.'

Start, part of Manchester Mental Health and Social Care Trust, does not just run a treatment service for people in secondary mental health care; it also reaches out to the public with self-care-aware messages.

Wendy explains: *'Start does this in two ways, and both involve putting service user expertise in the public arena. First, we work with users to create art exhibitions that express mental health themes, for show in public art galleries. Second, we develop on-line creativity and wellbeing resources for the public, which show people how and why to get creativity into their everyday lives.'*

Start's recent exhibition 'Held,' at Manchester Art Gallery, expressed ideas about how we can hold our own wellbeing in our hands. Start users made artworks about their own self-care strategies – getting in touch with nature, cooking, sharing time with friends – and alongside the exhibits were featured a range of self-help resources for the 125,000 visitors of all ages who came to visit the show.

The most popular of these was the specially designed Do 5 Things a Day Wellbeing Wheel. Spinning the wheel revealed five options for doing healthy, fun things based on the categories suggested by Foresight researchers.

On visiting the exhibition 'Held', Professor Louis Appleby, Director for Mental Health (England) praised Start's imaginative and practical use of the report's recommendations, and after using the wheel himself, commended it directly to the Foresight team.



Conclusion

At the time of writing, the Report has made wide-ranging impact across government by informing a number of important departmental and cross-government strategies. It is set to continue to do so as new opportunities for action emerge.

However, one of the Report's most challenging messages was a call for a more integrated approach by government to the future challenges of mental capital and wellbeing. The Report demonstrates that a piecemeal approach by individual parts of government will not deliver the most effective solutions or desired outcomes. Instead, a greater effectiveness in the desired social, health and economic outcomes could be achieved through a more strategic and visionary approach. In recognition of this, the project's sponsoring minister, John Denham MP, committed funds for a study to take forward an analysis to inform how this might be achieved. Following machinery of government changes and John Denham's move to Communities, the Department for Business Innovation and Skills has upheld this commitment and, in partnership with Foresight, commissioned a study to explore how the government's response to the future challenges of mental capital and wellbeing might be further integrated and incentivised. This study will report in January 2010,

A small project steering group co-chaired by Stephen Marston, BIS, and David Behan, DH. will oversee the project and provide guidance and support. The project will report in January 2010 and, in the interim presented a review of progress to the High-Level Stakeholder Group on 24 November 2009.

4.1.2 Academia and Research

UK Research Councils

This is a joint response by four of the seven UK Research Councils: the **Medical Research Council (MRC)**; the **Economic and Social Research Council (ESRC)**; the **Biotechnology and Biological Sciences Research Council (BBSRC)**; and The **Science and Technology Facilities Council**.

The major impact of the Foresight MCW report on the work of the Research Councils has been to influence the Strategic Plans (2009-2014) of both the MRC and the ESRC. The report has also informed the MRC-led mental health review, the ESRC-led joint initiative on subjective wellbeing and public policy and the cross-council initiative of Lifelong Health and Wellbeing.

These four Research Councils have contributed to this report independently. The ways in which the Foresight MCW report has impacted on their activity are detailed below.

- **Medical Research Council**

The Foresight MCW report was a major driver behind the inclusion of Mental Wellbeing as a strategic aim in the MRC's Strategic Plan for 2009-2014, '**Research Changes Lives**'. The report is acknowledged for calling for greater recognition of the extent to which individuals' cognitive resources affect their ability to prosper. In response, the MRC will encourage research that explores the relationship between mental health, wellbeing and resilience to disease.

The Foresight MCW report has also had a significant impact on the MRC-led review into UK mental health research (see Annex A for the membership and terms of reference of the Mental Health Research Strategy Steering Group). The ESRC is involved in this review.

Purpose of the review

- The review was initiated by the MRC to advise the Office of the Strategic Coordination of Health Research (OSCHR) members on research opportunities and tractable priorities for improving mental health (MH). The aim is to recommend a strategy to the MRC Strategy Board for investment in mental health research over the short-to-medium term, up to seven years, addressing biological, psychosocial and public health needs.

Structure and processes of the review

- The review was structured around four thematic sub-groups:
 - Severe mental illness (primarily psychoses)
 - Anxiety and depression
 - Learning and intellectual disabilities and neurodevelopmental disorders

➤ Pathways to mental wellbeing.

Workshops captured the views of academic experts and opinion leaders in each of the four themes. To acknowledge the evidence presented in the Foresight MCW report, the review considered wellness in addition to illness. There is evidence that determinants of high levels of mental health are not merely the reverse of the determinants of low levels of mental health or mental disorder. Therefore one of the sub-groups considered wellbeing.

- The workshop to scope opinion on pathways to mental wellbeing was chaired by Professor Barbara Sahakian, one of the Foresight project's core scientific advisers. The topics discussed at this workshop were instigated and underpinned by the Foresight MCW report.

Progress

- The outcomes of the four subgroup workshops, together with input from a wider consultation of opinion leaders, will inform a final report to the MRC Strategy Board in December 2009.
- Whilst the conclusions have yet to be agreed, the review process has highlighted that further investment might be warranted in promoting neurocognitive activation, the process by which the brain maintains its resilience against mental illness and cognitive decline.
- The report will be published and considered by OSCHR partners in the first quarter of 2010.

• **Economic and Social Research Council**

Since the publication of the Mental Capital and Wellbeing Report by the Foresight team, the ESRC has published its new **Strategic Plan for 2009-2014**. There are two strategic challenges within the plan which build on the MCW report: '**Health and Wellbeing**' and '**New Technology, Innovation and Skills**'.

The Health and Wellbeing challenge establishes the following issues for social science, in collaboration with other disciplines as appropriate:

- The consequences of the global economic downturn for health and wellbeing
- The local, national and global, social, economic and environmental causes of improved physical and mental health and wellbeing across the life-course, particularly in light of an ageing population
- What underpins resilience in the face of ill health and wellbeing
- The long run socio-economic consequences of ill health and poor wellbeing

- Identifying and developing evidenced, effective policies and interventions that lead to improved health and wellbeing and reduce health inequalities.

A key element of the New Technology, Innovation and Skills challenge is the development of skills at all levels from initial numeracy, language and communication to higher education and lifelong learning in the workplace, in order to meet the social, cultural and economic needs of society and individuals.

In partnership with the MRC, DWP, DH (NIHR), DCSF and DCLG, the ESRC has recently launched a call for a large research investment in Subjective Wellbeing and Public Policy (http://www.esrc.ac.uk/ESRCInfoCentre/opportunities/current_funding_opportunities/SW09.aspx). This call has developed from discussions with government departments and the MRC, and certain dimensions of the call have been directly influenced by the MCW report. The call has specified the following areas for applicants to respond to:

- The Role of Work
- Social and Biological Pathways to Mental and Physical Wellbeing
- Mental and Physical Health, Disability and Well-Being
- Growing up and Lifelong Well-Being
- Place and Subjective Well-Being
- Methodology and Measurement.

The ESRC is also engaged with two MRC activities of relevance to and influenced by the MCW report. The ESRC is providing co-funding for an initiative on Addictions and is engaged strategically with the MRC Mental Health review. Through both initiatives we are emphasising social, economic and psychological risk factors and the need for social science engagement – factors which were identified through the MCW report.

The ESRC has been working with the Health and Safety Executive on a number of Public Policy seminars pulling together the evidence base around workplace wellbeing. The ESRC also sits on the Stakeholder Group for the new National Centre for Working Age Health which is being established following recommendations in the Black Report.

The MCW report has fed into the identification of themes for the cross-council Lifelong Health and Wellbeing (LLHW) initiative, in which ESRC is a partner. 'Mental Capital, Mental Health and Wellbeing' was identified as a theme in Phase 2 of the initiative. Projects under the cross-council New Dynamics of Ageing (NDA) Programme have also responded to the report, for example through projects on strategies to enhance productive and health environments for the older workforce, and on sustaining IT use by older people to promote their autonomy and independence.

- Biotechnology and Biological Sciences Research Council

The Foresight Mental Capital and Wellbeing report was taken into account during several BBSRC activities. Having stimulated research in the areas of neuroscience and psychology that underpin cognitive enhancers, current BBSRC activities are through the responsive mode. BBSRC is planning to review its portfolio of neuroscience in 2009/2010.

- Science and Technology Facilities Council (STFC)

The report of the Foresight project on Mental Capital and Wellbeing (MCW) has highlighted the point that STFC already addresses key aspects issues of the MCW health agenda. Our priorities in this area complement those of our partner, the MRC. They reflect many of the underlying change factors identified by Foresight.

With growing awareness of mental issues such as epilepsy and Alzheimer's, the STFC has been approached by various medical bodies to look at technical solutions for quantitative monitoring and early diagnosis. Through its large facilities, such as the ISIS and Diamond particle and light sources, the STFC has technology and expertise that can be applied to finding solutions to help in this area. It is willing and able to work with other Research Councils and colleagues in other organisations such as universities and the NHS, who can better identify the priority areas.

The technology that the STFC can offer includes optics, sensors and computer simulation. In close collaboration with our strategic partners, we are pursuing proposals to use this equipment to help develop diagnostic tools and techniques for epilepsy, and to recognise Alzheimer's Disease at an early stage and track its progress through examination of the eye.

Royal College of Psychiatrists

Over the past year, the College has viewed Foresight's report, Mental Capital and Wellbeing as a key document, regarding it as a valuable resource and a powerful evidence base to guide strategic policy direction. The College has referenced the MCW report on a number of occasions, particularly within formal College responses to consultations. Most recently, our response to the Strategic Review on Health Inequalities, led by Sir Michael Marmot, contained many references to the MCW report's key findings.

The College was pleased to collaborate with the Foresight team to develop a series of multidisciplinary seminars that helped to inform and influence the future direction of mental health policy in England through the development of the Government's New Horizons programme. The Foresight team had a strong presence at these seminars, and Professor Barbara Sahakian, one of the MCW's lead authors, presented at the Healthy Ageing seminar on the importance of resilience and promotion of mental capital and wellbeing in older adults.

The College has disseminated the MCW report widely to its members. The report and the 'Five Ways to Wellbeing' postcards were presented to psychiatric trainees at their most recent annual meeting.

The College believes the MCW report to be a substantial and rigorous piece of work which makes a powerful scientific case for the importance of mental capital and wellbeing across all life stages. It demonstrates a clear economic case for Government intervention and shows how the social and economic benefits of early investment will significantly exceed the costs. Given the current economic climate, this is a persuasive and evidence-based case for immediate action. The College recently appointed Professor Kam Bhui to lead on public mental health. This role will involve developing strategies for public mental health as well as liaising with the Faculty of Public Health and other relevant Government departments across the UK to develop programmes for education, primary prevention and increasing awareness of public mental health.

Well-being Institute, University of Cambridge

One of the key messages of the Foresight report was the importance of looking at wellbeing across the whole population and not only in groups with pathology, i.e. those who lack wellbeing. The Foresight conception of a bell-shaped mental health spectrum indicates that the majority of the population have moderate mental health, while relatively few are flourishing. Since evidence from the Foresight report indicates that individuals who are flourishing do better than others across a wider range of outcomes, including physical health, productivity, creativity, and positive relationships, it is important to gain a deeper understanding of the characteristics and determinants of flourishing.

This need has inspired some of the research we have been undertaking at the Cambridge University Well-being Institute. While there are a number of conceptual definitions of flourishing, it is important to establish an operational definition which can be applied in datasets from representative population samples. We have done this using data from the Well-being Module of the European Social Survey Round 3 (Huppert et al., 2009 as below). The operational definition of flourishing took as its base the operational definitions of common mental disorders such as depression and anxiety, and identified the opposite features, for example hopefulness rather than hopelessness, interest and engagement rather than the absence of interest, and positive emotions rather than negative emotions. This operational definition was applied to the data from 43,000 people across 23 countries. It showed that Scandinavian countries and Switzerland had the highest levels of flourishing, with a quarter to a third of the population meeting the operational definition, whereas Eastern Europe had the lowest levels of flourishing, with only 7 per cent of Russians flourishing. The UK was intermediate at around 18 per cent, leaving substantial scope for improvement. Across Europe, greater flourishing was associated with higher education and income, with being married, and

with better self-reported health. While most countries showed a decline in flourishing with advancing age, older people in the UK and Ireland have relatively high levels of flourishing. Further research is being undertaken to establish the relationship between flourishing and lifestyle variables, degree of social trust, and values (e.g. individualist versus collectivist, material versus non-material). The approach is also being extended to other national and international datasets.

Centre for Organisational Health and Wellbeing, University of Lancaster

Motivated by his role as the lead science expert for the Mental Capital and Wellbeing project, Professor Cary Cooper has created a Centre for Organisational Health and Wellbeing at Lancaster University. It is sponsored by some of the leading companies and public sector bodies in the UK and internationally including Tesco, Unilever, Shell, GSK, Nestlé, AstraZeneca (associate member) Northumbria Water, Npower (associate member) Aviva, Manchester City Council, the National Policing Improvement Agency, the Cabinet Office (associate member), McDonalds, and the Lancashire Primary Care Trust.

North East Regional Forum on Ageing

In the North East of England the Foresight recommendations on older people are being used to shape the agenda of Years Ahead, the Regional Forum on Ageing, and to feed into the 'Futures and Strategic Direction-Setting' exercise which will inform development of the new Single Integrated Regional Strategy.

In relation to the Foresight priority of addressing cognitive decline, Years Ahead coordinates the North East Regional Stakeholder Development and Implementation Group, which aims to develop best practice in dementia care and public health awareness in the light of the recent National Dementia Strategy. In other areas covered by Foresight recommendations on older people, Years Ahead provided the user engagement support for a successful £12.6 million bid by Newcastle University to Research Councils UK to establish a Digital Economy Research Hub, which will address issues of digital exclusion.

An important message of the Foresight Report is that older people should be a key resource for planning and implementing new interventions. Years Ahead in partnership with Newcastle University's Institute for Ageing and Health (IAH) is developing a large and demographically representative panel of older people from across the region to shape the research and policy-making processes that affect their lives. The panel has been instrumental in securing funding for major initiatives such as the Digital Hub and an MRC Centre for Brain Ageing and Vitality. It has identified other major concerns of older people, such as 'design for all ages' and 'productive ageing,' which will influence the regional agenda.

Years Ahead and the IAH will bring these insights into the direction-setting exercise led by the Association of North East Councils (ANEC) and One North East, the Regional Development Agency, to gain shared understanding of the drivers impacting on the region to 2030 and to inform priorities and actions in the Regional Strategy.

Centre for Research on the Wider Benefits of Learning, Institute of Education, University of London

Professor John Field, of the Foresight Mental Capital and Wellbeing Project's science coordination team, contributed to steering group discussions for a research project by the Centre for Research on the Wider Benefits of Learning jointly commissioned by DCSF and the then DIUS on the skills, abilities and traits sometimes called "non-cognitive skills". Through these discussions and a wider research effort, a focus emerged on the framework of self-regulation. The report has now been published under the title *Self regulated learning: a literature review*. The Foresight report is also cited in a forthcoming piece of work on child wellbeing to be published by early 2010.

Academy of Medical Sciences

The Foresight Mental Capital and Wellbeing report will be cited in the forthcoming Academy of Medical Sciences' report 'Rejuvenating ageing research,' which highlights the urgent need to understand the underlying processes of ageing and the causes of age-related diseases.

Inclusion Institute, International School for Communities, Rights and Inclusion, University of Central Lancashire

The key messages of the Foresight report and the analysis on which they are based resonate clearly with the principles and practice which we have brought to bear in our work to implement policy on social inclusion. In doing so, the report has contributed influentially to that work and its future.

Beyond the recognition that mental capital and wellbeing have a fundamental impact on inclusion, the report sets a context for action which complements that on inclusion. This is a context in which both material and mental resources figure prominently, where an enabling approach to individual potential is balanced by the need for broader social cohesion, and in which a focus on independence is tempered by the drive to interconnection and community.

The MCW report mirrors the objectives of our inclusion agenda in mental health in several specific ways. These include its evidence for the benefits of better and well-supported access to employment in healthy workplaces and adult learning, the imperative of dealing effectively with stigma and discrimination - and the brake that they exert on inclusion outcome - and equitable access to treatments. More generally, it sets out an analysis of the challenge which reflects that of our work on inclusion: the problems are

interrelated and often cyclical. Action to address them needs to be integrated and must take place co-productively, with the people most directly affected in multiple communities, at many levels and as part of a continuum across the life course.

This holistic vision for a change process, in which interconnection of action and impact are key features, is central to tackling exclusion in the many and complex settings in which it occurs. The report highlights the notion of mutuality and in doing so suggests mutuality and shared learning between these related policy agendas. If the inclusion of people often at the margins of the community is fundamentally an issue of social justice, its achievement demands a collective investment over time in mental capital and wellbeing. The Foresight report guides a new understanding of these perspectives and their relationship. In doing so, it constitutes a key learning and knowledge resource on which to draw in the practical effort to address exclusion, in ways that are effective and sustainable over time.

4.1.3 Third sector

MIND

The Foresight Report is a great step forward for mental health and wellbeing. The truly wide-ranging scope of the project is both impressive and encouraging. The report is already widely recognised as influential in helping to shape future policy. The progress achieved by Foresight in just the first year of publication is notable.

In particular, we welcome the recognition that real change will only take place if an integrated approach is taken. This should include all Government departments, mental health professionals, educators and the media.

The project's focus on mental wellbeing at work is also commendable. At Mind, we believe that work can provide people with a great sense of wellbeing but can also risk creating and exacerbating mental distress if employees are not effectively supported in the workplace. With this in mind, we hope that the learning of the Foresight Report will be taken on board by the upcoming Perkins Review of ways to support people with mental health problems into work

The targeted research that Foresight has carried out into the mental health needs of the older population is significant. It is estimated that one in four older people have symptoms of depression severe enough to warrant intervention, so there is a clear mandate for the Government to ensure that this group are given access to appropriate treatments.

The project's aspiration to improve the overall wellbeing of the population marks a genuine change, from mental health being seen as an issue confined only to the realms of the mental health services to being something that is understood as a critical factor in everyone's life. However, a balance must be struck between shifting whole-population wellbeing and helping those with the most chronic or acute problems.

The stigma surrounding mental ill health has a negative impact on all parts of a person's life. Nine out of ten people with mental health problems have said that their lives have been affected by stigma, and that stigma has stopped two thirds of them doing things they would otherwise want to do. The report's assertion that stigma will be best addressed if all stakeholders are enabled to work together effectively is therefore promising.

The report's ambition for all Government policies to take account of any implications for mental health is crucial. The Government's New Horizons strategy for mental health and wellbeing and its mental health and employment strategy provide ideal opportunities to capitalise on Foresight's work.

2010 promises to be pivotal for mental health policy, particularly with the publication of New Horizons. Although mental health is increasingly recognised as central to all aspects of lived experience, and real progress is being made in many areas, the improvements we are seeing are built upon fragile confidence. It is therefore vital that the Government responds to the call for mental capital and mental wellbeing to be at the heart of policy development across all departments. Without this, the ambitions of the Foresight report will drift ever further away.

Future Vision Coalition

The Future Vision Coalition consists of 11 national organisations working to stimulate debate on the best direction for future mental health policy. Its members are the Association of Directors of Adult Social Services, Association of Directors of Children's Services, Local Government Association, Mental Health Foundation, Mental Health Providers Forum, Mind, Mental Health Network of the NHS Confederation, Rethink, Royal College of Psychiatrists, Sainsbury Centre for Mental Health and Together. The coalition is chaired by the Mental Health Network of the NHS Confederation.

The coalition considered the project findings as part of its consultation on “a new vision for mental health.” It was particularly grateful to Foresight for their briefings on the key findings relevant to that work. In July 2009 the coalition published its report, “a future vision for mental health”. A central theme of that report is the importance of promoting better mental wellbeing across government and across local agencies. The academic evidence base provided by Foresight proved invaluable for making the case for investing in wellbeing, and has raised the profile of mental wellbeing across government. The associated actions that the Foresight report recommends, such as a greater focus on challenging stigma, better access to work for people with mental health problems, and targeting high risk groups, echo the recommendations in our own final report.

Mental Health Network, NHS Confederation

The Mental Health Network was established in May 2007 to provide a distinct and independent voice for mental health and learning disability providers. Our aim is to improve the influence of these providers by ensuring that their voice is heard and counted, and ultimately improving the system for patients. The Network is part of the NHS Confederation.

Foresight's work in this area has been incredibly valuable to us. The report sets out clearly the future challenges and wider societal changes that are likely to impact on population mental capital and wellbeing, and therefore the future challenges that are likely to be presented to the NHS and to the provision of services. Foresight's work has been thought provoking and relevant. We are particularly grateful that Rachel Jenkins, one of the report's authors, spoke at the Network's annual conference in November 2008 on the

issues raised in the report, to an audience of Chairs and Chief Executives from Mental Health provider organisations.

Age Concern and Help the Aged

The Mental Capital and Wellbeing programme of work and subsequent reports are a highly useful resource. The work promotes a holistic perspective on older individuals' mental health. While it recognises the need to improve care and support for people with conditions such as dementia, it also gives validity to the idea that we should invest in environments and opportunities which enable older people to interact socially and contribute. Doing so is good for their long term health and wellbeing, and good for society at large. This approach has influenced Age Concern and Help the Aged's work on the Department of Health's new mental health strategy, New Horizons, in addition to our wider work on older people's wellbeing. We cannot see mental health as exclusively a clinical issue. Enabling older individuals to have fulfilling lives cuts across the responsibilities of health and social care as well as areas such as culture, leisure, work and the built environment. We are increasingly factoring this into our work on all these areas.

In practical terms, we have combined the messages from the Mental Capital and Wellbeing project with the results of the UK Inquiry into Mental Health and Well-being in Later Life to inform presentations we are frequently asked to give to a wide range of audiences on this subject. We have used this evidence to develop a bid to the Department of Health for a project to link up older people, using primary care services along with wider community resources that are available and to which older people could make a further contribution and as well as receiving benefit from.

National Institute for Health and Clinical Excellence

The Foresight Mental Capital and Wellbeing project has informed the National Institute for Health and Clinical Excellence (NICE) guidance on promoting mental wellbeing at work in several ways:

- Use of the Foresight definition of mental wellbeing
- Professor Cary Cooper was a member of the NICE expert reference group, participated with the NICE Advisory Committee in developing the guidance, and acted an adviser and reviewer of the NICE guidance implementation tools
- The NICE review of the evidence included the eight Foresight workplace scientific review papers
- The NICE guidance economic assessment draw on Foresight's economic analysis of the recommended interventions
- The Advisory Committee took account of the consistency of its findings with the Foresight findings, and fully referenced them in the NICE guidance methodology.

The project was also used as a source in developing the NICE guidance on child mental wellbeing in early years, at home and preschool.

Foundation for Credit Counselling

The Foundation for Credit Counselling is Britain's leading debt advice charity, especially in its use of new technologies to assist in solving debt problems. It was founded in 1993 to be self-funding and is based on the repayment ethos.

Over the years since then it has helped over 100,000 people to make repayments of more than £1 billion, recreating order in their lives with the support of a trained and non-judgmental team of credit counsellors.

Through Dr Rachel Jenkins, we have become more aware of the significance of the link between debt and depression. This link has always been apparent from what people in debt say to our counsellors. But it was the Foresight work which encouraged us to give priority to determining how we can make a contribution in this area.

The Foundation has established a world-leading online service for Britons in debt, an intelligent system based on decision logic and named CCCS Debt Remedy. At the time of writing it has 80,000 unique visitors per year. We have decided to make cognitive behavioural therapy available, free of charge like all our services, to appropriate clients in debt.

We have therefore prepared questions in the form of an HAD (Hospital Anxiety and Depression) test, with advice from Dr Jenkins, to identify the depression-prone. Less severely affected people will be offered written support. Serious cases will be encouraged to seek medical advice.

The majority of people identified will be given the opportunity of receiving Cognitive Behavioural Therapy online through a direct link from Debt Remedy. Having researched available materials we have selected E-couch, which was funded by the Australian government and developed by a team at the Australian National University in Canberra.

We are considering in addition a link to a NICE-approved therapy. This raises the issues that payments by clients – even when refundable – would conflict with the basic ethos of our charity which is to provide services free of charge to people in debt.

Demands on our systems team are heavy. But the impact of the Foresight work has been to move Debt and Depression up our agenda. We now have now secured the resources to move forward at pace with a view to its introduction in the first quarter of 2010 at the latest.

Registry Trust

Registry Trust is a non-profit company established in 1986 which saved for the nation the Register of County Court Judgments and which now runs the successor register by agreement with the Ministry of Justice.

The main users of judgment information are credit reference agencies, which are invariably consulted by banks and other lenders when making lending decisions.

Stimulated by Foresight, Registry Trust is now looking at the potential value of a system of voluntary protective registration for people who are bipolar and at risk of making damaging borrowing decisions. We are aiming to work with the Information Commissioner, credit reference agencies, lenders and a mental health charity in developing and testing such a system.

Time to Change

Time to Change (www.time-to-change.org.uk), was launched on 21 January 2009. It is the largest-ever programme in England to reduce stigma and discrimination against people with mental health disorders. The initiative is funded with £20 million from the Big Lottery Fund and Comic Relief to run until September 2011. Time to Change is a voluntary sector initiative run by MIND Rethink, and the evaluation partner is the Institute of Psychiatry, London.

Time to Change uses a broad social marketing strategy which combines national campaigning with local activity.

The national campaign uses bursts of mass-media advertising and public relations exercises. Its key messages are:

- mental illnesses are common and people with such disorders can lead meaningful lives
- mental illness is our last taboo, and the accompanying discrimination and exclusion can affect people in a way that many describe as worse than the illness itself
- we can all do something to help people with mental illness.

Time to Change is supporting three types of projects for people with mental health disorders. 28 local schemes promote mental and physical wellbeing, 32 antidiscrimination initiatives (Open Up) aim to empower people through consciousness-raising groups and anti-discrimination projects. And ongoing physical activity projects run across the country (under the title Get Moving) are supporting social contact through sport.

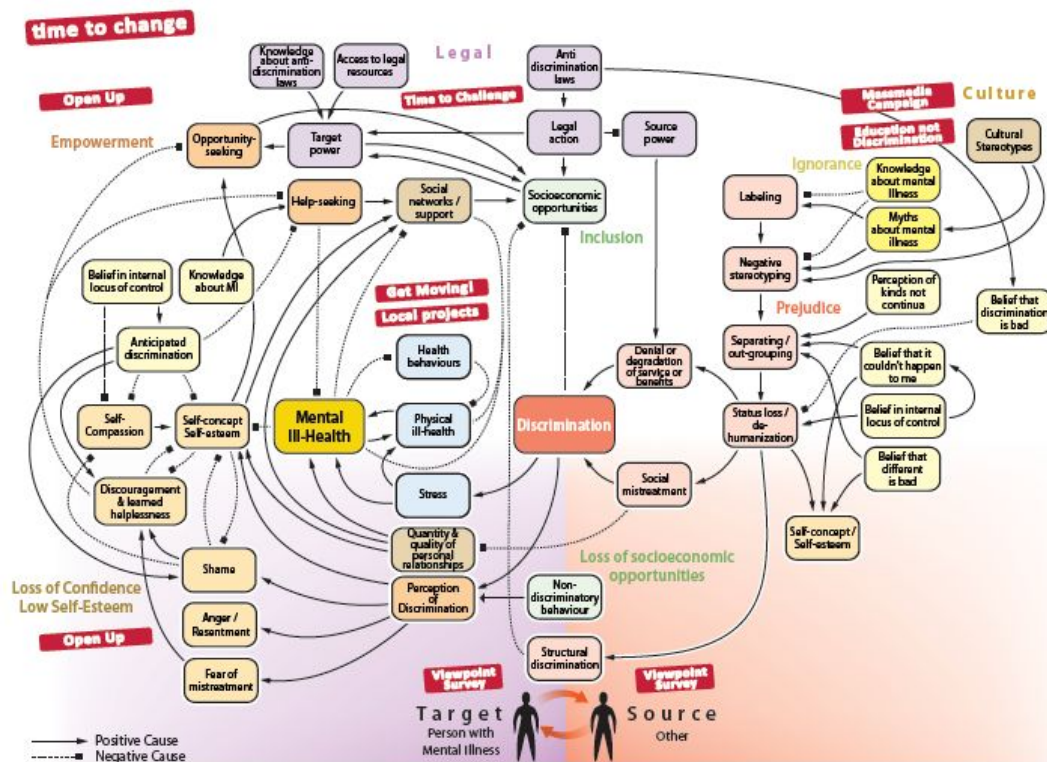
For targeted groups (medical students, trainee teachers, trainee head teachers, social inclusion officers and primary care workers), Education not Discrimination uses social contact to educate, change attitudes, and reduce discrimination. Time to Change aims to augment employers' knowledge of

discrimination related to mental health with respect to employment, and will help people take legal action against organisations that have discriminated.

The Institute of Psychiatry’s evaluation of Time to Change is based on a conceptual framework that describes stigma as consisting of difficulties of knowledge (ignorance or misinformation), attitudes (prejudice), and behaviour (discrimination), developed by Professor Graham Thornicroft of the Institute of Psychiatry in his book *Shunned: Discrimination against people with mental illness* (OUP 2006).

Figure 4, adapted from the final report of the MCW project, outlines a systemic model of these relationships to show how the components of Time to Change will work against the factors that contribute to stigma and discrimination, and how the evaluation will measure the programme’s success.

Figure 4



- **Stuff Stigma**

Encouraging people throughout Norfolk to be more aware of their mental wellbeing had been on our agenda for some time when we heard about the Five Ways to Wellbeing, which we immediately realised had huge potential within our community. It was very significant that the attractively packaged concept mirrored the 5-a-day healthy eating campaign. The Foresight Mental Capital and Wellbeing report was equally important as it provided the

credibility of an evidence base which, amongst other things, is vital for future commissioning and funding.

Our small team was energised and quickly devised a three-phase rollout of the Five Ways to Wellbeing in Norfolk. We hoped to distil the Foresight project's vast international research into a user-friendly concept that would inspire people from all walks of the community. The first phase was to invite Professor Felicia Huppert to give an evening presentation at the University of East Anglia about the report and its significance; this took place in June 2009.

The second phase of our rollout was to move from an academic setting and find a way to engage the larger community of Norfolk in our plans to promote wellbeing. We chose to do this by organising a 5 Ways to Wellbeing conference at Carrow Road football ground, an accessible venue in the heart of the community. Funding from Rethink through the National Time to Change campaign and from Foresight enabled us to offer places at the conference free of charge. The 150 places we initially catered for were taken up in just a few days, so we changed our plans to accommodate an audience that eventually rose to 280.

The conference took place on 16 September 2009, with keynote speakers Professor Huppert and Nic Marks, the Wellbeing Director of the New Economics Foundation, captivating the audience from the start of the day. The delegates were then given the opportunity of attending two breakout sessions, each representing one of the Five Ways to Wellbeing. All delegates attended the 'Connect' session with Community Educator Andrew Willoughby, who then led the final part of the day, encouraging an ideas forum for well-being activity in Norfolk, which will form a matrix for the delivery of this bold idea. Feedback indicated that the conference was a huge success and has inspired the people of Norfolk to move forward to the third phase, which is to actively promote wellbeing in a targeted and coordinated way throughout the county.

new economics foundation (nef)

The publication of Foresight's Mental Capital and Wellbeing report has had a positive impact on our work at nef. Most importantly, it has provided a much-needed evidence base on the factors influencing positive wellbeing. As a result, the centre for wellbeing at nef frequently cites the report as an authoritative source, particularly when providing a definition of wellbeing in reports, including our proposed National Accounts of Wellbeing, and presentations given in the UK and internationally. The breadth of the research included in the report provides a useful reference point, particularly when writing on specific areas of policy, such as children and young people or employment. We hope the attention given to the MCW report will continue to encourage funding and thinking in the area of positive mental health.

The Centre for Well-being at nef has benefited from being involved in the project, with the publication of *Measuring well-being in policy: issues and applications*, and *Five ways to wellbeing: the evidence*. The Five Ways to

Wellbeing postcards – which were designed to provide a set of actions to improve wellbeing based on the evidence in the main MCW report – have been particularly popular among local authorities, Primary Care Trusts and Voluntary and Community Sector groups which aim to promote positive wellbeing in communities. Condensing the complexity of the findings of the report into five easy-to-digest messages has helped external organisations grapple with mental wellbeing. In some cases, Five Ways to Wellbeing has directly influenced strategy documents. The number of requests we have received to hold workshops and deliver keynote speeches on Five Ways to Wellbeing has helped to increase nef’s profile, and has emphasised the importance of positive wellbeing to broader public policy debates more generally.

Five Ways to Wellbeing, and the evidence that sits behind these messages is also continuing to influence nef’s work as a think tank. In particular, we are thinking about how to link the Five Ways to issues of social justice and ecological sustainability, with the ultimate aim of promoting good lives for all that do not cost the earth.

UK Commission for Employment and Skills

The Report provides useful insight into the possible future of the nation and the importance of skills to that future. The report notes that with an ageing population, we will have to work and be able to work for longer. This means that we must examine how the skills system encourages and enables older workers to do this. Many of the findings stand out as resonating with and providing further evidence for our own work:

- The report highlights the importance of employability skills and the concept of lifelong learning through to old age. It has a focus on the outcome of creating a healthy and happy workforce, grown from a stock of children with a high standard of mental wellbeing. This corroborates the findings noted in both the Leitch review and the UK Commission’s Ambition 2020 report that 70 per cent of the 2020 workforce is already in work, so that improving adult skills in an ageing population is important to reaching our ambitions. Furthermore, the Commission’s recently published research “Employee Demand for Skills” highlights the issue of encouraging learning amongst the older working population.
 - The report also highlights the importance of in-work training. The Commission shares this view, and agrees that responsibility for ensuring the adoption of lifelong learning does not belong with any one group, but is the shared responsibility of society, business and government.
- Finally, the report notes that having the employer and learner voices within the design of skills and learning policy is necessary for it to be effective. This is also the view of the Commission.

National Institute of Adult Continuing Education

NIACE has been pleased to contribute to the MCW project and subsequently to be able to draw on the richness of this Foresight work. We have used it to inform and create impact in our work at policy and practitioner level, in a number of ways:

- The Inquiry into the Future for Lifelong Learning. We used the evidence from the Foresight work to sustain our analysis, to strengthen our arguments on cost-effectiveness, and in the work on the Future of Learning Infrastructures.
- NIACE published a thematic report on wellbeing as an outcome of adult learning, drawing on the work of Foresight, for the Inquiry into the Future for Lifelong Learning.
- Report on pedagogy and curriculum for the Education and Training Sub-Group of the Opportunity Age Strategy Group.
- Report for BIS on enhancing informal adult learning for older people in care settings.
- We have used other Foresight Reports (for example on climate change and on infectious diseases) when considering scenario methodologies for the work we have done on Wellbeing in the EU Article 6 project.
- We will also draw on the work of the Mental Capacity and Wellbeing report in work that NIACE is doing for BIS and DH to support the implementation of PSA 16 for mental health and employment.
- Foresight participated in a high-level, cross-government seminar organised by NIACE, with HRH Princess Anne in attendance, on 'Promoting social inclusion through adult learning and skills for people who experience mental health difficulties'.
- In our partnership working with mental health service providers to promote access to learning for people who experience mental health problems, we have used the Foresight recommendations on 'Five Ways to Wellbeing' as a basis for workshops, learning events and in our resource aimed at mental health service users, *'The Really Useful Book of Learning and Earning 2010'*.
- We also reference the Foresight report on Mental Capacity and Wellbeing in our 'Working Well' training, on promoting mental health and wellbeing in the Post-6 education and training workforce.

We hope to continue to make full use of the work of Foresight and to extend opportunities for joint working. To date this has included:

- Facilitating a workshop, in partnership with Foresight and the Royal College of Psychiatrists, on 'Mental wellbeing and adult learning for older people'.
- We have invited Foresight to attend the launch of the report of the Inquiry into the Future of Lifelong Learning '*Learning through Life*' in September 2009.

Educational Centres Association

Since the publication of the Foresight report on Mental Capital and Wellbeing, the Educational Centres Association (ECA) has continued to develop its own strategies on related issues.

They include the following:

- Engagement in Shared Learning

We have placed Mental Capital and Wellbeing in the context of the Lisbon Strategy and thus of the wider economic and social goals to which it relates, in particular the recognition that the generation of mental capital is largely a collective achievement. The ECA has focused particularly on: -

- Understanding and developing group processes and collaborative endeavours, especially in relation to uncertainties and threats to the individual, groups or the environment. It has chosen to look at the activities which help develop leadership competencies, and contributed significantly to a Leadership Toolkit for the Community Sector; and
 - Capacity building through Flexi-Path, a transnational initiative linked to earlier OECD reports and the Lisbon Strategy, to codify and develop the competences of high-level Lifelong Learning practitioners.
- Resilience

Our contribution to the DIUS/BIS consultation on Informal Adult Learning led to new elements being included in the 'Learning Revolution' Pledge, now being widely promoted. We introduced the concept of developing resilience at a personal and community level, by which we mean the ability to anticipate, plan for and cope with personal and civil crises and catastrophes. We see this learning as a key issue relating to Wellbeing. This applies for example to the individual looking forward to old age, and to whole communities which need to adapt their behaviour to ameliorate and mitigate the impact of climate change.

- Sustainability

Expansion of our work through the DEFRA-funded Every Action Counts Consortium led to research into low levels of engagement in environmental matters by organisations representing older people and those with disabilities. All these matters, especially climate change, are international concerns. Our own work has led to significant international dialogue in Europe and beyond, focusing on the critical role of adult learning strategies relating to climate change. We perceive that exhortation by governments is inadequate, and that civic engagement is critical.

- Empowerment

We have contributed to various strategies for civic empowerment in conjunction with regional agencies supported by the Department for

Communities and Local Government. In our view the emphasis in the final Foresight report on employment and earning capacity should be complemented by a sense of individual and group agency, best expressed as 'empowerment' in the White Paper *Communities in Control*, and linked to the citizenship curriculum in schools and colleges. The Association's concern relates to the ways that such capacities can be developed in all sections of the adult population. We propose further research relating to the psychology which is needed to support the relevant attitudinal changes.

- Creativity and Innovation

The mental abilities that lead to new thinking beyond the normally accepted limits of the social group, company or wider society have recently been given special attention by the UK Government. The word 'Innovation,' after all, forms part of the title of the Foresight project's lead department. We have our own long-term interest in this aspect and feel that further attention should be given to a topic which extends far beyond the 'art' of the primary school classroom described in the report. Great science, groundbreaking technology and vibrant artistry appear to sit in this area and yet the report remains largely silent on what is known of the underlying neurological drivers for such behaviour.

- Thinking and Reasoning

More generally, while the report espouses 'challenging existing thinking', the processes relating to thinking and reasoning are not especially clear apart from a few minor references. We would welcome a clarification of what is meant.

- Prisoners' Mental Wellbeing and Capacity

Although there is mention in the report of basic skills issues amongst prisoners, it is largely restricted to an analysis of earlier developmental problems. We should welcome a greater exploration of the challenges and successes of the prison education service, and of education as an alternative to custody. This should include the very particular issues relating to those held in secure psychiatric settings who, we understand, have fewer rights to structured education than those in conventional prisons.

As this Review shows, the MCW project has successfully delivered a robust evidence base and a wide range of impact. However, Foresight notes stakeholder comments that there are aspects of the future of mental capacity and wellbeing that the study might have investigated more deeply. These include: the possible effects of climate change on mental capacity, since we know that wellbeing suffers in conditions of environmental degradation; and how intergenerational activities might help unlock the creative capacity of older adults.

3.1.4 Business

Technology Strategy Board

Since the publication of the MCW report, the Technology Strategy Board has been seeking ways to incorporate its outputs into our programmes. For example, we have been seeking to engage with those Creative Industries interested in the MCW agenda. We have seen resonance between the report's recommendations on the role of ICT training in developing, sustaining and maximising mental capital and the Computer Games sector. For those in full-time education, the ageing population, the workforce at large and those affected by mental ill-health alike, brain training games are an exciting opportunity with significant social implications. On a broader agenda, the issues surrounding cognitive decline are a key area of interest in the Assisted Living Innovation Platform, while a scoping exercise in a 'stratified medicine' Innovation Platform recognises the difficulties of diagnosing and treating mental illnesses effectively. Therefore the MCW report is reflected importantly in many of the Technology Strategy Board's areas of activity.

Nestlé UK and Northern Ireland

At a time of significant economic change leading to both business and employee uncertainty, has employee health, both mental and physical, been of more importance? Addressing mental health has always been the poor partner in workplace health by both business (who are fully engaged in managing physical risk) and employees (who feel there is stigma and possibly career limitation in declaring a psychological problem).

The Foresight report very clearly brought mental health at work into perspective and, coupled with positive aspects of good management of both the business processes and employee interactions, defined a clear and simple path forward. The report highlighted for the first time how an employee's total cognitive and emotional resources - not only their thinking and learning skills but also their "emotional intelligence" which determines how well they interact with others - manage and organise themselves, and deal with day-to-day pressures is linked to business performance and personal and social fulfilment.

For more money, time and resources to be invested business needs to be convinced of a return on investment. The report contents start to define this position.

The Foresight report, taken together with Dame Carol Black's report on the development of a healthier workforce have set the strategy for a more robust and healthier workforce in the future. But it must be recognised that this is neither a 'quick fix' nor an easy position but the start of a journey to a better life for employees and their associated businesses.

CASE STUDY: Applying the Five Ways in my work: by Sue Bayliss, wellbeing consultant, psychotherapist, accredited coach and NLP trainer

As a holistic practitioner I help my clients recover from conditions such as anxiety and depression by considering their lives as a whole. I shall illustrate this with the headings from the Five Ways.

Connect: I encourage clients to reach out to others, expressing their feelings and needs. Many clients suffer in relationships in which they are being bullied or controlled, so I assist them to become assertive and set boundaries. We do role-plays to train them in expressing themselves clearly and assertively. I support clients to join clubs, choirs or groups that can offer them a sense of belonging as well as a place for activities, and help them to improve their relationships at home or at work.

Be Active: Exercise has many benefits and can play a big part in recovery from depression. One of my clients lost over three stone by eating healthily and running. She no longer suffers from panic attacks. I encourage clients to join the health walks arranged in this area or to do anything that they enjoy. I often refer them on to yoga, tai chi or dance classes in the locality.

Take Notice: Living in the moment and noticing our surroundings, especially natural landscapes, helps to lift the spirits. I use visualisations in which people connect with nature and also listen to the messages of their bodies, which may be fatigued, stressed or tense. Being in touch with our physicality is a way to prevent a descent into illness through overwork.

Keep Learning: Often I find that when clients feel better in themselves they naturally want to develop themselves and move on in their careers. Encouraging them to seek opportunities for learning new skills is a key part of my work with clients.

I was a trainer on the Youth Education Success project funded by the LSC, and we taught Coaching and Neuro-Linguistic Programming Skills to people who worked in schools and youth projects. We gained excellent outcomes in terms of young people who were able to achieve more educationally and improve emotional intelligence thanks to our interventions.

Give: Many of my clients give too much to others and become drained in the process. They have to learn to receive from others and give to themselves. Learning to bring an attitude of kindness and compassion to themselves is often a turning point for people who are highly self-critical. They can enjoy giving to others when it becomes a choice rather than a compulsion. For clients who lack empathy I use an exercise where they see themselves through the eyes of others and understand better what they are thinking and feeling.

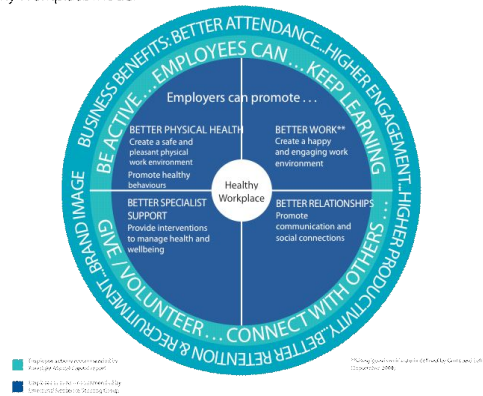
This is only a brief consideration of how I promote wellbeing. When I work with an organisation I offer a health and wellbeing day which covers eating for energy, getting a good night's sleep and managing emotions, in addition to the Five Ways themes. I am putting together a specific training for organisations based on the Five Ways.

Business in the Community

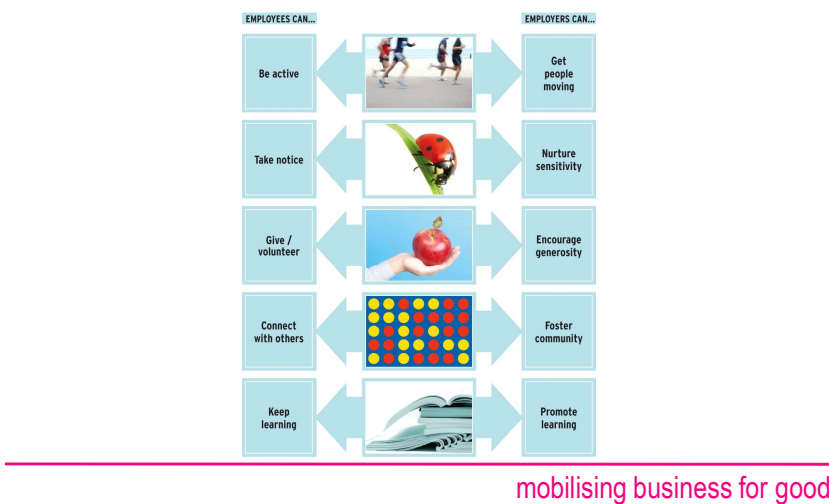
Business in the Community's (BITC) Business Action on Health campaign promotes the business case for investing in employee health and wellbeing. The campaign promotes a proactive approach to physical and emotional wellness. We recognise the importance of mental capital and the link with good work and physical health. The campaign promotes emotional resilience to employers in the context of our integrated Healthy Workplace Model, which includes the employee actions recommended by the Foresight Report. The model has been widely endorsed as it is evidence-based, holistic and promotes the dual responsibility of both employers and employees.

BITC Healthy Workplace Model

Healthy Workplace Model



Business in the Community The model recommends 'five a day' actions for employers and employees



Business Action on Health has produced an Emotional Resilience toolkit, using intellectual capital contributed by BITC's expert steering group members

(see below). The team was chaired by Bob Grove from the Sainsbury Centre for Mental Health and the resource was sponsored by DH. It was launched last May at BITC's Health and Work Summit and includes references to the Foresight Report. The toolkit can be downloaded at: http://www.bitc.org.uk/resources/publications/emotional_resilience.html



The toolkit promotes:

- The business case for promoting emotional resilience
- Practical guidance in promoting the resilience of individuals and teams in companies as part of an integrated health and wellbeing programme
- Examples of best practice and lessons learned from companies.

The toolkit is freely available through our website and has been widely distributed at national and regional BITC events, targeting business leaders and senior practitioners. BITC has also been promoting the concept of mental capital through various speaking platforms including the National Employment and Health Innovations Network, Kent Mindful Employers Conference and later this month to the NHS and Mayor's Health Team.

BITC's Healthy Workplace model and Emotional Resilience toolkit have been extremely well received by business. They welcome the concept of 'mental capital', which has positive connotations and lacks the normal stigma around mental health.

Association of Business Schools

The Foresight Report on Mental Capital and Wellbeing is a valuable addition in the ongoing development of Corporate Social Responsibility and the underlying principles of responsible management practice. This is because it

makes a strong business case for greater recognition of the management of wellbeing in the workplace and also the societal benefits which accrue to employees and employers where this is well managed. The Report will also be influential in business schools in terms of helping to shape the provision of management and leadership development programmes and the knowledge, skills and responsibilities that managers need to improve the wellbeing of those they manage.

3.1.5 International Impact

European Commission

On 22 January 2009 the European Commission's Directorate General for Health and Consumers organised an event in Brussels to present the Foresight Project on Mental Capital and Wellbeing to an EU audience. The meeting was attended by around 80 people and these included Commission staff, EU Member State representatives and EU-level organisations including those representing the mental health field and civil society.

The meeting took place as an exchange event under the European Pact for Mental Health and Well-being, which had been launched in June 2008. The purpose of the meeting was to enable an EU-level audience to learn about the Foresight Project on Mental Capital and Wellbeing, its approach and outcomes. The background was that mental health and wellbeing are increasingly seen as important, and that the Foresight project and its outcomes could be of interest at EU level and to EU Member States, even though it was developed for the United Kingdom context.

Both the initiative of launching a Foresight project on the theme of Mental Capital and Well-being, and the presentations of its outcomes were very much welcomed. The report was recognised to be the result of a research effort of unprecedented size which constitutes a valuable source of evidence-based information.

Aspects which attracted particular interest included:

- the discussion of the links between mental health and well-being on the one hand, and learning and working on the other
- the consideration of the importance of mental health and wellbeing for modern societies
- the promotion of the concept of mental capital.

The Foresight Project on Mental Capital and Well-being will continue to inform and inspire the implementation of the European Pact for Mental Health and Well-being.

Dutch Council for Health Research

The Dutch Advisory Council on Health Research invited Professor Cooper as a keynote speaker at an invited conference titled 'Mental Capital' in The Hague on 20 March 2009. Professor Cooper presented the results of the UK Mental Capital and Wellbeing project to an audience of high-level policy-makers, researchers, and representatives of civil society in the Netherlands. Reports of the Mental Capital and Wellbeing project were disseminated to the audience, which means that at many strategic levels the reports have been acknowledged, read and probably used in some way. The Advisory Council on

Health Research is currently contemplating the possibility of formulating a research agenda on the theme of mental capital, based on the report of this Conference in The Hague. In the meantime, ideas presented at the conference are already finding their way to research programming organisations in the Netherlands, They form part of discussions on new research programmes, for example on mental health and prevention.

Swedish Government

Being one of the international referees for the MCW Final Report, Professor Lennart Levi, a member of the Swedish Parliament and Spokesman for Public and Occupational Health issues of the Centre Party, has used the Foresight report to inform his academic and political networks since its publication a year ago.

On 26 February 2009, Professor Cary L Cooper gave a well received Seminar on MCW in the Swedish Parliament. On 27 February 2009, a well-attended British Seminar was given at the Swedish Ministry of Employment by Professor John Beddington together with Professors Sandy Thomas and Cary L Cooper. The seminar was chaired by the Swedish Cabinet Minister of Public Health, Ms Maria Larsson, with many high level politicians and civil servants from several Ministries in the audience.

Professor Lennart Levi was invited to the MCW Conference at the University of Lancaster on “Developing a Business Response” on June 24, 2009. His draft proposal for a British-Swedish collaboration was passed on by Professor Beddington to the Permanent Secretaries of the UK Departments of Health, and Work and Pensions. The Permanent Secretary of the latter Department, Sir Leigh Lewis, responded favourably. As a result, a British-Swedish Conference is being planned for 7 December 2009, within the framework of the Swedish EU Presidency, on “Gross National Wellbeing (GNW) – How to Promote it in the Workplace”, with Prof Cary L Cooper and Prof Dame Carol Black as keynote speakers. The Conference may become a starting point for a longer-term bilateral collaboration within the general area of MCW.

International Seminar on Ageing

The UK Foresight Programme and the UK Foreign and Commonwealth Office’s Science and Innovation Network will host a workshop entitled ‘Unlocking and utilising the mental capital of the ageing population: international perspectives and opportunities’. The event will begin with an evening dinner on 19 January and a full day’s workshop on 20 January 2010 in London.

This event aimed to bring together some of Europe’s key policy makers and academics with a particular interest in making the most of the mental capital of the ageing population.

5. Dissemination

The Foresight team of officials and lead experts sought to maximise the number of opportunities to disseminate the findings of the project, and continues to do so actively a year after publication.

The communication and uptake of the project's findings, to increase the Report's capacity to influence decision-making, and the development of key areas of policy and strategy, are important aspects of the project's impact.

Examples of dissemination activities are set out in this chapter.

5.1 Launch

The report was formally presented to John Denham MP, the then Secretary of State for Innovation, Universities and Skills on 22 October 2008 by Professor John Beddington, the Government Chief Scientific Adviser.

A press conference was held the day before at the Science Media Centre, London. Media coverage at the time of the launch was widespread, reaching both specialist and mainstream print and broadcast media. The following list is not exhaustive but provides an idea of impact the report made in its first few days within the mainstream media:

The Times:

Do five simple things a day to stay sane, say scientists

http://www.timesonline.co.uk/tol/life_and_style/health/mental_health/article4988978.ece

'Pollyanna' tips to stay sane are based on hard evidence

http://www.timesonline.co.uk/tol/life_and_style/health/mental_health/article4988990.ece

BBC online:

Warning on workers' mental health

<http://news.bbc.co.uk/1/hi/health/7680788.stm>

The Daily Telegraph:

Dementia costs will triple to hit £50bn a year

<http://www.telegraph.co.uk/news/newstoppers/politics/health/3235421/Dementia-costs-will-triple-to-hit-50bn-a-year.html>

Scientists suggest five ways to stay sane

<http://www.telegraph.co.uk/news/newstoppers/politics/health/3239592/Scientists-suggest-five-ways-to-stay-sane.html>

Financial crisis will hit mental health of the nation, warn Government advisors
<http://www.telegraph.co.uk/finance/financetopics/financialcrisis/3235790/Financial-crisis-will-hit-mental-health-of-the-nation-warn-Government-advisors.html>

The Guardian:

Experts call for campaign to boost nation's mental health
<http://www.guardian.co.uk/science/2008/oct/22/mental-health-illness-foresight>

We must spot learning problems earlier, says thinktank
<http://www.guardian.co.uk/education/2008/oct/22/specialeducationneeds-schools>

The Independent:

The secret of staying young: learn to fix a bike
<http://www.independent.co.uk/news/science/the-secret-of-staying-young-learn-to-fix-a-bike-968624.html>

The Daily Mail:

The five tasks a day that could protect your mental wellbeing
<http://www.dailymail.co.uk/health/article-1079608/The-tasks-day-protect-mental-wellbeing.html>

Press Association:

Push to support mental wellbeing
<http://ukpress.google.com/article/ALeqM5jS0A7V8YyOOusFLAO9hrIS-Cnmag>

Radio and television coverage on the day of launch included:

Television	Radio
ITN 1:30 News – Professor John Beddington	BBC Three Counties Radio – Professor Cary Cooper
BBC News Channel – Professor Cary Cooper	BBC Somerset – Professor Cary Cooper
BBC News Channel – package featuring interview with elderly people and experts	BBC Wales – Professor Cary Cooper
	BBC Scotland – Professor Cary Cooper
	BBC Ulster – Professor Cary Cooper
	BBC regional evening bulletin – all drive time shows – Professor Felicia Huppert

5.2 Conferences and other events

The project's findings have informed many conferences, workshops and other events in business, government and academia. Foresight is grateful to the many technical and other contributors to the project who presented its findings

at a wide range of diverse events before and after the project launch in 2008. Foresight would particularly like to thank Professor Cary Cooper, Professor Rachel Jenkins, Professor Barbara Sahakian, Professor Tom Kirkwood, Professor John Field, Professor Usha Goswami, Professor Felicia Huppert, Chris Riley and Professor Eugene Paykel for their contributions.

The range of these events reflects the diversity of the audiences exposed to the Report.

Examples include:

As the lead expert for the science coordination team for the project, Professor Cary Cooper has been a champion for MCW throughout his work since it was launched. He has been able to use the project findings to inform activities including Co-Chairing one of the sub-committees, Chronic Disease and Well-being, for the World Economic Forum, being an external adviser on NICE Guidelines on Stress Management Interventions, and acting as an adviser to Dame Carol Black.

Other experts have also used the project findings to inform presentations and discussions with stakeholders such as the Devolved Administrations, Research Councils and political parties. The target audiences have ranged from Ministers at the heart of central government, to local organisations - for example the Norwich 'Stuff Stigma' work described above.

Event	Date
The Well-being Institute, University of Cambridge Seminar, 'The science of wellbeing: past, present and future'	23 October 2008
Meeting with Jo Swinson MP	11 November 2008
Presentation to the Northern Ireland Mental Health Foundation about MCW	January 2009
'Science of Lifelong Learning' event at RSA	20 January 2009
Presentation to European Commission	22 January 2009
New York Academy of Science conference, 'Biomarkers for brain disease', Oxford UK	26/28 January 2009
Seminar on MCW to Swedish Government	27 February 2009
Presentation on MCW to Business in the Community, London	March 2009
MCW Presentation to Mindful Employers in the South West, in Swindon,	March 2009
Cambridge Science Festival, Judge Business School, Cambridge, 'Making the most of our minds: the Foresight Project on Mental Capital and Wellbeing' Presentation and Panel Discussion.	11 March 2009
Presentation to members of Dutch parliament and senior Dutch civil servants in The Hague	20 March 2009
Foundation for Science and Technology event	1 April 2009
Lunch presentation to Prime Minister's Strategy Unit	5 May 2009

University of East Anglia, Norwich, 'Translating the science of wellbeing into practice'	11 June 2009
NHS Confederation annual conference	12 June 2009
Department of Neuroscience, University of Wisconsin-Madison, USA, 'Positive mental health: From science to policy'	22 June 2009
Conference for leaders of business at Lancaster University about MCW and Dame Carol Black's Report	24 June 2009
Presented MCW at Civil Service Live in, chaired by Permanent Secretary	July 2009
Future Analysts Club, London	6 July 2009
U3A Conference/AGM, Edinburgh, Scotland. 'Positive Ageing – the role of the individual, the role of society'	3-5 September 2009
Presentation to Scottish Government	9 September 2009
5 Ways to Wellbeing Conference, Norwich City FC, Carrow Road, Norwich.	16 September 2009
Presentation to Welsh Assembly Government	24 September 2009
Presentation to Danish Government	28 October 2009
NHS Confederation – Mental Health Network	21 November 2009
Psychological Therapies in the NHS - Science, Practice and Policy. Savoy Place, London	26-28 November 2009

5.3 Media Coverage

Specialist articles

The Foresight project team along with Professor John Beddington, the Government's Chief Scientific Adviser, and Professor Sandy Thomas, Head of Foresight, collaborated to write an article for *Nature* magazine entitled 'The mental wealth of nations'. This article highlighted the fact that countries must learn how to capitalise on their citizens' cognitive resources if they are to prosper, both economically and socially. It stressed the importance of early intervention.

<http://www.nature.com/nature/journal/v455/n7216/full/4551057a.html>

Mental Capital and Wellbeing: the book

The science and other reviews used to inform the MCW project have been brought together into a major new reference book, *Mental Capital and Wellbeing*, published by Wiley-Blackwell in October 2009 (ISBN 978-1-4051-8591-2). It was edited by Professors Cary L Cooper, Usha Goswami and Barbara Sahakian from the MCW lead expert group.

5. Conclusion

The Mental Capital and Wellbeing project is one of the most diverse and wide-ranging studies undertaken by Foresight. It was also one of the most challenging in its scientific content and in making a substantive impact across government and elsewhere. The depth and breadth of the report meant that restricting impact to a single government department or strategy could never do the Report justice. Only by engaging with a number of departments can the potential benefit of the report be realised. Over the year since publication Foresight has worked with several departments to help ensure that as broad a range as possible of impact has been achieved.

One of the major government strategies was substantially influenced by the Foresight report was the DH-led New Horizons strategy, which has replaced the ten-year National Service Framework for Mental Health. Foresight provided a comprehensive multidisciplinary evidence base to support New Horizons' holistic view of mental health and wellbeing, and to underline the importance of working across government to deliver the desired health and social outcomes.

The Report has also informed activities in several major policy areas; for example, in ensuring that people with mental ill-health are able to access employment and do not suffer social exclusion - the Mental Health Employment Strategy, the Perkins Review and the Work Recovery and Inclusion initiative. Also The Bradley Report and the government response – the Health and Criminal Justice Plan - which seek to deliver desirable outcomes for offenders with mental health problems and learning difficulties within the criminal justice system. These are just a few of the Report's policy impacts. Several others are highlighted in the main body of the Review. The call for a fundamental review of integrated cross-government working and how that might be incentivised has been noted and a project commissioned to take this forward.

Beyond central government, the Report has been broadly welcomed in the research community. High-level impact has included the report's role in setting the strategic direction of both the MRC and ESRC. Impacts in the third sector have been very diverse and have informed high profile and far-reaching strategies as well as a number of local, innovative projects to promote mental capital and wellbeing in individuals and the community.

There has been significant international interest in the Report. In particular, Foresight welcomed the opportunity to present to the European Commission under the auspices of the European Pact for Mental Health and Well-being. The Report was discussed at a joint Sweden:UK conference in December 2009 which focused on occupational health and wellbeing in the workplace. This event will be held whilst Sweden holds the presidency of the EU. There have also been approaches from several individual countries including the Netherlands and Denmark and an event drawing on policy makers and researchers from across Europe is planned in January 2010.

An important tool in facilitating the understanding and uptake of the report has been the 'Five Ways to Wellbeing' postcards. These accessible messages have been used in various guises by a range of groups and organisations. Part of the impact of these messages is that they are simple and easy to understand. But they are based upon the evidence generated by the project, which gives them standing in the wider community.

The project has been disseminated far and wide and many thanks must go to the members of the MCW Project's Lead Expert Group, who have continued to support and champion the project directly and indirectly through their work. They have played a vital role in dissemination activities and through them Foresight has been able to promote the MCW messages in a wide range of fora.

The MCW report has achieved significant impact locally, regionally, nationally and internationally. It has played an important role in identifying the key challenges which the UK will need to address as a nation, and which individuals within the UK will need to address in order to flourish in the uncertain times ahead.

Annex A

FORESIGHT MENTAL CAPITAL AND WELLBEING PROJECT

MEMBERS OF THE HIGH-LEVEL STEERING GROUP

John Denham MP - Chair	Secretary of State for Communities and Local Government
Prof Louis Appleby	Department of Health
Prof John Beddington	Government Office for Science
Dr Ken Boston	Qualifications and Curriculum Authority
Simon Denegri	Association of Medical Research Charities (AMRC)
Prof Ian Diamond	Economic and Social Research Council (ESRC)
Paul Farmer	National Association for Mental Health (MIND)
Prof Brian Groombridge	Educational Centres Association
Dr Bill Gunnyeon	Department for Work and Pensions
Philip Hanlon	University of Glasgow
Mark Haysom	The Learning and Skills Council
Peter Horn	Care Services Improvement Partnership
Tom Jefferies	Department for Children, Schools and Families
Emma Lindsell	HM Treasury
Andrew Harrop	Age Concern and Help the Aged
Stephen Marston	Department of Business Innovation and Skills
Chris Humphries	UK Commission for Employment and Skills
Alan Tuckett	National Institute of Continuing Adult Education (NIACE)

Annex B

Membership and Terms of Reference of the Mental Health Research Strategy Steering Group

Membership

Professor Chris Kennard (Chairman: University of Oxford)
Professor Anna Cooper (University of Glasgow)
Professor Nick Craddock (Cardiff University)
Professor Bill Deakin (University of Manchester)
Professor John Geddes (University of Oxford)
Professor Guy Goodwin (University of Oxford)
Professor Jonathon Hill (University of Manchester)
Professor Rene Khan (University of Utrecht)
Professor Peter McGuffin (King's College London)
Professor Barbara Sahakian (University of Cambridge)
Ms Marjorie Wallace (SANE)
Professor Til Wykes (King's College London)

Terms of Reference

- To consider strengths and weaknesses of the portfolios of research of the MRC and OSCHR members into mental wellbeing (with reference to UKCRC research categorisations)
- To consider opportunities in the light of other UK and international activity
- To advise the Mental Health Strategy Steering Group on future opportunities and tractable priorities for investigation
- To recommend a strategy for investment over both the short term and medium term (next 2 years and next 2-7 years), addressing the biological, psychosocial and public health needs
- To advise on future capacity building needs
- To consider ways of reducing stigma and raising the profile of the health needs of those affected and the consequent need for research

Annex C

Activity associated with the 5 Ways to Wellbeing Postcards

Table 1: Orders for postcards, by organisation and number of postcards requested

Order date	Name	Organisation	Number of postcards	Use
14.05.09	Myola Edwards	Barnardos	200	none stated
14.05.09	Martin Gilpin	Work positive	200	none stated
14.05.09	Oz Osborne	ReThink	200	none stated
22.05.09	Tuija Talvitie	British Council, Finland	200	none stated
27.05.09	Nicola Ballantyne	Carbon Action Yorkshire	10	none stated
29.05.09		Greater Manchester Arts and Health Network	400	Resources for mental health promotion training course
01.06.09		Stoke on Trent Primary Care Trust	200	none stated
02.06.09	Sheila McMahon	Dundee Healthy Living Initiative	2500	none stated
05.06.09	Sheila Fraser	Sheila Fraser Associates	20	none stated
05.06.09	Catherine Reynolds	Liverpool NHS Primary Care Trust	200	Used for distribution at an event
29.06.08	Aiesha Wright	NHS Birmingham East and North	1500	none stated
16.07.09	Catherine Reynolds	Liverpool NHS Primary Care Trust	300	none stated
03.08.09		Third Age Trust	300	none stated
24.08.09		Royal National Institute for the Deaf	40	none stated
09.09.09	Oz Osborne	ReThink	100	none stated
Total			6370	

Table 2: Spin-off activities using Five Ways to Wellbeing

Date	Name	Organisation	Activity
May-09	Sangeeta Leahy	Solihull NHS Care Trust	Turned five ways to well-being into a short animation
May-09	Shazia Nazir	Walsall PCT	Produced the postcards in a poster format to distribute to community organisations. They consulted with the community, who requested that the poster should look similar to the original postcard design.
Jun-09	Catherine Reynolds	Liverpool NHS Primary Care Trust	Used the five ways to wellbeing as part of the launch of their Public Mental Health Strategy. Nic Marks spoke at the launch event.
Jul-09		Business in the Community	Incorporated the five ways into their wellbeing framework within workplaces. It is designed as a model to be used by employers and employees to promote health and wellbeing at work.
Jul-09	Johann Sheehan	ACT Health, Australia	Using five ways to wellbeing as the foundation for their mental health promotion media campaign, using the slogan 'take 5 be alive'.
Sep-09	Beckie Davies	University of East Anglia	Organising the next wellbeing week in the Students' Union around the five ways to wellbeing. Beckie is looking to re-produce the postcards into posters
Sep-09	Jo Ward	Stockport Metropolitan Borough Council	Using five ways to wellbeing in a community publication which will promote free learning opportunities and signpost readers to further information on Wellbeing
Sep-09		Mental Health Foundation, New Zealand	We have not had direct contact with this organisation - but it has come to our attention that they are using the five ways messages as part of their Mental Health Awareness Week
Sep-09	Maureen Tilford	Norfolk PCT	Used the five ways as the basis for organising a conference called 'The five ways to wellbeing conference'. Nic Marks spoke at the event.