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**The context**

In 2018 “Every Life Matters - Scotland’s Suicide Prevention Action Plan” [1] set out a vision that through learning and development we would minimise the risk of suicide in Scotland and in 2022 “Creating Hope Together: Suicide Prevention action plan 2022 to 2025” [2] continues to recognise the need for workforce development in this area across all sectors, professions and communities.

**Workforce development – defining levels of practice and educational outcomes**

In 2019, NHS Education for Scotland in partnership with Public Health Scotland developed “The Mental Health Improvement and Suicide Prevention (MHISP) Knowledge and Skills Framework” [3]. It articulated the knowledge and skills required by the workforce at four practice levels (informed, skilled, enhanced and specialist) to support compassionate conversations, promote good mental health and wellbeing across the whole population and to prevent mental ill health, self-harm or suicide.

**Ask, Tell, Respond**

The informed level of practice is supported by the ‘Ask, Tell Respond’ Adult, Children and Young People (CYP) resources including animations and eLearning modules. These resources have been well received and are now being used across the NHS, Local Authorities, other public services, higher and further education and third sector organisations in Scotland. Several organisations have embedded the resources within workforce induction and mandatory learning programmes.

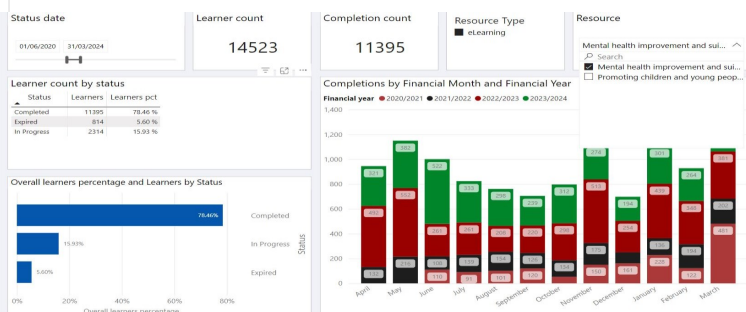


The NES/PHS team recognising the size, variation and learning needs of the relevant workforces moved towards supporting local capacity to deliver suicide prevention education. A facilitation resource which encompasses the Ask, Tell Respond animations was therefore developed, implemented and evaluated. Since then, and in order to continue to build capacity and sustainability, an Ask, Tell Respond Facilitator network has been established. It now supports people from 260 organisations across health, social care, third, independent and the wider public sector to deliver the Ask, Tell, Respond facilitator resources.

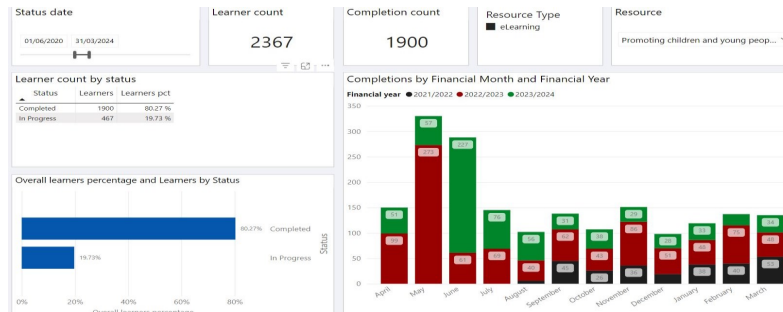
**Impact and ongoing development**

To date the animations have been viewed over 110, 000 times and over 17,000 learners have accessed the Adult and CYP e-learning modules, with a completion rate of 80%. The graphs below indicate eLearning activity 2020-24.

Mental Health Improvement & Suicide Prevention (Adult)



Promoting CYP’s Mental Health and Preventing Self-harm and Suicide



**References**

- [1] The Scottish Government, Coalition of Scottish Local Authorities (2018) ‘Scotland’s Suicide Prevention Action Plan: Every Life Matters’ [online] available via: [Suicide prevention action plan: every life matters - gov.scot \(www.gov.scot\)](http://www.gov.scot)
- [2] The Scottish Government, Coalition of Scottish Local Authorities (2022) ‘Creating Hope Together: Suicide Prevention Strategy’ [online] available via: [Creating Hope Together: suicide prevention strategy 2022 to 2032 - gov.scot \(www.gov.scot\)](http://www.gov.scot)
- [3] NHS Education for Scotland, Public Health Scotland (2019) ‘The Mental Health Improvement and Suicide Prevention Knowledge and Skills Framework’ [online] available via: [76337f31-15a6-4704-acae-3e461376150f\\_NESD1003 Mental Health Suicide Prevention Framework final.pdf \(windows.net\)](https://www.nes.gov.scot)