

Our Approach to... Suicide Prevention (SP)

Breaking the stigma and myth surrounding suicide plays a huge part in people not feeling like it's their only option and creates a valuable sense of belonging. Doing the right thing by having the courage to talk and listen, we will help to prevent death by suicide, it's collateral impact and make WCC a safe, stigma-free and supportive place to be.



At Warwickshire County Council, we play a positive and active role in suicide prevention.

- We believe that suicide is preventable, and not talking about it doesn't stop it happening.
- Talking about suicide isn't easy for many people, but we are committed to withstand the discomfort; it could save someone's life.
- We each encourage one-another to talk about feelings, we listen without judging or trying to solve problems. We recognise how important it is not to dismiss or diminish how people feel.
- We provide support, tools, advice, and guidance for our people to be able to talk about suicide and help others to feel like they truly belong.

We will all be the best we can be by:

- ✓ Encouraging and engaging in conversations about suicide
- ✓ Being respectful and listening to different lived experiences
- ✓ Exploring, asking for and engaging with help that works best for us
- ✓ Being kind and knowing that there isn't a right or wrong way to feel.

Our Leaders and Managers will do what they say by:

- ✓ Encouraging and enabling discussions and learning opportunities around suicide prevention and taking these learning opportunities themselves.
- ✓ Listening to and supporting the individuals in their teams by utilising the intranet tools and guidance, the support of Occupational Health, our EAP, HR Advisory colleagues and peer support.
- ✓ Providing a safe space for honest and supportive discussions, signposting clearly to suicide support organisations and charities for specialised help.

Organisationally we will focus on solutions by:

- ✓ Sharing relevant, up-to-date and credible suicide prevention resources, across WCC.
- ✓ Encouraging colleagues to be brave, to share and to listen without judgement
- ✓ Ensuring our HR processes and procedures enable our workplace to be a safe, inclusive, supportive place.

Our Objectives...

Awareness and Communication

our people are well informed about suicide prevention.

Wellbeing

our people are supported to prioritise mental wellbeing and resilience.

Customers, clients and communities

our people and commissioned providers are equipped with the right skills and tools to support people in crisis

Partnership and collaboration

our people engage with opportunities to raise awareness of suicide and suicide prevention

Leadership

WCC is committed to supporting the delivery of the Coventry and Warwickshire Suicide Prevention Strategy.



Requiring personal support for yourself?

If you are having thoughts of suicide or significant self-harm, help and support is available now. Visit www.dearlife.org.uk where you will find details for crisis support. If there is immediate risk to life, call 999.

Remember that you can also access:

- Listening Mates
- EAP Service
- Peer support through employee networks

Requiring personal support regarding someone you know, love and/or care about?

If you're worried someone you know may be thinking about suicide, visit dearlife.org.uk to find support, or share 0800 616 171 with anyone you may think needs it – a free 24/7 confidential phone line. Supporting others in tough times can be very difficult, remember to look after yourself and access support for yourself, too.

Remember that you can also get support from:

- Listening Mates
- EAP Service
- Peer support through employee networks

Requiring professional support and guidance?

You can access the Zero Suicide Alliance (ZSA) training on The Learning Hub, access guidance through The Samaritans or Campaign Against Living Miserably (C.A.L.M) and contact our wellbeing team via wellbeing@warwickshire.gov.uk