Consultation Analysis – a Mental Health and Wellbeing Strategy for Scotland

Contents

Part 1: Definitions

Table 1: Question 1.1: Do you agree with this description of "mental health"?

Respondents	Yes	No
Individual	79%	21%
Organisation	78%	22%
Total	**79%**	**21%**
Organisation Breakdown		
Health Improvement	83%	17%
Mental Health	65%	35%
Organisations who support specific target group(s)	82%	18%
Education, Training and Skills	92%	8%
Other	75%	25%

N=406 (253 individuals and 153 organisations). Excludes blank and not answered responses.

Table 2: Question 1.3: Do you agree with this description of "mental wellbeing"?

Respondents	Yes	No
Individual	83%	17%
Organisation	84%	16%
Total	**84%**	**16%**
Organisation Breakdown		
Health Improvement	88%	13%
Mental Health	78%	23%
Organisations who support specific target group(s)	85%	15%
Education, Training and Skills	85%	15%
Other	90%	10%

N=411 (257 individuals and 154 organisations). Excludes blank and not answered responses.

Table 3: Question 1.5: Do you agree with this description of "mental health conditions" and "mental illness"?

Respondents	Yes	No
Individual	64%	36%
Organisation	66%	34%
Total	**64%**	**36%**
Organisation Breakdown		
Health Improvement	64%	36%
Mental Health	30%	70%
Organisations who support specific target group(s)	86%	14%
Education, Training and Skills	85%	15%
Other	71%	29%

N=400 (255 individuals and 145 organisations). Excludes blank and not answered responses.

Part 2: Our Draft Vision and Outcomes

Table 4: Question 2.1: In the 'Draft Outcomes' section, we have identified a draft vision for the Mental Health and Wellbeing Strategy: 'Better mental health and wellbeing for all'. Do you agree with the proposed vision?

Respondents	Yes	No
Individual	75%	25%
Organisation	74%	26%
Total	**75%**	**25%**
Organisation Breakdown		
Health Improvement	83%	17%
Mental Health	59%	42%
Organisations who support specific target group(s)	67%	33%
Education, Training and Skills	92%	8%
Other	85%	15%

N=399 (239 individuals and 160 organisations). Excludes blank and not answered responses.

Part 3: Our Key Areas of Focus

Table 5: Question 3.1: In the 'Draft Outcomes' section, we have identified four key areas that we think we need to focus on. Do you agree with these four areas?

Respondents	Yes	No
Individual	66%	34%
Organisation	62%	38%
Total	**65%**	**35%**
Organisation Breakdown		
Health Improvement	65%	35%
Mental Health	39%	61%
Organisations who support specific target group(s)	69%	31%
Education, Training and Skills	92%	8%
Other	76%	24%

N=404 (247 individuals and 157 organisations). Excludes blank and not answered responses.

Part 4: Outcomes

Question 4.1 - Do you agree that the Mental Health and Wellbeing Strategy should aim to achieve the following outcome to address underlying social factors?

Table 6: Through actions across policy areas, we will have influenced the social factors that affect mental health and wellbeing, to improve people's lives and reduce inequalities.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	56%	25%	9%	2%	7%
Organisation	74%	15%	2%	1%	7%
Total	**63%**	**21%**	**6%**	**2%**	**7%**
Organisation Breakdown					
Health Improvement	75%	16%	2%	2%	6%
Mental Health	75%	13%	0%	3%	10%
Organisations who support specific target group(s)	73%	16%	3%	0%	8%
Education, Training and Skills	79%	7%	0%	0%	14%
Other	71%	24%	5%	0%	0%

N=412 (249 individuals and 163 organisations). Excludes blank and not answered responses.

Question 4.2 - Do you agree that the Mental Health and Wellbeing strategy should aim to achieve the following outcomes for people?

Table 7: People have a shared language and understanding of mental health and wellbeing and mental health conditions.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	50%	34%	9%	3%	4%
Organisation	66%	25%	5%	1%	3%
Total	**56%**	**31%**	**7%**	**2%**	**4%**
Organisation Breakdown					
Health Improvement	75%	17%	6%	0%	2%
Mental Health	61%	27%	5%	2%	5%
Organisations who support specific target group(s)	68%	24%	6%	0%	3%
Education, Training and Skills	62%	31%	0%	0%	8%
Other	55%	41%	5%	0%	0%

N=406 (248 individuals and 158 organisations). Excludes blank and not answered responses.

Table 8: People understand the things that can affect their own and other's mental health and wellbeing, including the importance of tolerance and compassion.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	64%	25%	6%	3%	3%
Organisation	73%	21%	3%	0%	3%
Total	**68%**	**23%**	**5%**	**2%**	**3%**
Organisation Breakdown					
Health Improvement	77%	19%	2%	0%	2%
Mental Health	61%	29%	5%	0%	5%
Organisations who support specific target group(s)	77%	18%	3%	0%	3%
Education, Training and Skills	93%	0%	0%	0%	7%
Other	70%	26%	4%	0%	0%

N=409 (249 individuals and 160 organisations). Excludes blank and not answered responses.

Table 9: People recognise that it is natural for everyday setbacks and challenging life events to affect how they feel.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	62%	27%	6%	2%	3%
Organisation	67%	27%	3%	0%	3%
Total	**64%**	**27%**	**5%**	**2%**	**3%**
Organisation Breakdown					
Health Improvement	75%	19%	4%	0%	2%
Mental Health	54%	42%	0%	0%	5%
Organisations who support specific target group(s)	71%	21%	6%	0%	3%
Education, Training and Skills	64%	29%	0%	0%	7%
Other	68%	27%	5%	0%	0%

N=407 (249 individuals and 158 organisations). Excludes blank and not answered responses.

Table 10: People know what they can do to look after their own and other's mental health and wellbeing, how to access help and what to expect.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	69%	21%	3%	4%	4%
Organisation	79%	16%	2%	0%	3%
Total	**73%**	**19%**	**3%**	**3%**	**3%**
Organisation Breakdown					
Health Improvement	85%	10%	2%	0%	2%
Mental Health	78%	17%	0%	0%	5%
Organisations who support specific target group(s)	83%	11%	3%	0%	3%
Education, Training and Skills	85%	8%	0%	0%	8%
Other	59%	36%	5%	0%	0%

N=407 (248 individuals and 159 organisations). Excludes blank and not answered responses.

Table 11: People have the material, social and emotional resources to enable them to cope during times of stress, or challenging life circumstances.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	68%	19%	5%	3%	5%
Organisation	79%	16%	1%	1%	3%
Total	**72%**	**18%**	**3%**	**3%**	**4%**
Organisation Breakdown					
Health Improvement	85%	13%	0%	0%	2%
Mental Health	73%	20%	2%	0%	5%
Organisations who support specific target group(s)	80%	14%	0%	6%	0%
Education, Training and Skills	93%	0%	0%	0%	7%
Other	68%	27%	5%	0%	0%

N=406 (247 individuals and 159 organisations). Excludes blank and not answered responses.

Table 12: People feel safe, secure, settled and supported.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	68%	19%	4%	4%	5%
Organisation	80%	16%	1%	0%	3%
Total	**73%**	**18%**	**2%**	**2%**	**4%**
Organisation Breakdown					
Health Improvement	80%	18%	0%	0%	2%
Mental Health	78%	17%	0%	0%	5%
Organisations who support specific target group(s)	89%	9%	0%	0%	3%
Education, Training and Skills	93%	0%	0%	0%	7%
Other	65%	30%	4%	0%	0%

N=410 (248 individuals and 162 organisations). Excludes blank and not answered responses.

Table 13: People feel a sense of hope, purpose and meaning.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	66%	19%	7%	4%	4%
Organisation	78%	16%	3%	0%	3%
Total	**71%**	**18%**	**5%**	**3%**	**4%**
Organisation Breakdown					
Health Improvement	75%	19%	4%	0%	2%
Mental Health	73%	17%	5%	0%	5%
Organisations who support specific target group(s)	85%	12%	0%	0%	3%
Education, Training and Skills	93%	0%	0%	0%	7%
Other	70%	26%	4%	0%	0%

N=408 (248 individuals and 160 organisations). Excludes blank and not answered responses.

Table 14: People feel valued, respected, included and accepted.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	71%	17%	3%	4%	5%
Organisation	80%	16%	1%	0%	3%
Total	**75%**	**16%**	**2%**	**2%**	**4%**
Organisation Breakdown					
Health Improvement	80%	18%	0%	0%	2%
Mental Health	81%	15%	0%	0%	5%
Organisations who support specific target group(s)	85%	12%	0%	0%	3%
Education, Training and Skills	93%	0%	0%	0%	7%
Other	61%	30%	9%	0%	0%

N=409 (248 individuals and 161 organisations). Excludes blank and not answered responses.

Table 15: People feel a sense of belonging and connectedness with their communities and recognise them as a source of support.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	57%	26%	9%	3%	5%
Organisation	76%	18%	3%	0%	3%
Total	**65%**	**23%**	**7%**	**2%**	**4%**
Organisation Breakdown					
Health Improvement	84%	12%	2%	0%	2%
Mental Health	71%	22%	2%	0%	5%
Organisations who support specific target group(s)	79%	18%	0%	0%	3%
Education, Training and Skills	93%	0%	0%	0%	7%
Other	57%	35%	9%	0%	0%

N=409 (248 individuals and 161 organisations). Excludes blank and not answered responses.

Table 16: People know that it is okay to ask for help and that they have someone to talk to and listen to them.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	67%	22%	5%	4%	3%
Organisation	81%	14%	1%	0%	3%
Total	73%	19%	3%	2%	3%
Organisation Breakdown					
Health Improvement	83%	13%	2%	0%	2%
Mental Health	76%	20%	0%	0%	5%
Organisations who support specific target group(s)	86%	11%	0%	0%	3%
Education, Training and Skills	93%	0%	0%	0%	7%
Other	74%	22%	4%	0%	0%

N=407 (247 individuals and 160 organisations). Excludes blank and not answered responses.

Table 17: People have the foundations that enable them to develop and maintain healthy, nurturing, supportive relationships throughout their lives.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	67%	19%	6%	4%	4%
Organisation	78%	17%	3%	0%	3%
Total	71%	18%	5%	2%	4%
Organisation Breakdown					
Health Improvement	83%	8%	6%	0%	2%
Mental Health	73%	22%	0%	0%	5%
Organisations who support specific target group(s)	86%	11%	0%	0%	3%
Education, Training and Skills	86%	7%	0%	0%	7%
Other	57%	39%	4%	0%	0%

N=410 (249 individuals and 161 organisations). Excludes blank and not answered responses.

Table 18: People are supported and feel able to engage with and participate in their communities.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	57%	27%	8%	3%	5%
Organisation	71%	24%	2%	0%	3%
Total	57%	27%	8%	3%	5%
Organisation Breakdown					
Health Improvement	74%	22%	2%	0%	2%
Mental Health	61%	34%	0%	0%	5%
Organisations who support specific target group(s)	82%	15%	0%	0%	3%
Education, Training and Skills	86%	7%	0%	0%	7%
Other	57%	35%	9%	0%	0%

N=410 (249 individuals and 161 organisations). Excludes blank and not answered responses.

Table 19: People with mental health conditions are supported and able to achieve what they want to achieve in their daily lives.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	68%	21%	3%	3%	4%
Organisation	83%	12%	2%	0%	3%
Total	74%	18%	3%	2%	4%
Organisation Breakdown					
Health Improvement	88%	8%	2%	0%	2%
Mental Health	80%	13%	3%	0%	5%
Organisations who support specific target group(s)	88%	9%	0%	0%	3%
Education, Training and Skills	86%	7%	0%	0%	7%
Other	70%	26%	4%	0%	0%

N=410 (249 individuals and 161 organisations). Excludes blank and not answered responses.

Table 20: People with mental health conditions, including those with other health conditions or harmful drug and alcohol use, are supported to have as good physical health as possible.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	65%	23%	5%	3%	4%
Organisation	81%	13%	3%	0%	3%
Total	71%	19%	4%	2%	4%
Organisation Breakdown					
Health Improvement	86%	10%	2%	0%	2%
Mental Health	81%	12%	2%	0%	5%
Organisations who support specific target group(s)	79%	18%	0%	0%	3%
Education, Training and Skills	79%	7%	7%	0%	7%
Other	77%	18%	5%	0%	0%

N=410 (249 individuals and 161 organisations). Excludes blank and not answered responses.

Table 21: People living with physical health conditions have as good mental health and wellbeing as possible.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	68%	21%	4%	2%	5%
Organisation	80%	15%	2%	0%	3%
Total	73%	19%	3%	1%	4%
Organisation Breakdown					
Health Improvement	82%	14%	0%	0%	2%
Mental Health	78%	15%	2%	0%	5%
Organisations who support specific target group(s)	85%	12%	0%	0%	3%
Education, Training and Skills	86%	7%	0%	0%	7%
Other	68%	27%	5%	0%	0%

N=409 (248 individuals and 161 organisations). Excludes blank and not answered responses.

Table 22: People experiencing long term mental health conditions are supported to self-manage their care (where appropriate and helpful) to help them maintain their recovery and prevent relapse.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	65%	20%	7%	4%	5%
Organisation	76%	17%	4%	1%	3%
Total	69%	19%	6%	3%	4%
Organisation Breakdown					
Health Improvement	81%	13%	4%	0%	2%
Mental Health	73%	17%	2%	2%	5%
Organisations who support specific target group(s)	82%	15%	0%	0%	3%
Education, Training and Skills	64%	14%	14%	0%	7%
Other	63%	32%	5%	0%	0%

N=407 (248 individuals and 159 organisations). Excludes blank and not answered responses.

Table 23: People feel and are empowered to be involved as much as is possible in the decisions that affect their health, treatment and lives. Even where there may be limits on the decisions they can make (due to the setting, incapacity or illness), people feel that they are supported to make choices, and their views and rights will be respected.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	69%	21%	3%	2%	5%
Organisation	82%	14%	1%	0%	3%
Total	74%	18%	2%	2%	4%
Organisation Breakdown					
Health Improvement	81%	17%	0%	0%	2%
Mental Health	85%	10%	0%	0%	5%
Organisations who support specific target group(s)	85%	12%	0%	0%	3%
Education, Training and Skills	79%	14%	0%	0%	7%
Other	77%	18%	5%	0%	0%

N=405 (247 individuals and 158 organisations). Excludes blank and not answered responses.

Question 4.3 - Do you agree that the Mental Health and Wellbeing Strategy should aim to achieve the following outcomes for communities? This includes geographic communities, communities of interest and communities of shared characteristics.

Table 24: Communities are engaged with, involved in, and able to influence decisions that affect their lives and support mental wellbeing.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	59%	28%	8%	0%	4%
Organisation	72%	22%	3%	1%	2%
Total	64%	26%	6%	1%	3%
Organisation Breakdown					
Health Improvement	81%	15%	2%	0%	2%
Mental Health	64%	31%	0%	0%	5%
Organisations who support specific target group(s)	78%	17%	3%	3%	0%
Education, Training and Skills	69%	23%	0%	0%	8%
Other	59%	32%	9%	0%	0%

N=395 (238 individuals and 157 organisations). Excludes blank and not answered responses.

Table 25: Communities value and respect diversity, so that people, including people with mental health conditions, are able to live free from stigma and discrimination.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	71%	19%	5%	2%	4%
Organisation	80%	15%	1%	1%	3%
Total	74%	17%	4%	2%	4%
Organisation Breakdown					
Health Improvement	83%	15%	0%	0%	2%
Mental Health	80%	13%	0%	3%	5%
Organisations who support specific target group(s)	86%	8%	3%	0%	3%
Education, Training and Skills	77%	15%	0%	0%	8%
Other	64%	27%	5%	5%	0%

N=395 (238 individuals and 157 organisations). Excludes blank and not answered responses.

Table 26: Communities are a source of support that help people cope with challenging life events and everyday knocks to wellbeing.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	56%	28%	12%	1%	3%
Organisation	71%	20%	5%	1%	3%
Total	62%	25%	9%	1%	3%
Organisation Breakdown					
Health Improvement	77%	17%	4%	0%	2%
Mental Health	62%	28%	5%	0%	5%
Organisations who support specific target group(s)	81%	11%	6%	0%	3%
Education, Training and Skills	77%	15%	0%	0%	8%
Other	59%	27%	9%	5%	0%

N=395 (238 individuals and 157 organisations). Excludes blank and not answered responses.

Table 27: Communities have equitable access to a range of activities and opportunities for enjoyment, learning, participating and connecting with others.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	71%	18%	5%	3%	4%
Organisation	81%	15%	1%	0%	3%
Total	75%	17%	3%	2%	4%
Organisation Breakdown					
Health Improvement	81%	17%	0%	0%	2%
Mental Health	77%	18%	0%	0%	5%
Organisations who support specific target group(s)	89%	8%	0%	0%	3%
Education, Training and Skills	77%	15%	0%	0%	78%
Other	77%	18%	5%	0%	0%

N=394 (237 individuals and 157 organisations). Excludes blank and not answered responses.

Question 4.4 - Do you agree that the Mental Health and Wellbeing Strategy should aim to achieve the following outcomes for populations?

Table 28: We live in a fair and compassionate society that is free from discrimination and stigma.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	67%	17%	6%	4%	6%
Organisation	81%	12%	3%	1%	4%
Total	73%	15%	5%	3%	5%
Organisation Breakdown					
Health Improvement	85%	11%	2%	0%	2%
Mental Health	74%	15%	3%	0%	8%
Organisations who support specific target group(s)	89%	9%	0%	0%	3%
Education, Training and Skills	92%	0%	0%	0%	8%
Other	65%	17%	13%	4%	0%

N=393 (238 individuals and 155 organisations). Excludes blank and not answered responses.

Table 29: We have reduced inequalities in mental health and wellbeing and mental health conditions.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	70%	18%	4%	3%	5%
Organisation	83%	10%	3%	1%	3%
Total	75%	15%	4%	2%	4%
Organisation Breakdown					
Health Improvement	89%	9%	0%	0%	2%
Mental Health	77%	13%	5%	0%	5%
Organisations who support specific target group(s)	91%	3%	3%	0%	3%
Education, Training and Skills	92%	0%	0%	0%	8%
Other	65%	22%	9%	4%	0%

N=392 (238 individuals and 154 organisations). Excludes blank and not answered responses.

Table 30: We have created the social conditions for people to grow up, learn, live, work and play, which support and enable people and communities to flourish and achieve the highest attainable mental health and wellbeing across the life-course.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	71%	14%	6%	4%	5%
Organisation	82%	12%	2%	0%	4%
Total	76%	13%	4%	3%	5%
Organisation Breakdown					
Health Improvement	87%	11%	0%	0%	2%
Mental Health	74%	18%	0%	0%	8%
Organisations who support specific target group(s)	91%	3%	3%	0%	3%
Education, Training and Skills	92%	0%	0%	0%	8%
Other	70%	17%	13%	0%	0%

N=392 (238 individuals and 154 organisations). Excludes blank and not answered responses.

Table 31: People living with mental health conditions experience improved quality and length of life.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	69%	20%	5%	2%	5%
Organisation	85%	9%	2%	0%	4%
Total	75%	16%	4%	1%	5%
Organisation Breakdown					
Health Improvement	92%	6%	0%	0%	2%
Mental Health	80%	10%	3%	0%	8%
Organisations who support specific target group(s)	91%	6%	0%	0%	3%
Education, Training and Skills	92%	0%	0%	0%	8%
Other	70%	22%	9%	0%	0%

N=393 (237 individuals and 156 organisations). Excludes blank and not answered responses.

Question 4.5 - Do you agree that the Mental Health and Wellbeing Strategy should aim to achieve the following outcomes for services and support?

Table 32: A strengthened community-focussed approach, which includes the third sector and community-based services and support for mental health and wellbeing, is supported by commissioning processes and adequate, sustainable funding.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	58%	23%	10%	5%	4%
Organisation	82%	12%	3%	1%	3%
Total	68%	18%	7%	3%	3%
Organisation Breakdown					
Health Improvement	84%	10%	2%	2%	2%
Mental Health	88%	10%	0%	0%	3%
Organisations who support specific target group(s)	84%	8%	5%	0%	3%
Education, Training and Skills	69%	23%	0%	0%	8%
Other	73%	18%	9%	0%	0%

N=396 (235 individuals and 161 organisations). Excludes blank and not answered responses.

Table 33: Lived experience is genuinely valued and integrated in all parts of our mental health care, treatment and support services, and co-production is the way of working from service design through to delivery.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	59%	25%	12%	1%	3%
Organisation	79%	14%	4%	0%	3%
Total	67%	21%	9%	1%	3%
Organisation Breakdown					
Health Improvement	82%	10%	6%	0%	2%
Mental Health	83%	13%	3%	0%	3%
Organisations who support specific target group(s)	84%	14%	0%	0%	3%
Education, Training and Skills	69%	23%	0%	0%	8%
Other	64%	23%	14%	0%	0%

N=394 (233 individuals and 161 organisations). Excludes blank and not answered responses.

Table 34: When people seek help for their mental health and wellbeing they experience a response that is person-centred and flexible, supporting them to achieve their personal outcomes and recovery.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	74%	18%	3%	2%	3%
Organisation	84%	11%	2%	1%	3%
Total	78%	15%	3%	2%	3%
Organisation Breakdown					
Health Improvement	88%	8%	2%	0%	2%
Mental Health	85%	13%	0%	0%	3%
Organisations who support specific target group(s)	89%	8%	0%	0%	3%
Education, Training and Skills	77%	15%	0%	0%	8%
Other	68%	18%	9%	5%	0%

N=395 (234 individuals and 161 organisations). Excludes blank and not answered responses.

Table 35: We have a service and support system that ensures there is no wrong door, with points of access and clear referral pathways that people and the workforce understand and can use.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	69%	19%	6%	2%	3%
Organisation	81%	12%	4%	1%	3%
Total	74%	16%	5%	2%	3%
Organisation Breakdown					
Health Improvement	90%	4%	4%	0%	2%
Mental Health	83%	13%	0%	3%	3%
Organisations who support specific target group(s)	78%	16%	3%	0%	3%
Education, Training and Skills	77%	15%	0%	0%	8%
Other	68%	18%	14%	0%	0%

N=396 (235 individuals and 161 organisations). Excludes blank and not answered responses.

Table 36: Everyone has equitable access to support and services in the right place, at the right time wherever they are in Scotland, delivered in a way that best suits the person and their needs.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	75%	17%	2%	2%	4%
Organisation	83%	11%	3%	1%	3%
Total	78%	15%	2%	1%	3%
Organisation Breakdown					
Health Improvement	88%	8%	2%	0%	2%
Mental Health	80%	15%	3%	0%	3%
Organisations who support specific target group(s)	87%	11%	0%	0%	3%
Education, Training and Skills	92%	0%	0%	0%	8%
Other	68%	18%	9%	5%	0%

N=396 (235 individuals and 161 organisations). Excludes blank and not answered responses.

Table 37: People are able to easily access and move between appropriate, effective, compassionate, high quality services and support (clinical and non-clinical).

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	73%	20%	2%	3%	3%
Organisation	84%	11%	3%	1%	3%
Total	77%	16%	2%	2%	3%
Organisation Breakdown					
Health Improvement	88%	8%	2%	0%	2%
Mental Health	78%	18%	3%	0%	3%
Organisations who support specific target group(s)	92%	5%	0%	0%	3%
Education, Training and Skills	92%	0%	0%	0%	8%
Other	68%	18%	9%	5%	0%

N=394 (233 individuals and 161 organisations). Excludes blank and not answered responses.

Table 38: Services and support focus on early intervention and prevention, as well as treatment, to avoid worsening of individual's mental health and wellbeing.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	73%	17%	4%	3%	3%
Organisation	82%	11%	4%	1%	3%
Total	77%	15%	4%	2%	3%
Organisation Breakdown					
Health Improvement	86%	10%	2%	0%	2%
Mental Health	75%	15%	8%	0%	3%
Organisations who support specific target group(s)	87%	11%	0%	0%	3%
Education, Training and Skills	92%	0%	0%	0%	8%
Other	73%	14%	9%	5%	0%

N=395 (234 individuals and 161 organisations). Excludes blank and not answered responses.

Question 4.6 - Do you agree that the Mental Health and Wellbeing Strategy should aim to achieve the following outcome for information, data and evidence?

Table 39: People who make decisions about support, services and funding use high quality evidence, research and data to improve mental health and wellbeing and to reduce inequalities. They have access to infrastructure and analysis that support this.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	64%	21%	9%	2%	4%
Organisation	78%	16%	3%	0%	3%
Total	69%	19%	7%	1%	4%
Organisation Breakdown					
Health Improvement	89%	9%	0%	0%	2%
Mental Health	80%	13%	3%	0%	5%
Organisations who support specific target group(s)	76%	21%	3%	0%	3%
Education, Training and Skills	75%	17%	0%	0%	8%
Other	61%	26%	13%	0%	0%

N=389 (236 individuals and 153 organisations). Excludes blank and not answered responses.

Part 5: Creating the Conditions for Good Mental Health and Wellbeing

Table 40: Question 5.5: In what ways do you actively look after your own mental health and wellbeing?

	Individual	Organisation	Total	Health Improvement	Mental Health	Organisations who support specific target group(s)	Other	Education, Training and Skills
Time with family and friends	84%	78%	**83%**	86%	83%	79%	54%	86%
Sleep	81%	71%	**78%**	82%	67%	68%	54%	86%
Time in nature	77%	80%	**78%**	86%	83%	74%	69%	86%
Exercise	74%	78%	**75%**	86%	83%	74%	62%	86%
Hobbies/practical work	74%	78%	**75%**	82%	83%	74%	69%	86%
Cultural activities	44%	62%	**49%**	68%	67%	58%	46%	71%
Mindfulness/meditation practice	42%	54%	**46%**	64%	72%	37%	23%	86%
Community groups	37%	65%	**44%**	73%	78%	58%	46%	57%
Other	32%	59%	**40%**	59%	72%	63%	54%	29%
None of the above	3%	8%	**4%**	5%	17%	5%	8%	0%

N=296 (217 individuals and 79 organisations). Excludes blank and not answered responses. Multiple choices were possible.

Part 6: Access to Advice and Support for Mental Wellbeing

Table 41: Question 6.1: If you wanted to improve your mental health and wellbeing, where would you go first for advice and support?

	Individual	Organisation	Total	Health Improvement	Mental Health	Organisations who support specific target group(s)	Other	Education, Training and Skills
Friends or family or carer	34%	18%	**30%**	26%	6%	7%	10%	57%
GP	29%	22%	**27%**	32%	12%	40%	10%	0%
Other	13%	29%	**17%**	21%	47%	20%	40%	14%
Online support	10%	6%	**9%**	5%	12%	0%	10%	0%
Third Sector (charity) support	3%	19%	**7%**	11%	18%	33%	20%	14%
Helplines	4%	0%	**3%**	0%	0%	0%	0%	0%
Workplace	3%	0%	**2%**	0%	0%	0%	0%	0%
Local community group	1%	3%	**2%**	5%	0%	0%	10%	0%
College or University (e.g., a counsellor or a student welfare officer)	1%	1%	**1%**	0%	0%	0%	0%	14%
Health and Social Care Partnership	1%	0%	**1%**	0%	0%	0%	0%	0%
NHS24	0%	0%	**0%**	0%	0%	0%	0%	0%
Community Link Workers	0%	1%	**0%**	0%	6%	0%	0%	0%
School (e.g., a guidance teacher or a school counsellor)	0%	0%	**0%**	0%	0%	0%	0%	0%
Midwife	0%	0%	**0%**	0%	0%	0%	0%	0%
Health visitor	0%	0%	**0%**	0%	0%	0%	0%	0%
An employability provider (e.g., Jobcentre Plus)	0%	0%	**0%**	0%	0%	0%	0%	0%

N=284 (216 individuals and 68 organisations). Excludes blank and not answered responses.

Table 42: Question 6.3: Is there anywhere else you would go to for advice and support with your mental health and wellbeing?

	Individual	Organisation	Total	Health Improvement	Mental Health	Organisations who support specific target group(s)	Other	Education, Training and Skills
GP	43%	51%	**45%**	53%	60%	15%	67%	71%
Friends or family or carer	36%	57%	**41%**	59%	67%	46%	56%	57%
Online support	27%	43%	**31%**	59%	40%	8%	44%	71%
Third Sector (charity) support	23%	49%	**29%**	53%	53%	46%	44%	43%
Helplines	18%	36%	**23%**	41%	47%	23%	22%	43%
Workplace	19%	28%	**21%**	41%	27%	8%	22%	43%
Local community group	10%	39%	**17%**	53%	47%	15%	44%	29%
Other	12%	26%	**15%**	24%	33%	15%	56%	0%
NHS24	10%	23%	**13%**	24%	33%	8%	33%	14%
Health and Social Care Partnership	6%	23%	**10%**	35%	27%	8%	22%	14%
College or University (e.g., a counsellor or a student welfare officer)	4%	20%	**8%**	35%	27%	0%	0%	29%
School (e.g., a guidance teacher or a school counsellor)	3%	21%	**7%**	29%	33%	0%	11%	29%
An employability provider (e.g., Jobcentre Plus)	2%	11%	**4%**	24%	13%	8%	0%	0%
Health visitor	0%	15%	**4%**	18%	27%	0%	11%	14%
Midwife	1%	11%	**3%**	18%	27%	0%	0%	0%
Community Link Workers	0%	0%	**0%**	0%	0%	0%	0%	0%

N=252 (191 individuals and 61 organisations). Excludes blank and not answered responses. Multiple choices were possible.

Table 43: Question 6.9: If you have experienced barriers to accessing support, what have they been?

	Individual	Organisation	Total	Health Improvement	Mental Health	Organisations who support specific target group(s)	Other	Education, Training and Skills
Long waits for assessment or treatment	63%	71%	**65%**	64%	67%	84%	57%	75%
Lack of understanding of issues	51%	54%	**52%**	71%	47%	58%	29%	50%
Having to retell my story to different people	49%	56%	**50%**	57%	53%	58%	29%	75%
Not the right kind of support	45%	56%	**48%**	57%	53%	47%	43%	88%
Time to access support	45%	56%	**48%**	50%	53%	53%	43%	88%
Lack of awareness of support available	35%	67%	**43%**	71%	67%	58%	57%	88%
Stigma	28%	67%	**38%**	79%	73%	63%	57%	50%
Not a good relationship with the person offering support	32%	43%	**35%**	64%	53%	26%	43%	25%
Support not available near me	26%	59%	**35%**	57%	67%	58%	43%	63%
Discrimination	23%	52%	**31%**	57%	67%	58%	14%	38%
Other	22%	41%	**27%**	50%	27%	47%	57%	25%
Travel costs	17%	48%	**25%**	43%	67%	47%	43%	25%

N=242 (179 individuals and 63 organisations). Excludes blank and not answered responses. Multiple choices were possible.

Part 10: Your Experience of Mental Health Services

Table 44: Question 10.1: If you have received care and treatment for any aspect of your mental health, who did you receive care and treatment from?

	Individual	Organisation	Total	Health Improvement	Mental Health	Organisations who support specific target group(s)	Other	Education, Training and Skills
GP Practice	73%	53%	**69%**	69%	60%	38%	40%	33%
Other	36%	44%	**37%**	46%	40%	13%	80%	67%
Community Mental Health Team	35%	35%	**35%**	38%	60%	38%	0%	33%
Third Sector Organisation	23%	41%	**27%**	38%	40%	50%	20%	67%
Psychological Therapy Team	22%	38%	**24%**	62%	20%	25%	20%	33%
Inpatient care	12%	32%	**16%**	31%	60%	25%	20%	33%
Peer support group	11%	35%	**15%**	46%	40%	38%	0%	33%
Digital Therapy	10%	18%	**12%**	15%	40%	13%	0%	33%
Child and Adolescent Mental Health Team (CAMHS)	9%	21%	**11%**	15%	20%	25%	0%	67%
Perinatal Mental Health Team	4%	12%	**6%**	8%	20%	13%	0%	33%
Forensic Mental Health Unit	0%	15%	**3%**	15%	20%	25%	0%	0%

N=196 (162 individuals and 34 organisations). Excludes blank and not answered responses. Multiple choices were possible.

Part 12: Funding

Table 45: Question 12.1: Do you think funding for mental health and wellbeing supports and services could be better used in your area?

Respondents	Yes	No
Individual	79%	21%
Organisation	78%	22%
Total	**88%**	**12%**
Organisation Breakdown		
Health Improvement	83%	17%
Mental Health	65%	35%
Organisations who support specific target group(s)	82%	18%
Education, Training and Skills	92%	8%
Other	75%	25%

N=307 (201 individuals and 106 organisations). Excludes blank and not answered responses.

Part 14: Our Vision and Outcomes for the Mental Health and Wellbeing Workforce

Question 14.1 - Do you agree that these are the right short term (1-2 years) outcomes for our mental health and wellbeing workforce?

Table 46: Plan: Improved evidence base for workforce planning including population needs assessment for mental health and wellbeing.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	49%	34%	12%	1%	3%
Organisation	66%	27%	5%	0%	2%
Total	**56%**	**31%**	**10%**	**1%**	**3%**
Organisation Breakdown					
Health Improvement	78%	18%	5%	0%	0%
Mental Health	66%	31%	3%	0%	0%
Organisations who support specific target group(s)	58%	25%	8%	0%	8%
Education, Training and Skills	44%	38%	13%	0%	6%
Other	68%	32%	0%	0%	0%

N=339 (217 individuals and 122 organisations). Excludes blank and not answered responses.

Table 47: Plan: Improved workforce data for different mental health staff groups.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	49%	33%	14%	1%	3%
Organisation	61%	29%	10%	0%	1%
Total	**53%**	**32%**	**12%**	**1%**	**2%**
Organisation Breakdown					
Health Improvement	75%	18%	8%	0%	0%
Mental Health	59%	38%	3%	0%	0%
Organisations who support specific target group(s)	42%	42%	8%	0%	8%
Education, Training and Skills	44%	31%	25%	0%	0%
Other	59%	27%	14%	0%	0%

N=339 (217 individuals and 122 organisations). Excludes blank and not answered responses.

Table 48: Plan: Improved local and national workforce planning capacity and capability.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	59%	30%	6%	2%	3%
Organisation	68%	25%	6%	1%	1%
Total	**62%**	**28%**	**6%**	**2%**	**2%**
Organisation Breakdown					
Health Improvement	78%	15%	8%	0%	0%
Mental Health	75%	22%	0%	3%	0%
Organisations who support specific target group(s)	50%	42%	0%	0%	8%
Education, Training and Skills	44%	38%	19%	0%	0%
Other	67%	29%	5%	0%	0%

N=337 (216 individuals and 121 organisations). Excludes blank and not answered responses.

Table 49: Plan: Improved local and national workforce planning capacity and capability.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	58%	29%	9%	1%	3%
Organisation	68%	27%	4%	0%	1%
Total	**62%**	**29%**	**7%**	**0%**	**2%**
Organisation Breakdown					
Health Improvement	70%	25%	5%	0%	0%
Mental Health	75%	22%	3%	0%	0%
Organisations who support specific target group(s)	50%	42%	0%	0%	8%
Education, Training and Skills	63%	31%	6%	0%	0%
Other	68%	27%	5%	0%	0%

N=336 (214 individuals and 122 organisations). Excludes blank and not answered responses.

Table 50: Plan: User centred and system wide service (re)design.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	57%	23%	14%	3%	3%
Organisation	74%	18%	6%	2%	1%
Total	**63%**	**21%**	**11%**	**2%**	**2%**
Organisation Breakdown					
Health Improvement	80%	13%	5%	3%	0%
Mental Health	66%	25%	6%	3%	0%
Organisations who support specific target group(s)	67%	17%	8%	0%	8%
Education, Training and Skills	69%	25%	6%	0%	0%
Other	82%	14%	5%	0%	0%

N=338 (216 individuals and 122 organisations). Excludes blank and not answered responses.

Table 51: Plan: Peer support and peer worker roles are a mainstream part of mental health services.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	46%	30%	15%	5%	4%
Organisation	65%	26%	8%	0%	2%
Total	**52%**	**29%**	**13%**	**3%**	**3%**
Organisation Breakdown					
Health Improvement	67%	23%	10%	0%	0%
Mental Health	63%	30%	3%	0%	3%
Organisations who support specific target group(s)	67%	25%	0%	0%	8%
Education, Training and Skills	56%	31%	13%	0%	0%
Other	68%	23%	9%	0%	0%

N=336 (217 individuals and 119 organisations). Excludes blank and not answered responses.

Table 52: Attract: Improved national and international recruitment and retention approaches/mechanisms.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	59%	27%	10%	1%	4%
Organisation	66%	25%	8%	0%	2%
Total	**61%**	**26%**	**9%**	**1%**	**3%**
Organisation Breakdown					
Health Improvement	74%	24%	3%	0%	0%
Mental Health	75%	22%	0%	0%	3%
Organisations who support specific target group(s)	58%	33%	0%	0%	8%
Education, Training and Skills	44%	38%	19%	0%	0%
Other	59%	18%	23%	0%	0%

N=334 (214 individuals and 120 organisations). Excludes blank and not answered responses.

Table 53: Attract: Increased fair work practices such as appropriate channels for effective voice, create a more diverse and inclusive workplace.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	52%	32%	12%	2%	3%
Organisation	71%	24%	4%	0%	1%
Total	**59%**	**29%**	**9%**	**1%**	**2%**
Organisation Breakdown					
Health Improvement	74%	21%	5%	0%	0%
Mental Health	75%	25%	0%	0%	0%
Organisations who support specific target group(s)	58%	33%	0%	0%	8%
Education, Training and Skills	56%	38%	6%	0%	0%
Other	77%	14%	9%	0%	0%

N=337 (216 individuals and 121 organisations). Excludes blank and not answered responses.

Table 54: Attract: Increased awareness of careers in mental health.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	58%	27%	11%	1%	3%
Organisation	66%	23%	9%	0%	2%
Total	**61%**	**26%**	**10%**	**1%**	**2%**
Organisation Breakdown					
Health Improvement	67%	21%	13%	0%	0%
Mental Health	75%	19%	3%	0%	3%
Organisations who support specific target group(s)	50%	42%	0%	0%	8%
Education, Training and Skills	60%	27%	13%	0%	0%
Other	64%	23%	14%	0%	0%

N=336 (216 individuals and 120 organisations). Excludes blank and not answered responses.

Question 14.2 - Do you agree that these are the right short term (1-2 years) outcomes for our mental health and wellbeing workforce?

Table 55: Train: Long term workforce planning goals are reflected in and supported by training programmes provided by universities, colleges and apprenticeships.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	63%	27%	7%	1%	3%
Organisation	77%	16%	7%	0%	1%
Total	**68%**	**23%**	**7%**	**1%**	**2%**
Organisation Breakdown					
Health Improvement	82%	11%	8%	0%	0%
Mental Health	84%	13%	3%	0%	0%
Organisations who support specific target group(s)	83%	8%	0%	0%	8%
Education, Training and Skills	53%	27%	20%	0%	0%
Other	68%	27%	5%	0%	0%

N=336 (217 individuals and 119 organisations). Excludes blank and not answered responses.

Table 56: Train: Increased student intake through traditional routes into mental health professions.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	56%	27%	13%	2%	2%
Organisation	59%	28%	9%	3%	2%
Total	**57%**	**27%**	**12%**	**2%**	**2%**
Organisation Breakdown					
Health Improvement	58%	37%	5%	0%	0%
Mental Health	59%	28%	3%	6%	3%
Organisations who support specific target group(s)	58%	8%	17%	8%	8%
Education, Training and Skills	53%	27%	20%	0%	0%
Other	64%	23%	14%	0%	0%

N=336 (218 individuals and 119 organisations). Excludes blank and not answered responses.

Table 57: Train: Create alternative routes into mental health professions.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	58%	24%	14%	1%	3%
Organisation	66%	23%	10%	0%	1%
Total	**61%**	**23%**	**13%**	**1%**	**2%**
Organisation Breakdown					
Health Improvement	63%	26%	11%	0%	0%
Mental Health	78%	16%	6%	0%	0%
Organisations who support specific target group(s)	67%	8%	17%	0%	8%
Education, Training and Skills	47%	40%	13%	0%	0%
Other	68%	23%	9%	0%	0%

N=336 (217 individuals and 119 organisations). Excludes blank and not answered responses.

Table 58: Train: Create new mental health roles.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	52%	21%	19%	3%	4%
Organisation	60%	23%	15%	1%	2%
Total	**55%**	**21%**	**18%**	**2%**	**3%**
Organisation Breakdown					
Health Improvement	64%	21%	15%	0%	0%
Mental Health	53%	31%	9%	3%	3%
Organisations who support specific target group(s)	67%	17%	8%	0%	8%
Education, Training and Skills	47%	27%	27%	0%	0%
Other	68%	14%	18%	0%	0%

N=338 (218 individuals and 120 organisations). Excludes blank and not answered responses.

Table 59: Train: Improved and consistent training standards across Scotland, including trauma informed practice and cultural competency.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	71%	21%	6%	0%	1%
Organisation	69%	22%	7%	0%	2%
Total	**75%**	**20%**	**4%**	**0%**	**1%**
Organisation Breakdown					
Health Improvement	77%	18%	5%	0%	0%
Mental Health	78%	22%	0%	0%	0%
Organisations who support specific target group(s)	75%	17%	0%	0%	8%
Education, Training and Skills	53%	33%	13%	0%	0%
Other	82%	14%	5%	0%	0%

N=337 (217 individuals and 120 organisations). Excludes blank and not answered responses.

Table 60: Train: Our workforce feel more knowledgeable about other Services in their local area and how to link others in to them.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	68%	24%	5%	1%	2%
Organisation	79%	18%	2%	0%	2%
Total	**72%**	**21%**	**4%**	**1%**	**2%**
Organisation Breakdown					
Health Improvement	79%	18%	3%	0%	0%
Mental Health	84%	13%	0%	0%	3%
Organisations who support specific target group(s)	75%	17%	0%	0%	8%
Education, Training and Skills	60%	33%	7%	0%	0%
Other	86%	14%	0%	0%	0%

N=336 (216 individuals and 120 organisations). Excludes blank and not answered responses.

Table 61: Train: Our workforce is informed and confident in supporting self-care and recommending digital mental health resources.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	47%	30%	15%	5%	3%
Organisation	65%	25%	8%	1%	1%
Total	**54%**	**28%**	**13%**	**3%**	**2%**
Organisation Breakdown					
Health Improvement	68%	24%	8%	0%	0%
Mental Health	59%	31%	9%	0%	0%
Organisations who support specific target group(s)	67%	25%	0%	0%	8%
Education, Training and Skills	67%	27%	7%	0%	0%
Other	64%	18%	14%	5%	0%

N=336 (217 individuals and 119 organisations). Excludes blank and not answered responses.

Table 62: Train: Develop and roll out mental health literacy training for the health and care workforce, to provide more seamless support for physical and mental health.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	60%	27%	10%	0%	2%
Organisation	77%	16%	6%	0%	1%
Total	**66%**	**23%**	**8%**	**0%**	**2%**
Organisation Breakdown					
Health Improvement	75%	18%	8%	0%	0%
Mental Health	81%	16%	3%	0%	0%
Organisations who support specific target group(s)	92%	0%	0%	0%	8%
Education, Training and Skills	56%	31%	13%	0%	0%
Other	82%	14%	5%	0%	0%

N=338 (216 individuals and 122 organisations). Excludes blank and not answered responses.

Table 63: Train: Improved leadership training.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	48%	32%	16%	2%	2%
Organisation	67%	23%	9%	0%	1%
Total	**54%**	**29%**	**13%**	**1%**	**2%**
Organisation Breakdown					
Health Improvement	70%	22%	8%	0%	0%
Mental Health	59%	31%	9%	0%	0%
Organisations who support specific target group(s)	67%	17%	8%	0%	8%
Education, Training and Skills	57%	29%	14%	0%	0%
Other	77%	14%	9%	0%	0%

N=334 (217 individuals and 117 organisations). Excludes blank and not answered responses.

Table 64: Train: Improved Continuing Professional Development (CPD) and careers progression pathways.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	58%	29%	10%	1%	2%
Organisation	70%	24%	5%	0%	1%
Total	**62%**	**27%**	**8%**	**1%**	**1%**
Organisation Breakdown					
Health Improvement	68%	29%	3%	0%	0%
Mental Health	80%	20%	0%	0%	0%
Organisations who support specific target group(s)	58%	25%	8%	0%	8%
Education, Training and Skills	50%	29%	21%	0%	0%
Other	77%	18%	5%	0%	0%

N=334 (218 individuals and 116 organisations). Excludes blank and not answered responses.

Question 14.3 - Do you agree that these are the right short term (1-2 years) outcomes for our mental health and wellbeing workforce?

Table 65: Employ: Consistent employer policies.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	52%	34%	11%	1%	2%
Organisation	56%	32%	10%	0%	1%
Total	**54%**	**33%**	**11%**	**1%**	**1%**
Organisation Breakdown					
Health Improvement	59%	27%	14%	0%	0%
Mental Health	66%	31%	3%	0%	0%
Organisations who support specific target group(s)	36%	45%	9%	0%	9%
Education, Training and Skills	53%	33%	13%	0%	0%
Other	50%	36%	14%	0%	0%

N=334 (217 individuals and 117 organisations). Excludes blank and not answered responses.

Table 66: Employ: Refreshed returners programme.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	43%	34%	20%	1%	2%
Organisation	47%	35%	16%	0%	2%
Total	**44%**	**34%**	**19%**	**1%**	**2%**
Organisation Breakdown					
Health Improvement	51%	35%	14%	0%	0%
Mental Health	44%	44%	9%	0%	3%
Organisations who support specific target group(s)	45%	36%	9%	0%	9%
Education, Training and Skills	50%	14%	36%	0%	0%
Other	41%	36%	23%	0%	0%

N=333 (217 individuals and 116 organisations). Excludes blank and not answered responses.

Table 67: Employ: Improved diversity of the mental health workforce and leadership.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	56%	27%	13%	0%	4%
Organisation	69%	23%	7%	1%	1%
Total	**60%**	**25%**	**11%**	**1%**	**3%**
Organisation Breakdown					
Health Improvement	63%	26%	11%	0%	0%
Mental Health	75%	22%	0%	3%	0%
Organisations who support specific target group(s)	82%	9%	0%	0%	9%
Education, Training and Skills	47%	40%	13%	0%	0%
Other	77%	14%	9%	0%	0%

N=333 (215 individuals and 118 organisations). Excludes blank and not answered responses.

Table 68: Nurture: Co-produced quality standard and safety standards for mental health services.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	50%	34%	12%	1%	2%
Organisation	69%	24%	6%	0%	2%
Total	**57%**	**30%**	**10%**	**1%**	**2%**
Organisation Breakdown					
Health Improvement	71%	21%	8%	0%	0%
Mental Health	69%	28%	0%	0%	3%
Organisations who support specific target group(s)	73%	18%	0%	0%	9%
Education, Training and Skills	47%	40%	13%	0%	0%
Other	77%	14%	9%	0%	0%

N=335 (217 individuals and 118 organisations). Excludes blank and not answered responses.

Table 69: Nurture: Safe working appropriate staffing levels and manageable workloads.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	78%	17%	4%	0%	2%
Organisation	83%	14%	3%	0%	1%
Total	**80%**	**16%**	**3%**	**0%**	**1%**
Organisation Breakdown					
Health Improvement	87%	10%	3%	0%	0%
Mental Health	88%	9%	3%	0%	0%
Organisations who support specific target group(s)	91%	0%	0%	0%	9%
Education, Training and Skills	56%	38%	6%	0%	0%
Other	82%	18%	0%	0%	0%

N=337 (217 individuals and 120 organisations). Excludes blank and not answered responses.

Table 70: Nurture: Effective partnership working between staff and partner organisations.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	66%	25%	7%	0%	2%
Organisation	76%	18%	4%	0%	1%
Total	**70%**	**23%**	**6%**	**0%**	**2%**
Organisation Breakdown					
Health Improvement	69%	23%	8%	0%	0%
Mental Health	84%	16%	0%	0%	0%
Organisations who support specific target group(s)	73%	18%	0%	0%	9%
Education, Training and Skills	69%	19%	13%	0%	0%
Other	86%	14%	0%	0%	0%

N=335 (216 individuals and 119 organisations). Excludes blank and not answered responses.

Table 71: Nurture: Improved understanding of staff engagement, experience and wellbeing.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	65%	26%	7%	0%	2%
Organisation	71%	23%	4%	0%	2%
Total	**70%**	**23%**	**6%**	**0%**	**2%**
Organisation Breakdown					
Health Improvement	66%	29%	5%	0%	0%
Mental Health	78%	19%	0%	0%	3%
Organisations who support specific target group(s)	64%	27%	0%	0%	9%
Education, Training and Skills	63%	31%	6%	0%	0%
Other	82%	9%	9%	0%	0%

N=336 (217 individuals and 119 organisations). Excludes blank and not answered responses.

Table 72: Nurture: Improved staff access to wellbeing support.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	68%	20%	11%	0%	2%
Organisation	74%	21%	3%	0%	2%
Total	**70%**	**20%**	**8%**	**0%**	**2%**
Organisation Breakdown					
Health Improvement	62%	31%	8%	0%	0%
Mental Health	81%	16%	0%	0%	3%
Organisations who support specific target group(s)	91%	0%	0%	0%	9%
Education, Training and Skills	63%	31%	6%	0%	0%
Other	86%	14%	0%	0%	0%

N=336 (216 individuals and 120 organisations). Excludes blank and not answered responses.

Table 73: Nurture: Improved access to professional supervision.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	63%	27%	8%	0%	2%
Organisation	69%	23%	7%	0%	2%
Total	**65%**	**25%**	**8%**	**0%**	**2%**
Organisation Breakdown					
Health Improvement	64%	28%	8%	0%	0%
Mental Health	69%	22%	6%	0%	3%
Organisations who support specific target group(s)	60%	20%	10%	0%	10%
Education, Training and Skills	60%	33%	7%	0%	0%
Other	86%	9%	5%	0%	0%

N=331 (216 individuals and 115 organisations). Excludes blank and not answered responses.

Question 14.5 - Do you agree that these are the right medium term (3-4 years) outcomes for our mental health and wellbeing workforce?

Table 74: Comprehensive data and management information on the Mental Health and wellbeing workforce.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	42%	38%	16%	2%	2%
Organisation	59%	32%	7%	1%	2%
Total	**48%**	**36%**	**13%**	**2%**	**2%**
Organisation Breakdown					
Health Improvement	60%	33%	5%	3%	0%
Mental Health	68%	25%	4%	0%	4%
Organisations who support specific target group(s)	55%	36%	0%	0%	9%
Education, Training and Skills	50%	38%	13%	0%	0%
Other	55%	32%	14%	0%	0%

N=327 (210 individuals and 117 organisations). Excludes blank and not answered responses.

Table 75: Effective workforce planning tools.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	47%	34%	16%	1%	2%
Organisation	61%	31%	6%	1%	1%
Total	**52%**	**33%**	**12%**	**1%**	**2%**
Organisation Breakdown					
Health Improvement	61%	32%	5%	3%	0%
Mental Health	75%	25%	0%	0%	0%
Organisations who support specific target group(s)	64%	18%	9%	0%	9%
Education, Training and Skills	47%	40%	13%	0%	0%
Other	55%	36%	9%	0%	0%

N=324 (210 individuals and 114 organisations). Excludes blank and not answered responses.

Table 76: Good understanding of the gaps in workforce capacity and supply.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	64%	25%	6%	2%	3%
Organisation	73%	22%	3%	1%	1%
Total	**67%**	**24%**	**5%**	**2%**	**2%**
Organisation Breakdown					
Health Improvement	82%	13%	3%	3%	0%
Mental Health	79%	21%	0%	0%	0%
Organisations who support specific target group(s)	64%	27%	0%	0%	9%
Education, Training and Skills	63%	25%	13%	0%	0%
Other	64%	32%	5%	0%	0%

N=326 (211 individuals and 115 organisations). Excludes blank and not answered responses.

Table 77: Improved governance and accountability mechanisms around workforce planning.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	51%	31%	14%	1%	2%
Organisation	63%	29%	5%	2%	1%
Total	**56%**	**30%**	**11%**	**2%**	**2%**
Organisation Breakdown					
Health Improvement	70%	24%	5%	0%	0%
Mental Health	64%	32%	0%	4%	0%
Organisations who support specific target group(s)	45%	36%	0%	9%	9%
Education, Training and Skills	50%	36%	14%	0%	0%
Other	68%	23%	9%	0%	0%

N=322 (210 individuals and 112 organisations). Excludes blank and not answered responses.

Table 78: User centred and responsive services geared towards improving population mental health outcomes.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	58%	28%	10%	1%	2%
Organisation	75%	18%	5%	0%	2%
Total	**64%**	**25%**	**8%**	**1%**	**2%**
Organisation Breakdown					
Health Improvement	79%	13%	8%	0%	0%
Mental Health	68%	29%	0%	0%	4%
Organisations who support specific target group(s)	80%	10%	0%	0%	10%
Education, Training and Skills	60%	27%	13%	0%	0%
Other	82%	14%	5%	0%	0%

N=323 (209 individuals and 114 organisations). Excludes blank and not answered responses.

Table 79: Staff feel supported to deliver high quality and compassionate care.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	75%	17%	6%	0%	2%
Organisation	80%	15%	3%	1%	1%
Total	**77%**	**16%**	**5%**	**1%**	**2%**
Organisation Breakdown					
Health Improvement	77%	15%	5%	3%	0%
Mental Health	89%	11%	0%	0%	0%
Organisations who support specific target group(s)	73%	18%	0%	0%	9%
Education, Training and Skills	67%	27%	7%	0%	0%
Other	86%	9%	5%	0%	0%

N=326 (211 individuals and 115 organisations). Excludes blank and not answered responses.

Table 80: Leaders are able to deliver change and support the needs of the workforce.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	64%	26%	7%	0%	2%
Organisation	75%	20%	4%	0%	1%
Total	**68%**	**24%**	**6%**	**0%**	**2%**
Organisation Breakdown					
Health Improvement	79%	16%	5%	0%	0%
Mental Health	82%	18%	0%	0%	0%
Organisations who support specific target group(s)	64%	18%	9%	0%	9%
Education, Training and Skills	60%	33%	7%	0%	0%
Other	77%	23%	0%	0%	0%

N=325 (211 individuals and 114 organisations). Excludes blank and not answered responses.

Table 81: Staff are able to respond well to change.

Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual	61%	29%	7%	1%	2%
Organisation	72%	20%	7%	0%	1%
Total	**65%**	**26%**	**7%**	**1%**	**2%**
Organisation Breakdown					
Health Improvement	76%	16%	8%	0%	0%
Mental Health	79%	18%	4%	0%	0%
Organisations who support specific target group(s)	45%	27%	18%	0%	9%
Education, Training and Skills	60%	33%	7%	0%	0%
Other	77%	18%	5%	0%	0%

N=323 (209 individuals and 114 organisations). Excludes blank and not answered responses.

Part 15: The Scope of The Mental Health and Wellbeing Workforce

Table 82: The mental health and wellbeing workforce includes someone who may be…

	Individual	Organisation	Total	Health Improvement	Mental Health	
A highly specialised Mental Health worker, such as a psychiatrist, psychologist, mental health nurse or counsellor	97%	95%	**96%**	97%	100%	
Employed	96%	96%	**96%**	97%	100%	
A social worker or Mental Health Officer	87%	89%	**87%**	85%	96%	
Someone with experience of using mental health services, acting as a peer support worker	83%	94%	**87%**	91%	100%	
Voluntary	82%	86%	**83%**	85%	92%	
Any health and social care or public sector worker whose role is not primarily related to mental health but contributes to public mental health and wellbeing	76%	80%	**77%**	76%	81%	

N=301 (203 individuals and 98 organisations). Excludes blank and not answered responses. Multiple choices were possible.

Table 83: The mental health and wellbeing workforce includes someone who may work / volunteer for…

	Individual	Organisation	Total	Health Improvement	Mental Health	
The NHS	96%	92%	**95%**	100%	92%	
The social care sector	84%	91%	**86%**	100%	92%	
The third and charity sectors	84%	91%	**86%**	100%	88%	
Social care services	84%	87%	**85%**	97%	92%	
Wider public sector (including the police, criminal justice system, children's services, education)	76%	89%	**80%**	100%	85%	
The private sector	62%	80%	**68%**	88%	81%	
Other	14%	23%	**17%**	18%	23%	

N=302 (203 individuals and 99 organisations). Excludes blank and not answered responses. Multiple choices were possible.

Table 84: The mental health and wellbeing workforce includes someone who may be found in…

	Individual	Organisation	Total	Health Improvement	Mental Health	
Hospitals	96%	90%	**94%**	97%	88%	
GP surgeries	93%	92%	**93%**	97%	92%	
Community settings (such as care homes)	91%	92%	**91%**	97%	92%	
Educational settings (such as schools, colleges or universities)	90%	93%	**91%**	97%	88%	
Justice system settings (such as police stations, prisons or courts)	87%	91%	**88%**	97%	96%	
The digital space, providing internet or video enabled therapy	84%	89%	**86%**	97%	88%	
Employment settings	83%	90%	**85%**	97%	92%	
Other	12%	31%	**18%**	39%	23%	

N=303 (204 individuals and 99 organisations). Excludes blank and not answered responses. Multiple choices were possible.

Table 85: The mental health and wellbeing workforce includes someone who may…

	Individual	Organisation	Total	Health Improvement	Mental Health	
Provide ongoing monitoring of diagnosed mental illness	94%	90%	**93%**	97%	85%	
Provide treatment and/or management of diagnosed mental illness	93%	91%	**92%**	97%	85%	
Provide support to families of those with mental illness	94%	89%	**92%**	94%	81%	
Complete assessments for the presence or absence of mental illness	91%	89%	**91%**	97%	85%	
Undertake work to prevent the development of mental illness	89%	89%	**89%**	97%	78%	
Undertake work to address factors which may increase the risk of someone developing mental illness	86%	86%	**86%**	91%	74%	
Provide direct support on issues which affect wellbeing, but might not be directly related to a diagnosed mental illness, such as housing, financial issues, rights	81%	84%	**82%**	88%	70%	
Other	15%	29%	**19%**	25%	37%	

N=296 (198 individuals and 98 organisations). Excludes blank and not answered responses. Multiple choices were possible.

Part 17: Our Immediate Actions

	Individual	Organisation	Total	Health Improvement	Mental Health	Organisations who support specific target group(s)	Other	Education, Training and Skills
Scope alternative pathways to careers within the workforce, beyond traditional university and college routes, such as apprenticeship pathways into mental health nursing	80%	84%	**81%**	75%	92%	89%	83%	78%
Undertake an evaluation of our Mental Health Strategy 2017 commitment to fund 800 additional mental health workers in key settings, including A&Es, GP practices, police station custody suite and prisons, to ensure that the lessons learnt inform future recruitment.	82%	76%	**80%**	81%	65%	72%	83%	89%
Take steps to increase the diversity of the mental health workforce, so it is reflective of the population that it cares for	76%	87%	**79%**	88%	92%	83%	83%	78%
Develop targeted national and international recruitment campaigns for the mental health workforce	79%	77%	**79%**	84%	77%	72%	75%	67%
Improve capacity in the mental health services to supervise student placements to support the growth of our workforce	77%	76%	**77%**	72%	81%	78%	75%	78%
Work with NHS Education Scotland (NES) to improve workforce data, including equalities data, for mental health services in the NHS, by the end of 2023	66%	71%	**68%**	69%	73%	89%	50%	67%

N=296 (199 individuals and 97 organisations). Excludes blank and not answered responses. Multiple choices were possible