

Note to Healthy Minds' staff, following board meeting, 3rd April 2020

Dear colleagues,

The Healthy Minds board of trustees met via videoconference on Friday morning, 3rd April 2020, with seven trustees present, and Jonny, Di, Peter and Wendy also in attendance. As I said in my note to you last Friday, we had agreed to meet again so soon as a board, to cover some of the issues raised at last week's board meeting.

Jonny again gave the board a very positive update. Staff are well, not requiring self-isolation at present. Staff and volunteers are showing flexibility and creativity, in order to keep all services open, and put in place different ways of meeting demand. We understand that the technical issues limiting remote working for SafeSpace have been addressed, and that the CCG is considering our proposal for safely extending SafeSpace to 7 evenings per week. Commissioners are supportive of a remodelling of Time Out, given that work in schools is not possible, although we will ensure that practical and safeguarding arrangements are safe before putting changes in place.

The board wants to confirm the reassurance you have already received from Jonny and senior team. All jobs are safe. All services are funded and income is secure. We have a clear plan for SafeSpace.

The board then turned its attention to a range of issues, including: addressing issues raised this week by the chairs of our board subcommittees (staffing, development, finance, marketing); managing key business items planned by the board for 2020/21; handling the overwhelming amount of information and guidance available, to achieve safe working, without overloading you with unnecessary or conflicting detail.

The board has the maintenance of staff wellbeing at the forefront of our thinking. We are ensuring that staffing policies are fit for the pandemic situation we are in. Recruitment will continue, where necessary and possible, on a case-by-case basis. The board is supporting the maintenance of effective communications within Healthy Minds, and with external partners. Board subcommittees will be overseeing progress and timescales for finalising the 2020/21 business plan, the 2020/21 budget, diversity strategy membership review, and the income diversification project.

The board usually finishes its meetings with a trustee-only review of our meeting and of the issues raised, and today was no exception. Each trustee said in turn how

hugely impressed we are by how all volunteers, staff, Jonny and senior team, have risen to the challenges we are currently facing. There have been difficulties, of course, and there will probably be more to resolve, until we arrive at a new normal way of living. But it is our sense that we have already moved from, last week, appropriate and effective crisis management to, this week, calm control and management of our vital business and service offer to people with emotional distress. We will meet again as a board as soon as we need to do so. It is because we are confident in your effective management and confident delivery of excellent services that we expect that our next meeting will not need to be until the beginning of May.

You have done a great job, and we thank you for it. As I said last week, please, carry on in the way that you are doing, so creatively, flexibly and committedly. And stay as safe as you can, you and those closest to you.

With thanks and best wishes,
Paul