



# Emotional First Aid

Annual Report  
April 2010- March 2011

Third Annual Report



# Introduction

The financial year 2010-2011 has seen EFA move from a local initiative towards gaining a national identity. The solid reputation of Emotional First Aid that we have sought to build upon since its inception in 2008 was picked up on by many Regional TaMHS (Targeted Mental Health in School) Commissioners across the country.

By the end of March 2011 we had successfully delivered Emotional First Aid for Young People, Primary Emotional First Aid and Train the Trainers courses in: Lambeth; Thurrock; Southend; Sittingbourne; Medway; Wokingham; Slough; Bracknell Forest; Portsmouth and Rochdale, with a further courses being delivered by EFA trained staff from last years courses delivered in Fareham & Gosport and Windsor.

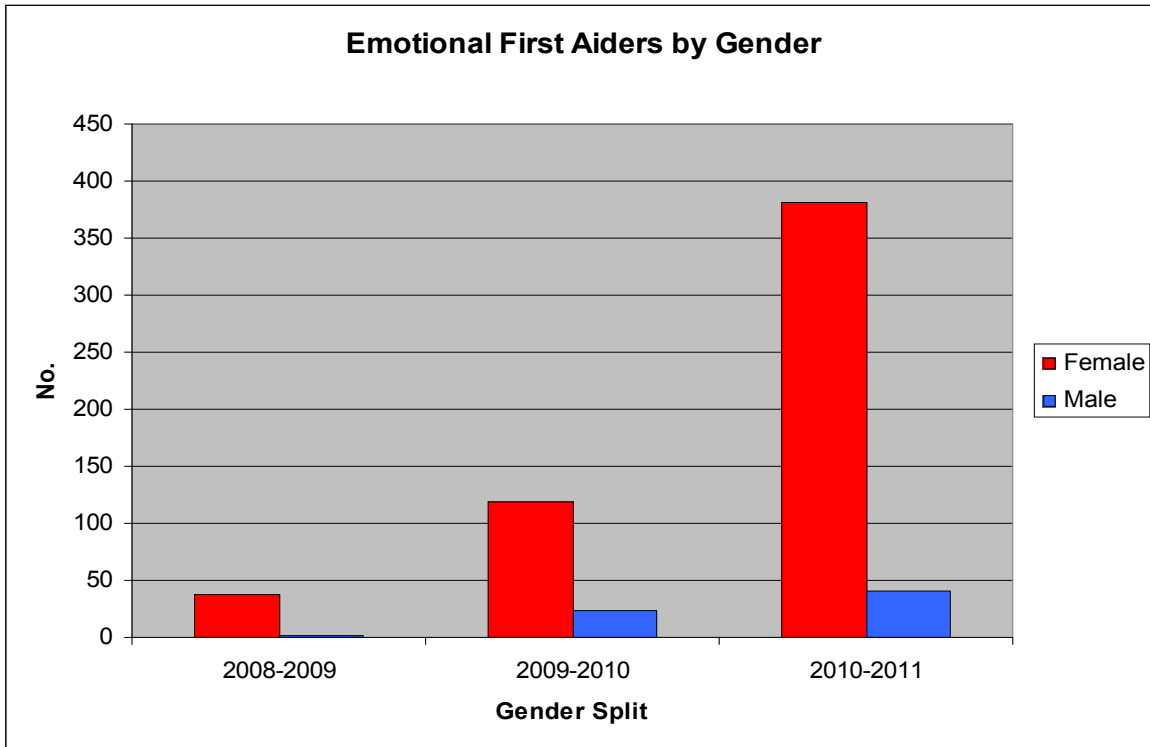
It is the hope of both EFA and the Regional TaMHS Coordinators that EFA will continue to be rolled out in the development sites and add to the positive feedback and momentum we have created.

In the past financial year we have also been grateful to take on two groups of IPL (Inter Professional Learning) Students from Southampton University, who carried out audits on our Customer Experience including efficacy of our marketing materials and website, and the second group auditing the experience of being an EFA Trainer. This has given us some vital information which we hope can improve our training and brand identity. The audit reports produced by the IPL students are available to view on the EFA website.

You may notice that there have been a large number of delegates on EFA courses from Education, mainly due to the nature of the TaMHS project. A number of comments received from these courses were from teaching staff who believed that EFA should become part of teacher training, and we are proud to acknowledge that we have delivered a trial cohort of EFA to a group of PGCE (Post Graduate Certification of Education) Students from Southampton University who will become Newly Qualified Teachers starting their careers in September 2011, and an article about their experience of the course will be uploaded onto our website shortly. A further cohort of Primary EFA will be delivered at the University in February 2012.

# EFA Training attendance

This year has seen a large rise in trainer Emotional First Aiders. The graph below shows the split of Emotional First Aiders by gender and sector since the start of the EFA training in 2008. In total there are 613 Emotional First Aiders that had successfully completed their training by March 2011. By August 2011 there will be a further 172 people who will have undertaken the EFA courses.

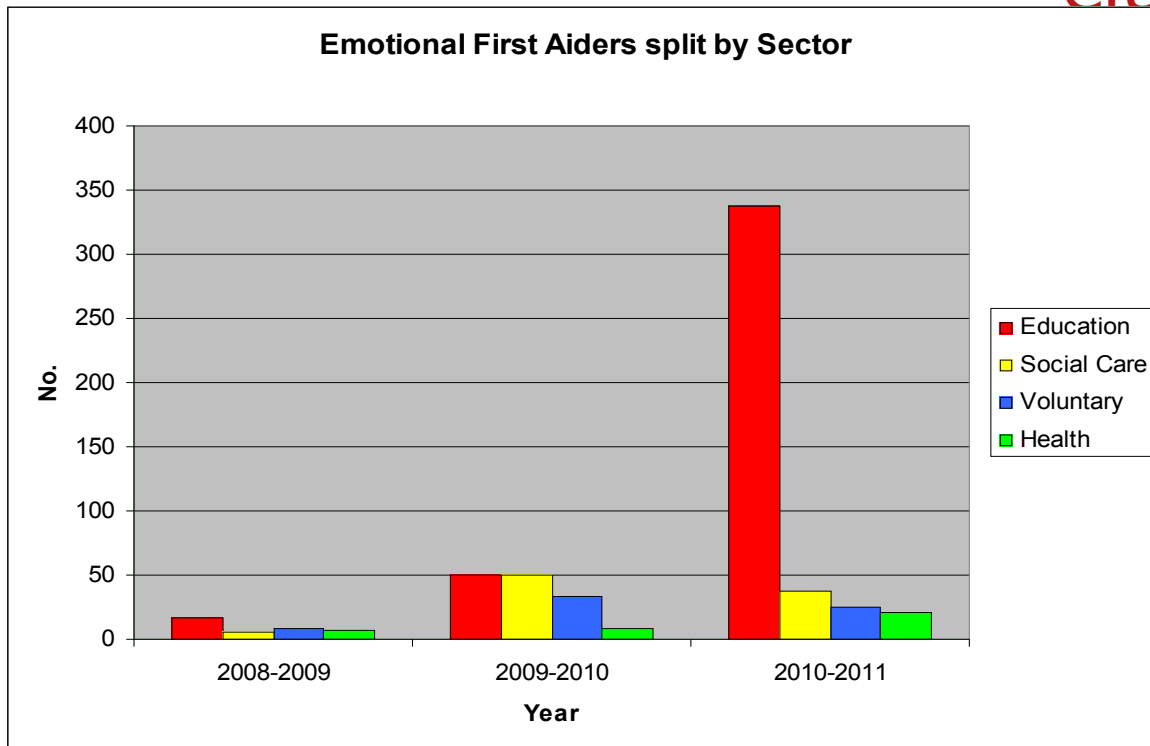


*“The course has given me a sense of what we are already doing is good, it reinforces the strategies that we use are good”.*

Participant, Cohort 76

*“Outstanding course. It has risen awareness of children I am in contact with and made me reassess my approach”.*

Participant, Cohort 62



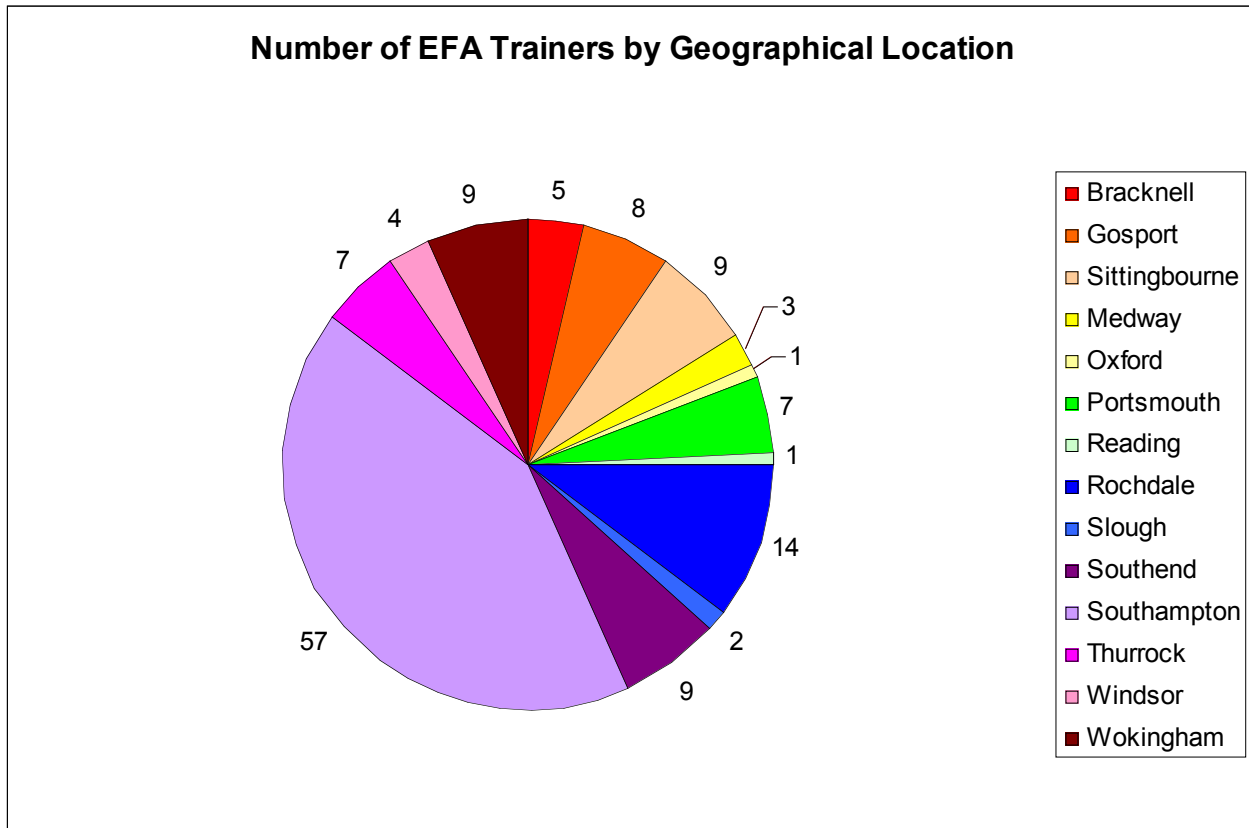
*“Excellent course – would strongly recommend to others. Everyone working in a school should have to attend!”*  
Participant, Cohort 59

*“Sessions could be a bit longer, the time seems to fly by”.*  
Participant, Cohort 45

*“Wished it could have been longer, covering more behaviours etc and even more depth”.*  
Participant, Cohort 39

*“Extremely enjoyable course. Content was very informative and helpful. Many issues well explained to a very high standard of understanding. I feel I am using the information to help me at home and very much so in my working environment”.*  
Participants, Cohort 57

The graph below details the number of EFA Trainers within each region who have completed the EFA course since the launch in 2008.



To date a total of 136 Emotional First Aiders have gone onto become EFA Trainers having successfully completed the two day Train the Trainers course.

*“Enjoyed the course thank you. Good confidence building delivery throughout”.*

Trainer, Cohort 11

*“I am very excited by running my first course”.*

Trainer, Cohort 9

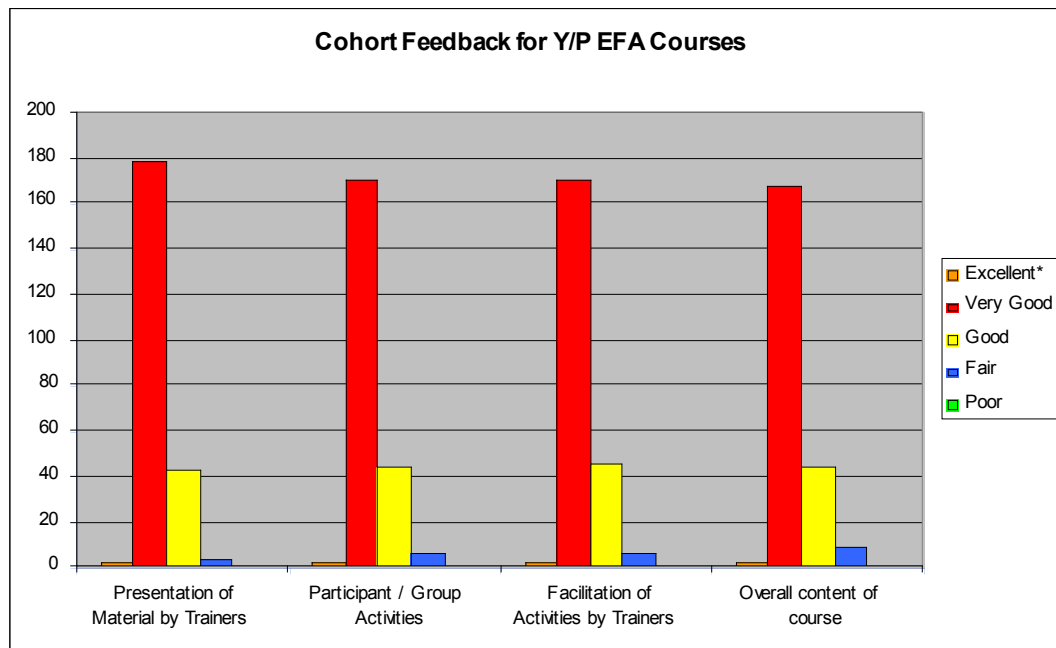
# Evaluation of EFA Courses – Summary 2010-2011



## Young Person’s EFA

	Excellent*	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	2	178	43	4	
Participant / Group Activities	2	171	44	6	
Facilitation of Activities by Trainers	2	170	46	6	
Overall content of course	2	168	44	9	

\* This is not a rating that is available on the form but the participants added this themselves for this cohort so it has been included to accurately reflect the feedback.

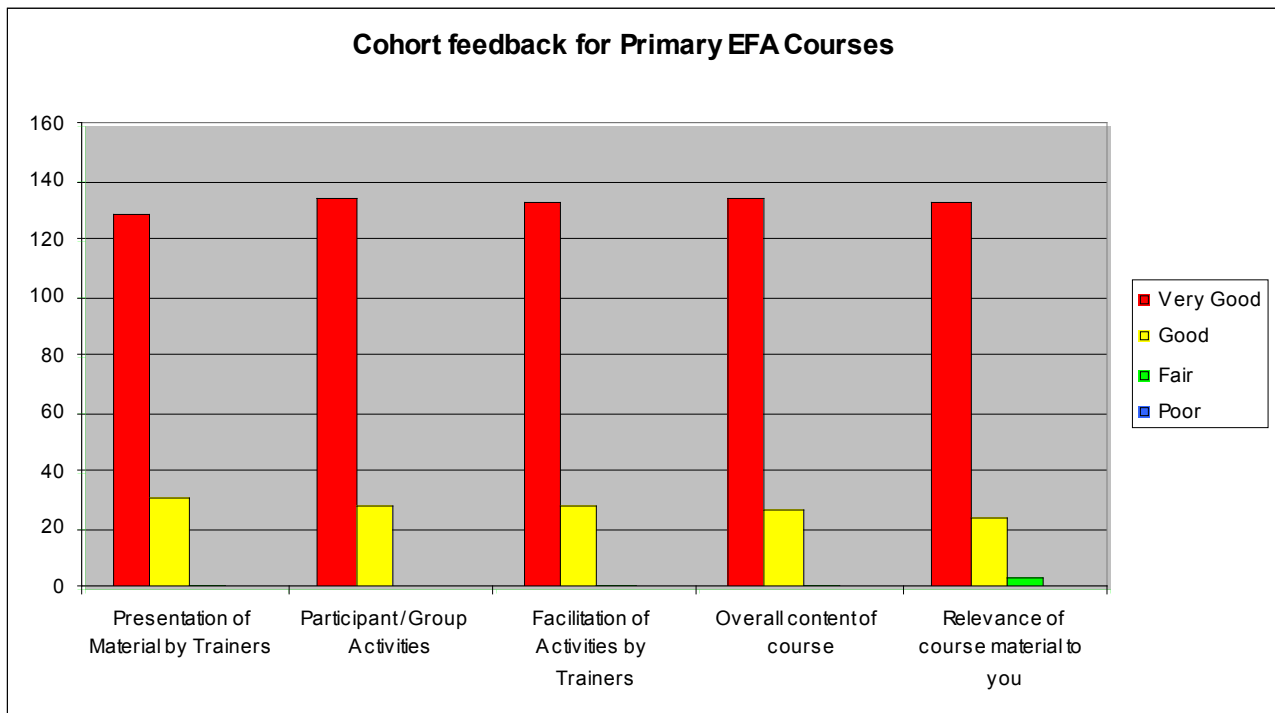


*“A thoroughly enjoyable course, which has given me the confidence to challenge young people’s needs. Thank you”.*

Participant, Cohort 48

## Primary EFA

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	130	32	1	
Participant / Group Activities	135	28		
Facilitation of Activities by Trainers	134	28	1	
Overall content of course	135	27	1	
Relevance of course material to you	134	25	4	



*"I have worked in this field for many years; it has been the most useful course that I've been on and think all teachers + children/ young people workers should do the course to understand the children they work with. I have told many about the course and would love to become a trainer".*

Participant, Cohort 38



## EFA Product Development

At the beginning of the financial year we had just completed the pilots of Primary EFA. This has been well received both locally and nationally highlighting the demand for initial support and a current lack of training available to staff working within the early years. As we have delivered Primary EFA across the country we have slowly been making revisions to the teach plan and aim to create a revised edition of the delegate book and training materials later in 2011.

The EFA for Young People course which is entering its fourth year was revised by Stuart Gemmell and Paul Jetten and a new set of teach plans for our trainers have been developed.

In March 2011, EFA were commissioned to write a Parents version with thanks to a grant from Sue Boniface, Parenting Commissioner. Rather than create a new Parenting Programme, Stuart Gemmell & Dave Smith, together with a group of Parents, Parent Support Officers and Advisors, using the EFA ethos as a backdrop created a six week programme focussing on recognising Parents own Emotional Stuckness and developing Self Esteem. We aim to have Parents' EFA launched as a new product in September 2011, and will offer this out to current trainers to deliver in their localities.

As we write this report, we can also announce that EFA for staff working with people with Learning Disabilities is in development. EFA has been commissioned to carry out this conversion course with thanks to Portsmouth TaMHS Commissioner Anne Hutchings and Portsmouth CAMHS Manager Anne Flemming. A group of specialist staff will be developing the material together with Stuart Gemmell and Paul Jetten, which we hope will be ready to roll out towards the end of the second quarter of the financial year 2011-2012.



## Conclusion

As EFA now moves into its fourth year, we look back on what we achieved in 2010-2011 and can see that our productivity and growth has been phenomenal. With thanks to the hard work of the EFA team and the growing reputation of the EFA brand we have moved from a local training programme hosted within Southampton CAMHS towards a nationally recognised brand which has been supported by the TaMHS initiative.

In 2009-10 we had trained 142 new staff in EFA, and this year 2010-11 that figure has more than quadrupled to 613, demonstrating the need and demand for EFA across Children & Young People's Services, particularly in Education.

It has been rewarding to see a vast increase not only in the number of courses being delivered by EFA Trainers in their localities, but the continuation of high standards in post course feedback highlighting the efficacy of the cascade model we adopted, and the passion and enthusiasm for positive change our trainers bring with them.

2010-11 saw a change in Government, but I am glad to say that the new white paper *No Health without Mental Health*<sup>i</sup> shares many commonalities and ideals with the philosophy of EFA, promoting the need for early intervention and prevention. If we can increase confidence and therefore capacity in the universal services, equipping the staff in schools to identify early signs of emotional distress; the outcomes for the Children & Young People are greatly improved; having staff taking a step towards their distress and co-creating strategies, rather than being passed from pillar to post leaving them alone with their distress while a potentially inappropriate referral is processed and the young person is left to wait for an assessment. This in turn has an impact on reducing the cost of care that higher tiered mental health services carry.

We look towards the new financial year with two new products in development and a plan to consolidate our hard work over the past three years to look at where next for EFA in terms of business development and strategy.

S. Gemmell. May 2011.

Gemmell, Jetten & Krause 2011



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<sup>i</sup> HM Government, 2011, *No Health without Mental Health: A cross-government mental health outcome strategy for people of all ages*. [online] available at [www.dh.gov.uk/mentalhealthstrategy](http://www.dh.gov.uk/mentalhealthstrategy) (accessed on 13th May 2011)