

NOSP Bi-Annual Funding Report

1. Name of Organisation

Men's Health Forum in Ireland (MHFI)

2. Please provide a brief description of activities your organisation completed in the area of suicide prevention from December 2013 to June 2014.

2.1 Background

The Men's Health Forum in Ireland (MHFI) signed a Grant Agreement with the HSE Health Promotion Department (acting on behalf of the National Office for Suicide Prevention) on 23rd October 2013 to undertake an initiative titled the 'Engaging Young Men Project' (EYMP). This arose out of a desire to further the recommendations from the all-island 'Young Men and Suicide Project' (YMSP) - which MHFI had coordinated between March 2011 and October 2012. EYMP began in December 2013.

The final YMSP Report made twelve key recommendations for future action. MHFI reviewed and discussed these proposals with key stakeholders, and sought / received funding from NOSP to focus upon Recommendation 10 - develop a one day training programme for frontline staff on how to effectively engage with young men.

It was acknowledged that developing such a programme could also help to partially address / influence some of the other YMSP Report recommendations. For example, the need to:

- Promote positive models of mental health that are specifically targeted at boys and young men.
- Have a joined-up approach to young men's mental health.
- Plan services and programmes for and with young men, and work on developing trust and safety through the creation of non-threatening and male-friendly environments.
- Target early intervention and the provision of appropriate services at those most at risk.
- Challenge traditional masculine ideology.
- Have a more explicit focus on peer support and mentoring.
- Ensure that research underpins all on-going and future work.

2.2 Aim

The core aim of this proposal is to develop a training package which will increase the capacity of service providers and practitioners in this field to effectively engage with young men in relation to programmes which promote mental health and well-being.

2.3 Objectives

To meet this aim, four objectives are proposed:

- (i) *Conduct a mapping exercise of current provision to ...*
- Identify gaps across the country.
 - Highlight the training needs of a wide variety of organisations.
 - Seek feedback on how the training might be delivered most appropriately.
 - Shape the focus, content and structure of the training package.
- (ii) *Create a dedicated ‘Engaging Young Men’ course unit within the Engage National Men’s Health Training Programme ...* This Unit will be offered to qualified Engage Trainers as a top-up module. In addition, workshops will be held for a broader range of practitioners who are working with / seeking to work with young men throughout Ireland. This training will help participants to learn skills / models of effective practice on how to engage and work with young men on issues related to their mental health and well-being.
- (iii) *Apply a ‘gender lens’ to organisations ...* One tangible product from the development of the training package will be an audit tool to help organisations to assess how male-friendly they currently are. This will help them to establish their baseline situation, and to identify areas which need further reflection and/or change.
- (iv) *Act as an Irish portal for information on young men and mental health ...*
While there are many organisations in Ireland that work with young people or young men or on mental health issues, there is no group which has specific responsibility for acting as the ‘clearing house’ for information, research, signposting, advice and training in relation to young men and mental health.

2.4 Projected Three Year Timescale

This is a three year programme. The proposed schedule for each objective is:

ACTION	BENEFICIARIES	WHEN
Conduct a mapping exercise of the training needs of organisations who currently work, or could potentially work, with young men on mental health issues	Focus Groups - each group comprised of people in a specific area of work	Year 1
Develop an audit tool and system of self-classification to help organisations to assess how young male-friendly they currently are	Available to any group interested in this field	Years 1-2
Create and deliver a Unit within the Engage - National Men’s Health Training Programme which focuses upon how to effectively work with young men	Qualified Engage Trainers plus additional practitioners	Years 1-3
Act as an Irish portal for information / training on young men and mental health	Available to any individual or group	Years 1-3

2.5 Progress Made

To date, MHFI has focused upon establishing the infrastructure for this project, and has begun the 'Mapping Exercise' element of it. This work has entailed:

Advisory Group

- MHFI established an inter-agency expert Advisory Group. The membership is comprised of representatives from NOSP, HSE Health Promotion, Institute of Public Health in Ireland, National Centre for Men's Health, Men's Development Network, Waterford Institute of Technology, Queen's University Belfast, Headstrong and MHFI.
- The Advisory Group is chaired by Owen Metcalfe, Director of the Institute of Public Health (IPH) in Ireland.
- Three meetings of the Advisory Group were convened (Thursday 16th January 2014, Wednesday 26th March 2014, and Wednesday 28th May 2014) by MHFI.
- The meetings were held via video-link between the IPH's Dublin and Belfast offices.
- MHFI provided an executive function - in terms of minuting the proceedings at Advisory Group meetings (see Appendix 1) and following-up any actions proposed.

Advisory Group Terms of Reference

MHFI prepared a draft Terms of Reference for the EYMP Advisory Group before their first meeting. This was discussed at that gathering and amendments were proposed. These changes were made, and the document (see Appendix 2) was ratified at the second meeting of the Advisory Group.

Project Overview for Advisory Group

MHFI created a 'Project Overview' document for members of the Advisory Group - to ensure that everyone is clear about what the EYMP is and what it seeks to achieve (see Appendix 3).

Research - Invitation to Tender

It was agreed by the Advisory Group, that the Mapping Exercise element of EYMP should be put out to tender. MHFI drafted an Invitation to Tender document and circulated this to the Tender Sub-Group (Owen Metcalfe, Biddy O'Neill and Susan Kenny) for approval. A few minor amendments were suggested, and these were included in the final paper. A copy of this file (see Appendix 4) was sent to all Advisory Group members for their records.

The Invitation to Tender document was issued on Thursday 30th January 2014, and the date for return was Noon on Tuesday 11th February 2014. Only the National Centre for Men's Health (NCMH) in the Institute of Technology in Carlow (ITC) was interested in undertaking this piece of work. As there was only one applicant, the Tender Sub-Group felt that there was no need to meet to discuss the application and, agreed the proposal via email correspondence.

Service Agreement with NCMH

MHFI drafted a Service Agreement for NCMH, and circulated it to the Tender Sub-Group for approval. This was accepted, issued to NCMH, and the electronically signed copy was received by MHFI on Monday 24th February 2014. Colin Fowler acted as the signatory for the EYMP Advisory Group and Noel Richardson signed on behalf of NCMH. A copy of this Service Agreement (see Appendix 5) was issued to all Advisory Group members for their records.

Filters for Inclusion in the Mapping Exercise

Following wide-ranging discussion about who EYMP should target and what the filters for inclusion should be, it was agreed that ...

- The focus should be upon young men aged 18-30 years - so, avoiding school age young people who are already being catered for by other programmes.
- The role of EYMP is to look at preventative measures for the whole population of young men, rather than treatment-based provision for young men who are already in contact with support services (although it is recognised that there might still be something to learn from exploring why and how these young men got 'into the system').
- Initiatives in the community, voluntary and statutory sectors should all be considered.
- The literature review and Focus Groups should specifically explore the ways and means of creating positive environments / 'hooks' which will encourage young men to be involved in programmes.

Progress on Mapping Exercise

- Billy Grace was appointed by NCMH as a postgraduate student to undertake research related to this initiative.
- The research began on schedule (i.e. Monday 3rd March 2014), and the overall timescale for this project is, currently, on track.
- At the outset, the ITC Ethics Committee was asked to review the research proposal, and approval for it was granted.
- Billy has been meeting with his NCMH supervisors on a weekly basis to discuss / report on progress, and has submitted regular updates to both MHFI and the EYMP Advisory Group.
- The Literature Review has been completed, and a draft report on the findings prepared.
- The Focus Groups have taken place, and a draft report on each has been written. These documents will be merged into one collated summary file for the final report on the Mapping Exercise.

Remaining Timescale for Mapping Exercise

The projected timescale for completion of this initiative is ...

- Wednesday 9th July 2014 - Draft Literature Review will be circulated.
- Friday 15th August 2014 - Draft version of the Final Report will be sent to Advisory Group members.
- Tuesday 19th August 2014 - Draft version of the Final Report will be discussed by Advisory Group members via conference call (telephone).
- Friday 22nd August 2014 - Final version of report will be sent to Advisory Group members for sign-off.
- Monday 25th August 2014 - Final version of report will be sent to MHFI Management Committee.
- Tuesday 2nd September - MHFI Management Committee will discuss / sign-off the Final Report.

3. Please provide any statistical data relevant to this report e.g. number of: training sessions, trainees, support groups, one to one counselling sessions, web hits, phone calls etc.

This phase of EYMP focused upon a 'Mapping Exercise' which had a research and information gathering focus. Subsequently, the only relevant statistical data for this period relates to the Focus Groups which were convened.

The Focus Groups targeted 52 individuals from throughout Ireland, who work in the fields of sport, youth work, spiritual ministry, probation, education, primary health care and mental health. A number of young men were also interviewed. A small number of individual interviews took place in July 2014. See Appendix 6 for full details of this process.

4. Please outline any guideline, policy document or information resource your organisation published this year to date

No final version publications were produced during this reporting period. However, a detailed report on the 'Mapping Exercise' strand of EYMP will be available in early September 2014.

5. Please include findings from research / literature reviews / evaluations undertaken by your organisation year to date and relevant online reference where the information can be accessed?

The Final Report on the Mapping Exercise (due in early September 2014) will include a substantive literature review, a research methodology outline, key findings from the Focus Groups, and a conclusions / recommendations section.

It is expected that this report will be approximately 70-80 pages long, and will include an Executive Summary. It will have a practical focus on how to engage young men.

6. Please detail any significant events, launches, media, conference etc. planned for 2014

There are none planned at the present time.

7. Please document any further relevant information / data that may not have been captured above

MHFI has been approached by Professor Steve Robertson from Leeds Metropolitan University, and asked to contribute to an international initiative seeking to develop a 'What Works to Engage Men' resource.

It was agreed by the EYMP Advisory Group that this wider study might complement and add value to our own work. Paula Carroll, from Waterford Institute of Technology, will act as the Advisory Group's liaison person in this matter.

The findings from the literature review and Focus Groups in the Mapping Exercise will be useful to this wider study. However, these findings will also be utilised to help inform and develop the other three elements of EYMP in the future (i.e. the Engage Course Unit, audit tool and online resources).

8. Financial Reporting from 1st December 2013 to 30th June 2014

The financial report should highlight any funding deficit / overspend and corrective action planned by the organisation to rectify. However, if funding concerns arise the National Office for Suicide Prevention should be notified immediately.

NOSP Funding for EYMP	Total Annual Organisational Budget for EYMP
2014 NOSP Funding Total: €40,000	2014 Annual Organisational Budget: €40,000
Expenditure to Date: €18,563	Expenditure to Date: €18,563
Balance Remaining: €21,437	Balance Remaining: €21,437
Comments: These figures represent expenditure during the period December 2013 to June 2014 inclusive i.e. seven months. A second payment (of three) to NCMH for the Mapping Exercise was made in July 2014, but does not appear in this balance sheet. EYMP is, currently, operating comfortably within its allocated budget, and there is no projected deficit or overspend.	

Report Author:

NOSP Staff

Signed:



Date:

Friday 25th July 2014

Appendix 1:

Minutes of Advisory Group Meetings

First Meeting of the Engaging Young Men Project Advisory Group

Date: Thursday 16th January 2014
Time: 12.45pm - 2.20pm
Venue: Institute of Public Health in Ireland, 5th Floor, Bishop's Square, Redmond's Hill, Dublin 2
Present: Lorcan Brennan, Paula Carroll, Nick Clarke, Colin Fowler, Susan Kenny, Owen Metcalfe, Bidy O'Neill and Noel Richardson
Apologies: Maria Lohan and Finian Murray
Chairperson: Owen Metcalfe
Minutes: Colin Fowler

Agenda Items

1. Welcome and Introductions

Owen, as Chairperson, welcomed everyone to the meeting, and thanked them for their attendance. He introduced a few people who were not known to all members of the group, gave a short recap on the background to this project, and thanked the National Office for Suicide Prevention (NOSP) and the Health Service Executive (HSE) for supporting this follow-on phase to the Young Men and Suicide project (YMSP).

Owen asked if anyone else would like to act as Chairperson for the Advisory Group, but there were no offers.

2. Terms of Reference

Owen thanked Colin for preparing a draft Terms of Reference document for discussion at today's meeting. A number of amendments were proposed:

- Objectives 2 and 3 should be reversed - thus, if funding is not available after Year 1, the Mapping Exercise and Gender Lens work can remain as standalone completed outputs.
- The original Objective 2 should be re-worded from '*as a one day workshop*' to '*in a workshop format*' - as, until we consult with stakeholders, we do not know what length or style of training will be useful and realistic to them.
- The beneficiaries of the mapping exercise (in the Phases of Development section) should be changed to '*Eight Focus Groups - each group comprised of people in a specific area of work*'.
- The final bullet point in the Modus Operandi section should be re-worded to: '*The MHFI Director of Operations will submit a quarterly progress report to NOSP (using the standard NOSP template), and will also circulate it to all Advisory Group members*'.

Colin will make the necessary amendments to the Terms of Reference document and will circulate them for approval. Susan will forward a copy of the NOSP quarterly reporting template to Colin.

3. Overview of Project Proposal

Colin gave a short overview of this initiative which covered:

- Background to the original YMSP and the recommendations arising from it.
- The need to follow-up recommendations from YMSP.
- Proposed focus of the 'Engaging Young Men' project.
- Aims and objectives of this follow-on phase.
- Timescale required.
- Projected outcomes.

All members of the Advisory Group received a copy of Colin's notes prior to today's meeting.

Colin was asked to revise this paper to reflect the changes requested to the Terms of Reference document. Biddy also asked if the Projected Outcomes section could be made more specific and measurable. Susan agreed that these changes could be made at this stage, and Colin will re-work this section.

4. Name of Project

There were no objections to the current working name for this initiative i.e. 'Engaging Young Men Project' (EYMP).

5. Funding

This initiative was originally designed to be a three year project. However, funding has only been secured for one year initially, and this will be reviewed again in the future. Given this situation, it was agreed that it would be beneficial to view each objective as a standalone piece of work, and to try - as far as possible - to make these fit within specific yearly timeframes. This will help to ensure that there are no major unfinished strands of work if funding is not available in the coming years.

6. Aims and Objectives

The aims and objectives proposed by this project were all seen as valid. However, it was agreed that it is important to determine clear boundaries for each objective in order to ensure that they are achievable and that we do not spread the available resources too thinly.

There was discussion about who the stakeholders in the mapping phase should include. During the YMSP, Nick developed a database of both specific mental health service providers as well as a broader range of organisations that work with / have contact with young men. It was felt that this could be a useful starting point for identifying stakeholders in order to solicit feedback from them.

There are many types of organisations who have contact with young men. Some work with them in times of crisis (e.g. the new mental health nurses based in hospitals and the Garda), some offer longer-term mental health support programmes (e.g. counsellors and youth mental health groups), some offer [non-mental health] specific interest programmes (e.g. sports clubs and churches), and some have contact with them because of the age they are (e.g. schools and youth clubs). It was felt that it would be important to:

- Target a diverse range of these types of groups (i.e. a population-wide approach).
- Place a special focus upon practitioners who work with young men at the beginning of their mental health journey.
- Seek nationwide representation as far as possible.

The training programme that will be developed as a result of this mapping process will be a cascade model. This needs to be useful to a very wide range of practitioners. It was agreed that the overall goal for this training should be to explore the 'why' and the 'how' of engaging young men. As there is no one-size-fits-all in terms of what should be offered to young men, trainees will then be encouraged to apply this insight to developing realistic interventions appropriate to their own circumstances.

At this stage, it can be expected that the training content will (at least) cover:

- The rationale for why young men's mental health needs special attention.
- How masculinity influences the help-seeking behaviour of young men.
- Societal stereotypes and expectations of young men.
- Exploring young men's experience of their world and the support services that are available to them.
- Examples of effective practice.

There was discussion as to what age a 'young man' is for the purposes of this project. The proposed scales ranged from 15 - 35 years. No formal agreement on this was reached. This needs to be determined by the Advisory Group as a matter of urgency.

7. Focus Groups

During the YMSP, it was felt that the most useful information was generated from the Focus Groups rather than through the online questionnaires. It was, therefore, agreed that this mode of data collection should be adopted in the mapping stage of the EYMP.

A total of eight Focus Groups will be convened. These will include representatives from specific areas of interest and, if possible, will involve workers from throughout Ireland:

- Statutory Primary Health Care Staff
- Teachers / Student Union Officers
- Sports Coaches
- Garda
- Youth Workers
- Clergy / Chaplains
- Workplace Occupational Health Officers / Trade Union Reps
- Voluntary and Community Sector Mental Health Workers

8. Focus Group Research

Organising and running eight Focus Groups on a nationwide basis will take a huge amount of time and energy. It was, therefore, agreed that MHFI should sub-contract this work, and that - in the first instance - any member of the Advisory Group from a research background can bid to undertake this research (rather than putting it out to open tender).

Colin will draft a specification for this research which will highlight:

- The background to EYMP.
- Aims and objectives of EYMP.
- Tasks required of researcher (e.g. identify and engage participants for eight specific interest groups, have 10-16 respondents in each group, recruit a membership which reflects a wide geographic base, facilitate and record each session, write a report on each session, collate the key themes from each Focus Group into a composite final report which makes recommendations for future training programmes, document contact details / key areas of work for each participant etc.).
- Timescale for completion.
- Need for ethical approval.
- Requirement for the submission of a clear and realistic workplan.
- The budget available and the need for a breakdown of all expenditure (e.g. time, materials, equipment, travel, venue hire, refreshments, supervision etc.).
- The deadline for submission (i.e. Noon on Tuesday 11th February 2014).

Owen, Susan, Biddy and Colin will meet via video-link on Wednesday 12th February 2014 at 10.30am to determine who will be awarded the tender. It is hoped that the successful tendering body will be able to begin this work in March 2014.

The budget for this piece of work is €10,000 - €15,000. This must include all aspects of the Focus Group research and reporting process e.g. preparation, identification and recruitment of participants, hiring of venues, food and refreshments, equipment, facilitation of sessions, collating data generated, and writing a final report which includes recommendations.

Paula would like to act as a support person during this research process and to sit-in on the Focus Groups as part of her men's health work. She will check with Biddy if this is feasible.

9. Membership of Advisory Group

It was felt that it might also be useful to have someone who works directly in young men's mental health as part of the Advisory Group. Inspire Ireland, SpunOut and Headstrong (Jigsaw programme) were proposed. It was felt that Headstrong might be the most appropriate choice. Biddy will forward the name of a contact in this organisation to Colin.

10. Action Points

- ✓ Colin will make the necessary amendments to the Terms of Reference document and will circulate them for approval.
- ✓ Susan will forward a copy of the NOSP quarterly reporting template to Colin.
- ✓ Colin will re-work the 'Overview of Engaging Young Men' paper to reflect the changes made to the Terms of Reference document. He will also re-word the Projected Outcomes section to make these more specific.
- ✓ Members of the Advisory Group need to define what constitutes the age range for a 'young man' in relation to this project.
- ✓ Paula will check with Biddy if she can act in a support role to the research team who will be commissioned to undertake the Focus Groups.
- ✓ Biddy will forward the name of a contact in Headstrong to Colin.
- ✓ Owen, Susan, Biddy and Colin will meet via video-link on Wednesday 12th February 2014 at 10.30am to determine who will be awarded the tender for the Focus Groups Research and any other actions needed.

Second Meeting of the Engaging Young Men Project (EYMP) Advisory Group: Minutes

Date:	Wednesday 26 th March 2014
Time:	1.00pm - 2.30pm
Venue:	Video-link between the Institute of Public Health in Ireland's Dublin and Belfast offices
Present:	<u>Dublin</u> - Lorcan Brennan, Paula Carroll, Billy Grace, Finian Murray, Owen Metcalfe and Bidy O'Neill <u>Belfast</u> - Colin Fowler
Apologies:	Nick Clarke, Susan Kenny, Maria Lohan and Noel Richardson
Chairperson:	Owen Metcalfe
Minutes:	Colin Fowler

Agenda Items

1. Welcome and Introductions

Owen, as Chairperson, welcomed everyone to the meeting, and thanked them for their attendance. He introduced Billy Grace - the postgraduate student from the Institute of Technology in Carlow (ITC) who will be undertaking the mapping stage of the Engaging Young Men Project (EYMP). Everyone present was asked to introduce themselves to Billy. Colin will make sure that Billy is included in the mailing list for EYMP minutes.

2. Minutes of Last Meeting

The minutes of the first Advisory Group meeting were accepted and approved as an accurate reflection of that gathering.

3. Matters Arising

- Susan has not yet sent Colin a copy of the NOSP reporting template. Colin will contact Susan to request this.
- Bidy informed the group that the contact she had mentioned in Headstrong is Gillian O'Brien, Director of Education and Training. Gillian's telephone number is: 01 472 7010. Colin will contact Gillian to ask if she would be willing and free to join the Advisory Group.
- It has been agreed that Paula will act in a support role to the mapping research which Billy Grace is currently undertaking.
- All other tasks proposed at the January meeting have been completed.

4. Terms of Reference

Colin made the necessary amendments to the Terms of Reference document and circulated them for approval before today's meeting. It was felt that the revised version is clear and accurate, and they were accepted by the group.

5. Research Tender for Mapping Exercise

5.1 Invitation to Tender Document

Colin drafted an Invitation to Tender document and circulated this to the Tender Sub-Group (Owen, Bidy and Susan) for approval. A few minor amendments were suggested, and these were included in the final paper. Colin was asked to send a copy of this file to all Advisory Group members for their records.

At the January 2014 Advisory Group meeting, it was agreed that any member of the Group from a research background could bid to undertake the mapping exercise - rather than putting it out to open tender. Only the National Centre for Men's Health (NCMH) in ITC was interested in undertaking this piece of work, and a copy of the Invitation to Tender document was forwarded to them. Paula Carroll from Waterford Institute of Technology will, however, also act as a supervisor and researcher for this initiative.

The Invitation to Tender document was issued to NCMH on Thursday 30th January 2014 and the date for return was Noon on Tuesday 11th February 2014. As there was only one applicant, the Tender Sub-Group felt that there was no need to meet to discuss the application and, instead, agreed the proposal via email correspondence.

5.2 Service Agreement with NCMH

Colin drafted a Service Agreement with NCMH, and circulated it to the Tender Sub-Group for approval. This was accepted, issued to NCMH, and the electronically signed copy was received by Colin on Monday 24th February. Colin acted as the signatory for the EYMP Advisory Group and Noel Richardson signed on behalf of NCMH. Colin will re-send a copy of this Service Agreement to all Advisory Group members for their records.

5.3 Mapping Exercise Progress

Billy Grace was asked to provide a progress update on the mapping exercise part of EYMP. He informed the group that ...

- He has been appointed as the postgraduate student to undertake research related to this initiative.
- The project began on schedule (i.e. Monday 3rd March 2014).
- The ITC Ethics Committee was asked to review the research proposal, and approval for it has been granted.
- The first six weeks of the research will focus upon: agreeing the scope of papers and publications to be reviewed; reviewing academic and grey literature; preparing a synthesis of key findings; making preparations for Focus Groups (e.g. agreeing target groups, making contact with participants, arranging venues and catering); finalising a list of key questions for the Focus Groups.
- The Young Men and Suicide Project report, the National Men's Health Policy in Ireland, and NCMH's existing resources have proved to be useful starting points for his investigation.
- The literature review on young men and mental health will examine both academic and 'grey' literature, and will have a specific focus upon identifying examples of models that work well with young men.
- Noel and Billy will cross-check all findings.

It is expected that the literature review will inform what can / should be developed. However, one of the biggest problems is that much of the literature reports overall findings, rather than the practical steps and stages which need to be followed to engage young men e.g. the effectiveness of posters and fliers, where to advertise, use of texting and social media, what will attract young men to a programme etc.

6. Filters for Literature Review

There was a wide-ranging discussion about who this project should target and what the filters for the literature review should be. It was agreed that ...

- The focus should be upon young men aged 18-30 years – so, avoiding school age young people who are already being catered for.
- Our role is to look at preventative measures for the whole population of young men, rather than treatment-based provision for young men who are already in contact with support services (although it is recognised that there might still be something to learn from exploring why and how these young men got ‘into the system’).
- Initiatives in the community, voluntary and statutory sectors should all be considered.
- The literature review should specifically explore the ways and means of creating positive environments / ‘hooks’ which will encourage young men to be involved in programmes. The EYMP focuses upon how to get young men involved, rather than what to offer them. However, it was acknowledged that sometimes it may be the type of programme which is, itself, the hook.

7. Focus Groups

The following agreements were made ...

- There should be at least 8-10 participants recruited for each Focus Group to allow for one or two drop-outs on the day.
- Since the minimum target age range has been increased to 18 years of age, there is no longer a need to recruit secondary level teachers. Instead, college lecturers / Student Union officers are the most appropriate respondents.
- Paula informed the group that the Garda in Templemore were very supportive when the National Men’s Health Policy was being devised, and might be a good point of contact for this initiative as well. She will pass on the contact details to Billy.
- Noel will help to make contact with the Sports Council, FAI, GAA and IRFU.
- The clergy hold their AGM in May. It might be useful to request a meeting during this time.
- It was acknowledged that Primary Health Care staff are likely to be the most difficult to access. Bidy will contact Shirley Keane about arranging a meeting with the Primary Care Team.
- It was agreed that there is a lot of relevant experience amongst youth and community workers in both the Republic of Ireland and Northern Ireland. If possible, a Focus Group will be run in each jurisdiction. Colin will help Billy to identify participants in Northern Ireland. This group is likely to include a lot of the trainees on the current ‘Engage’ programme.
- Billy will send a copy of the information pack for potential respondents to Bidy so that she can pass it on to Shirley Keane.

The proposed list of Focus Groups is:

- Lecturers and student union officers - South East
- Sports coaches and sporting bodies - Dublin
- Probation services and Gardai - Dublin / Templemore
- Youth and community workers - South East
- Youth and community workers – Northern Ireland
- Clergy and chaplains - Letterkenny
- Personnel from men's health / mental health organisations - Galway
- GPs - possibly at their Summer School in June
- Young men who are 'experts by experience' - via youth mental health organisations such as Headstrong or ReachOut.com Other useful contacts might be Anne Sheridan and Janet Gaynor in Donegal
- Statutory Primary Care Staff - possible contacts include Sean McCarthy, Agatha Lawless, Linda Thorpe and Lawrence Gaughan (Mayo - Paula has contact)
- Workplace Occupational Health - have been contacted but we won't do anything more unless SIPTU respond.

8. Action Points

- Colin will add Billy's email address to the EYMP Advisory Group mailing list.
- Colin will contact Susan to get a copy of the NOSP reporting template.
- Colin will contact Gillian O'Brien from Headstrong to ask if she would be willing and free to join the EYMP Advisory Group.
- Colin will email copies of the Invitation to Tender document and the Service Agreement with NCMH to Advisory Group Members.
- Billy will coordinate the convening of the Focus Groups.
- Paula will pass on the contact details for the Garda in Templemore to Billy.
- Noel will help Billy to make contact with the Sports Council, FAI, GAA and IRFU.
- Bidy will contact Shirley Keane about arranging a meeting with the Primary Care Team.
- Billy will send a copy of the information pack for potential respondents to Bidy so that she can pass it on to Shirley Keane.
- Colin will help Billy to identify people from community and youth work settings in Northern Ireland as potential participants in a Focus Group.

9. Next Meeting

Wednesday 28th May 2014, from 1.30pm until 3.00pm, via video-link between the Institute of Public Health in Ireland's Dublin and Belfast offices.

Third Meeting of the Engaging Young Men Project (EYMP) Advisory Group: Minutes

Date:	Wednesday 28 th May 2014
Time:	1.30pm - 2.55pm
Venue:	Video-link between the Institute of Public Health in Ireland's Dublin and Belfast offices
Present:	<u>Dublin</u> - Paula Carroll, Maya Lefkowich (in attendance), Owen Metcalfe, Finian Murray, Bidy O'Neill and Noel Richardson <u>Belfast</u> - Colin Fowler
Apologies:	Lorcan Brennan, Nick Clarke, Billy Grace, Susan Kenny, Maria Lohan and Gillian O'Brien
Chairperson:	Owen Metcalfe
Minutes:	Colin Fowler

Agenda Items

1. Welcome and Introductions

Owen, as Chairperson, welcomed everyone to the meeting, and thanked them for their attendance. He asked Maya Lefkowich to introduce herself. Maya is a student from the USA who is, currently, doing a Summer Internship at the National Centre for Men's Health (NCMH) in the Institute of Technology in Carlow (ITC).

2. Minutes of Last Meeting

The minutes of the previous Advisory Group meeting were accepted and approved as an accurate reflection of that gathering.

3. Matters Arising

- Colin has spoken to Paula Forrest in the National Office for Suicide Prevention (NOSP) about a reporting template. As NOSP fund a wide variety of initiatives, they do not have a single format for feedback. It was suggested that EYMP should follow any reporting structure used by the HSE's Health Promotion Department.
- Following the last meeting, Colin contacted Gillian O'Brien, Director of Education in Headstrong, and asked if she would be willing and free to join the EYMP Advisory Group. Gillian has agreed to contribute, but was unable to make today's meeting due to a prior arrangement.
- Paula will pass on her contact details for the Garda to Billy.
- All other tasks proposed at the March meeting have been completed.

4. Update on Mapping Research

It was agreed that the mapping research should be the main focus of today's meeting. As Billy was in Donegal running a Focus Group with Irish Chaplains during their Annual Conference, Noel and Paula agreed to brief the group on progress that has been made.

Billy had already submitted a written report on developments. Colin will attach this document again when circulating these minutes.

4.1 Overview of Progress

- Billy has been meeting Noel on a weekly basis to discuss / report on progress. Paula is helping Billy to refine the literature review, and will sit in on a Focus Group with him.
- The overall timescale for this project is on track.
- There have been a number of difficulties in terms of convening some of the Focus Groups.
- The Service Agreement with the NCMH did not include a date for reporting back to the Advisory Group on the Literature Review and Focus Group outcomes / findings before the draft final report was produced. It was agreed that draft interim documents should be circulated as soon as they are ready.
- The Final Report will include a literature review, a methodology outline, findings from the Focus Groups, and a conclusions / recommendations section.
- It is expected that the Final Report will be approximately 70-80 pages long, and will include an Executive Summary. This will have a practice focus on how to engage young men - rather than revisiting all of the information in the Young Men and Suicide Project.
- The first payment to NCMH (Week 6 - €4,000) has been made.

4.2 Ethical Approval

Ethical approval for the mapping research was given by ITC's Ethics Committee. This had been submitted to the Health and Science Department, with the nominated research advisors being Noel Richardson, Aoife Osborne and Paula Carroll. The Committee had asked for a small number of minor amendments (in relation to the recruitment of participants, how data would be disposed of, and the breakdown of groups being targeted). A letter of approval was received before the fieldwork was begun.

4.3 Literature Review

- A preliminary literature review has been undertaken, and a report has been drafted. This is a substantive document, but needs to be refined. It includes a lot of data on the outcomes of interventions with young men, but it has been harder to tease out the elements of how to engage these young men. This latter element will be Billy's priority henceforth.
- At the outset, a number of key search words / terms were utilised i.e. 'mental health' AND 'boys', 'mental health AND 'young men', 'mental health promotion' AND 'boys', 'mental health promotion' AND 'young men', 'mental health programmes' AND 'boys', 'mental health programmes' AND 'young men', 'mental health' AND 'engaging young men', 'engaging young men' AND 'best practice'.

- Articles have been collected on issues such as Deliberate Self Harm (DSH), suicide in men, help-seeking and men, masculinities, best practice when working with young men, and mental health programmes for young men.
- Articles and grey literature are, currently, being searched for in relation to best practice in mental health promotion / programmes aimed specifically towards young men.
- Focus of Literature Review:
 - Evidence of mental health and young men - suicide, DSH, patterns of help-seeking.
 - Issues and challenges associated with mental health and young men - gender and help-seeking, high risk groups, lack of engagement with services.
 - Evidence of good practice - policy measures, programmes, services, training.
 - Mentoring and peer-led initiatives.
 - How can effectiveness be measured - evaluation criteria, tools for measuring effectiveness, gender-proofing existing services and programmes.
- It was agreed that the draft literature review should be circulated to Advisory Group members (for comment) as soon as possible, but by no later than Wednesday 9th July 2014.

4.4 Focus Groups

Billy's report highlighted the progress made with the Focus Groups as being ..

Name of Group	Description of Participants	Update
Youth Workers (RoI)	Youth Workers and those working with young men from the Waterford and South Tipperary Regional Youth Services	Completed on 9 th April 2014 in Park Hotel, Dungarvan, Co. Waterford.
Sports	Representatives from GAA Healthy Club (Leinster) and St. Colmcille's GAA Club, Bettystown, Co. Meath	Completed on 7 th May 2014.
Sports Coaches	GAA, FAI and IRFU in ITC	Completed on 20 th May 2014.
Youth Workers (NI)	Youth Workers from various parts of Northern Ireland	Completed on 21 st May 2014 in YouthAction, Belfast.
Clergy / Chaplains	Chaplains who provide services for young men in the various Institutes of Technology throughout the country	To be held on 28 th May 2014 in Letterkenny, Co. Donegal.
Probation Services	Probation Officers / Senior Probation Officers / Community Service Supervisors	Filled out application form and returned to Probation Office. Application was approved, and Focus Group is due to be held on 5 th June 2014 in Probation Offices in Cork.
Personnel from Mental Health Organisations	Volunteers / employees in mental health organisations who have experience in working with young men	In the process of contacting various mental health organisations.

Statutory Primary Health Care Staff	Public health nurses and mental health workers	Filled out application form and returned to HSE offices in Dublin. Application was approved, and the HSE then sent out a general email to staff nationwide requesting volunteers. Currently have two people interested in Galway.
Youthreach / Back to Education Personnel	People who help young men return to the workforce	In the process of arranging a Focus Group in Mountmellick, Co. Laois. Three people interested.
General Practitioners	GPs - often the first point of contact for young men	Noel contacted his local GP and is awaiting a formal response. The ICGP are to be contacted for advice / assistance.
Young Men	Young men aged between 18 and 30 years of age	Contacted Derek Chambers from Inspire Ireland and Sean McCarthy from the HSE. Possible Focus Group with Ballygunner GAA Club in Waterford and Macra na Feirme.

Accessing Primary Health Care Staff and GPs proved to be the most difficult recruitment area: the HSE application form was long and cumbersome; there has been no response yet from the ICGP; the specific GP practices approached have been unable to participate ... Paula suggested that it might be useful to contact Paul Heathwood in the West, while Biddy suggested Janet Gaynor in the North West as a good contact point. Paula also agreed to follow-up Nick Fenlon - who coordinates the ICGP Summer School - to see if it might be possible to access some GPs during this event.

Noel and Billy will circulate the list of questions used in the Focus Groups to Advisory Group members. Billy is asked to 'drill down' the findings to produce short case studies of 'what works in practice'.

Findings from first two Focus Groups:

- There is still stigma around young men and mental health, but things are slowly starting to change.
- Mental health work / programmes should be done as early as possible for young men - start in primary school.
- The social construct of 'traditional masculinity' is evident in many young men. This adversely affects their help-seeking behaviour.
- Young men often don't have the required language to express their feelings, whilst service providers often lack the necessary language to talk to young men around mental health and well-being.
- Some young men would prefer to talk to women instead of men where mental health is concerned.
- Many mental health programmes are done in a subtle way - often without young men knowing. Mental health needs to be re-named to 'wellbeing' or 'wellness'.

- Bullying appears to be a big issue for young men.
- Mental health services are not well prepared for young men with mental health issues, while doctors and other staff do not have the required skills to deal with mental health issues appropriately.
- There is a skills deficit for service providers when trying to deal with the mental health issues of some young men.
- Young men are typically more willing to talk about their physical health rather than their mental health - with the perception that young women find it easier to talk about their mental health.
- Parents were often seen as a barrier to engagement with young men and mental health.
- The environment and socio-economic disadvantage are seen as significant contributors to the mental health issues of young men.
- Social, Personal and Health Education (SPHE) is not being prioritised in schools. It should be mandatory up until the Leaving Cert.
- Individual solutions are required. A general programme will not work because what works for individuals varies.
- A sheet or booklet on 'best practice' when working with young men would be useful.
- Learning the basics of Cognitive Behavioural Therapy (CBT) would be a good idea.
- There is a good potential for doing mental health work through sport.
- The recent cases of various sports personalities revealing their mental health issues is a positive development.

4.5 Agreed Timescale

The projected timescale for completion of this initiative is:

- Wednesday 9th July 2014 - Draft Literature Review will be circulated.
- Friday 15th August 2014 - Draft version of the Final Report will be sent to Advisory Group members.
- Tuesday 19th August 2014 - Draft version of the Final Report will be discussed by Advisory Group members via conference call (telephone).
- Friday 22nd August 2014 - Final version of report will be sent to Advisory Group members for sign-off.
- Monday 25th August 2014 - Final version of report will be sent to MHFI Management Committee.
- Tuesday 2nd September - MHFI Management Committee will discuss / sign-off the Final Report.

5. Future of EYMP Advisory Group

The question was asked: *'will this Advisory Group stay together after the mapping research has been completed?'* NOSP has said that they will look favourably upon all elements of the original three year EYMP proposal which was submitted to them. However, this is dependent upon:

1. Funds being available to NOSP in the future.
2. This work aligning with their agreed annual priorities.
3. EYMP delivering all of the commitments that it undertakes in this phase.

6. Any Other Business

Paula has been approached Prof Steve Robertson from Leeds Metropolitan University, and asked if we would like to contribute to an international initiative seeking to develop a 'What Works to Engage Men' resource. It was agreed that this may complement our own initiative, and Paula will liaise with Steve on this matter. We have to submit our information to them by Friday 15th August 2014.

7. Action Points

- Paula will pass on her contact details for the Garda to Billy.
- Colin will attach a copy of Billy's written report on EYMP developments when circulating these minutes.
- Paula will help Billy to refine the literature review, and will sit in on a Focus Group with him.
- Any draft interim reports will be circulated to the Advisory Group as soon as they are ready.
- The Final Report needs to have a practice focus on how to engage young men - rather than revisiting all the information from the Young Men and Suicide Project. Billy is asked to consider this as he prepares his report.
- Billy will follow-up Paul Heathwood in the West (Paula's contact) and Janet Gaynor in the North West (Biddy's contact) as possible gatekeepers to Primary Health Care practitioners.
- Paula will contact Nick Fenlon - who coordinates the ICGP Summer School - to see if it might be possible to access some GPs during this event.
- Noel and Billy will circulate the list of questions used in the Focus Groups to Advisory Group members.
- Billy is asked to 'drill down' the findings from the Focus Groups to produce short case studies of 'what works in practice'.
- NCMH will circulate the draft literature review to Advisory Group members by Wednesday 9th July 2014.
- NCMH will send a draft version of the Final Report to Advisory Group members by no later than Friday 15th August 2014.
- All Advisory Group members are asked to read the Draft Final Report in advance of the teleconference on Tuesday 19th August 2014.
- Paula will liaise with Steve Robertson about the 'What Works to Engage Men' resource. She will ensure that our information to them is dispatched by Friday 15th August 2014.
- Noel will make all practical arrangements for the teleconference on Tuesday 19th August 2014.

8. Next Meeting

At 10.00am, on Tuesday 19th August 2014, the Advisory Group will convene via a telephone conference call to discuss the draft version of the Final Report on the mapping research. The facility for this call will be arranged by Noel.

Appendix 2: Terms of Reference for Advisory Group

Background to Project

Between March 2011 and October 2012, the Men's Health Forum in Ireland (MHFI) coordinated an all-island action learning project which involved a broad range of stakeholders including the Health Service Executive (HSE), the National Office for Suicide Prevention (NOSP), the Public Health Agency (PHA) and the Institute of Public Health in Ireland (IPH). This initiative sought to identify a range of possible means to promote positive mental health among young men on the island of Ireland and to assess the efficacy of these approaches. This venture was called the 'Young Men and Suicide Project' (YMSP).

The final report (www.mhfi.org/ymspfullreport.pdf) on this project was launched in January 2013, and the 'Conclusion and Recommendations' section made twelve key proposals. MHFI reviewed and discussed these proposals with key stakeholders, including NOSP, and concluded that Recommendation 10 (i.e. develop a one day training programme for all frontline staff on how to effectively engage with young men) would present an immediate opportunity to make a significant contribution to this area of work. Subsequently, MHFI sought, and received, funding from NOSP to begin to implement Recommendation 10. This initiative is called 'Engaging Young Men'.

Aim of Engaging Young Men

The core aim of this project is to develop a training package which will increase the capacity of service providers and practitioners to effectively engage with young men in relation to programmes which promote mental health and well-being.

Objectives of Project

There are four key objectives to this initiative:

1. Conduct a **mapping exercise** which will identify the training needs of a wide variety of organisations, seek feedback on how the training might be delivered most appropriately, and shape the focus, content and structure of the training package.
2. Apply a **gender lens** to organisations, by developing an audit tool and a self-assessment quality mark classification system to help agencies to assess how male-friendly they currently are.
3. Create a dedicated **Course Unit titled 'Engaging with Young Men'** within the Engage National Men's Health Training Programme. This Unit will be offered to qualified Engage Trainers as a top-up module, as well as being offered to service providers and practitioners throughout Ireland in a workshop format.
4. Act as a **portal and reference point** for information on young men and mental health in Ireland.

Timescale

It is envisaged that this will be a three year programme. However, at present, funding has only been secured for Year 1. Future funding is dependent upon both meeting targets and the availability of resources.

Phases of Development

Action	Beneficiaries	When
Conduct a 'mapping exercise' of the training needs of organisations who currently work, or could potentially work, with young men on mental health issues	Eight Focus Groups - each group comprised of people in a specific area of work	Year 1
Develop an audit tool and system of self-classification to help organisations to assess how young male-friendly they currently are	Available to any group interested in this field	Years 1-2
Create and deliver a Unit within the 'Engage - National Men's Health Training Programme' which focuses upon how to effectively work with young men	25 qualified 'Engage' Trainers plus 100 additional practitioners	Years 1-3
Act as an Irish portal for information / training on young men and mental health	Available to any individual or group	Years 1-3

Management and Governance

The project will be overseen by an Advisory Group comprised of representatives from NOSP, HSE Health Promotion Department, IPH and MHFI. If and when deemed appropriate, other organisations, with specific experience in this field of work, may be invited to contribute.

The ongoing development process will be managed by the Director of Operations within MHFI. This person's work will be supervised by the Forum's Board of Trustees.

Role of the Advisory Group

The role of the Advisory Group will be to ...

- Offer a broad range of experience, contacts, ideas, research and resources to achieve the aims of this initiative.
- Help to guide the overall direction of the project.
- Suggest the means to achieve the operational goals.
- Promote and raise awareness of the project.
- Provide support to meet the objectives set.
- Help to review progress.

Modus Operandi

- The Steering Group will meet at least three times per year.
- Meetings will be held via videolink between the Dublin and Belfast offices of the Institute of Public Health in Ireland (IPH).
- Owen Metcalfe (Director of IPH) will Chair all meetings. In his absence, meetings will be Chaired by Noel Richardson (MHFI Board of Trustees).
- Additional business will be conducted on an ongoing basis via email and, if required, by teleconferencing.
- Advisory Group meetings will be convened and minuted by the MHFI Director of Operations.
- All minutes, updates and reports will be circulated via email.
- The MHFI Director of Operations will submit a quarterly progress report to NOSP (using the standard NOSP template), and will also circulate it to all Advisory Group members.

Appendix 3:

Overview of ‘Engaging Young Men’ Project – Follow-Up to Recommendations made in the Young Men and Suicide Project Report

Background

Between March 2011 and October 2012, the Men’s Health Forum in Ireland (MHFI) coordinated an all-island action learning project which involved a broad range of stakeholders including the Health Service Executive (HSE), the National Office for Suicide Prevention (NOSP), the Public Health Agency (PHA) and the Institute of Public Health in Ireland (IPH). This initiative sought to identify a range of possible means to promote positive mental health among young men on the island of Ireland and to assess the efficacy of these approaches. There were four key objectives to this project:

1. Review existing mental health promotion and suicide prevention services and programmes (both national and international), in order to identify principles of effective practice when encouraging positive mental health among young men.
2. Coordinate a stakeholder engagement process to share best practice - both online and face-to-face.
3. Develop and pilot two practical initiatives which utilise the information generated.
4. Report on the learning gleaned, and offer recommendations to inform future programmes / campaigns which focus on the mental health of young men in Ireland.

The final report (www.mhfi.org/ymspfullreport.pdf) on this project was launched in January 2013 by Minister Kathleen Lynch in the Republic of Ireland and Minister Edwin Poots in Northern Ireland. This document included a ‘Conclusion and Recommendations’ section which made twelve key proposals:

- R.1 Develop and promote positive models of mental health that are specifically targeted at boys and young men.
- R.2 Adopt a whole of government, joined-up approach, to young men’s mental health.
- R.3 Plan services and programmes for and with young men, and work on developing trust and safety through the creation of non-threatening and male-friendly environments.
- R.4 Target early intervention and the provision of appropriate services at those most at risk.
- R.5 Expand interventions that tackle alcohol and substance misuse in young men.
- R.6 Challenge traditional masculine ideology that is associated with impaired help seeking behaviour in young men.
- R.7 Incorporate role models and marketing into suicide prevention work with young men.
- R.8 Have a more explicit focus on peer support and mentoring in suicide prevention work with young men.
- R.9 Promote and encourage the use of safe and responsible online resources in mental health promotion and suicide prevention work with young men.
- R.10 Develop a one day training programme for all frontline staff on how to effectively engage with young men.

- R.11 Ensure that research underpins all on-going and future work in the area of suicide prevention with young men.
- R.12 Identify and nominate a body to coordinate and oversee future developments in mental health promotion work with young men.

The Need to Follow-up these Recommendations

In the Foreword to 'A Report on the all-Ireland Young Men and Suicide Project' (January 2013), Ministers for Health, James Reilly and Edwin Poots, comment:

“Addressing suicide on the island of Ireland is a challenging task. The scale and breadth of factors that are associated with suicide and attempted suicide - and the complex interplay of these factors - underscores the magnitude of the challenge associated with suicide prevention.

Suicide is now a major cause of death among young males in both Northern Ireland and the Republic of Ireland, and trends are worrying and a cause for real concern. The economic downturn, and rising levels of unemployment, demand increased focus on prevention efforts. The loss of life for young people, so many of whom are male, is devastating to family and friends, and impinges on concepts and notions of community, solidarity and social cohesion”.

This report also highlights a number of other key issues in this area:

- Although the rate of male suicide in Ireland is relatively low within the overall European Union (EU) context, the rate among young males is amongst the highest in the EU.
- While rates of attempted suicide and deliberate self harm (DSH) have, overall, been traditionally higher among females, rates of DSH are now higher among some age bands of younger males than younger females.
- The factors most consistently associated with the rise in young male suicide are income inequality, family relationship difficulties, peer relationship problems, school failure, low self esteem and violence. Gender roles and identity have also been implicated in increased suicide risk amongst young men. Despite this, many service providers admit to only having a limited understanding of the world of young men.
- Whilst the problems that sometimes burden young men might be regarded by others as trivial, they may be perceived and experienced as major problems for young men themselves.
- Young men need to be supported to see emotional expression as a skill that improves with practice, and need to build an emotional vocabulary.
- Early intervention has been shown to be particularly effective.
- There are ten key principles for effectively engaging with young men, and a number of tested models for doing so. Information on these approaches needs to be disseminated more widely.
- There are no quick-fix solutions to tackling the causes and risk factors that underpin the statistics on suicide in young men. There is no simple single solution.
- Young men are interested in their own mental well-being, but often feel that they are not offered the right things in the right ways.

Focus of ‘Engaging Young Men’

MHFI is keen to develop further initiatives which can address the recommendations in the Young Men and Suicide Project (YMSP) report. The Forum reviewed and discussed these proposals with key stakeholders, including NOSP, and concluded that Recommendation 10 (i.e. develop a one day training programme for all frontline staff on how to effectively engage with young men) presents an immediate opportunity to make a significant contribution to this area of work. Subsequently, MHFI sought and received funding from NOSP (initially for one year) to implement Recommendation 10.

MHFI also acknowledges that developing such a programme could help to partially address / influence some of the other report recommendations. For example, the need to:

- Promote positive models of mental health that are specifically targeted at boys and young men (R1).
- Have a joined-up approach to young men’s mental health (R2).
- Plan services and programmes for and with young men, and work on developing trust and safety through the creation of non-threatening and male-friendly environments (R3).
- Target early intervention and the provision of appropriate services at those most at risk (R4).
- Challenge traditional masculine ideology (R6).
- Have a more explicit focus on peer support and mentoring (R8).
- Ensure that research underpins all on-going and future work (R11).

Aim of Project

The core aim of this project is to develop a training package which will increase the capacity of service providers and practitioners in this field to effectively engage with young men in relation to programmes which promote mental health and well-being.

Objectives

To meet this aim, four objectives will be pursued:

(i) Conduct a Mapping Exercise

To avoid duplicating existing programmes / projects, MHFI will oversee a mapping exercise of current provision at the outset. This will target eight discrete work areas, and information will be gathered via Focus Groups. This process will:

- Create an inventory of present / planned programmes.
- Identify gaps across the country.
- Highlight the training needs of a wide variety of organisations.
- Seek feedback on how the training might be delivered most appropriately.
- Shape the focus, content and structure of the training package.

(ii) Apply a ‘Gender Lens’ to Organisations

One tangible product from the development of the training package will be an ‘audit tool’ to help organisations to assess how male-friendly they currently are. This will help them to establish their baseline situation and to identify areas which need further reflection and/or change. This is in line with *‘Equal but Different: A framework for integrating gender equality in HSE policy, planning and service delivery’*.

This initiative will also develop a self-assessment 'quality mark' classification system. This will offer service providers a further tool for self-reflection, which will help them to monitor their progress towards becoming more young male-friendly in a practical and tangible way. It will identify a set of structures, systems, protocols and actions which range from 'just a little male-friendly' to 'extremely male-friendly', and will use a Gold, Silver and Bronze award system. While for internal use only, this will help to provide a concrete framework for organisations to measure their progress over time.

(iii) Create a Dedicated Course Unit within the 'Engage' Training Programme

To be most effective, this working with young men training will not rely solely on delivery by MHFI personnel. Therefore, the training package will be designed so that it can become an additional Course Unit within 'Engage' - the National Men's Health Training Programme, which was commissioned and supported by the Health Service Executive's Health Promotion Department.

MHFI has, to date, played a key role in the development of the 'Engage' programme by supporting the production of resources, recruiting trainers, and hosting the online discussion forum / information portal for trainers.

Developing the working with young men's training as a Unit within 'Engage' has three benefits. It will:

- Ensure that there are a broad range of trainers throughout Ireland who are willing and qualified to deliver it.
- Adhere to the rigorous standards of development that have characterised the production of the current 'Engage' materials.
- Involve the creation of a package of materials which can be used in their entirety or as part of shorter one-off sessions with a specific focus. This flexibility is critical when seeking to accommodate the needs of trainees.

This Unit will be offered to qualified 'Engage' Trainers as a top-up module. It is anticipated that approximately 25 Trainers will participate in it. They will then be able to deliver either the whole package, or elements of it, as part of their ongoing 'Engage' commitment.

In addition, five workshops will be held for a broader range of practitioners who are working with / seeking to work with young men throughout Ireland. These sessions will involve up to twenty trainees each, and will be held in:

- Dublin (x 2)
- Midlands area
- Southern area
- Western area

Subsequently, up to 100 practitioners - who are not connected to the 'Engage' programme - will also learn skills / models of effective practice on how to engage and work with young men on issues related to their health and well-being.

The training materials generated in this Unit will be made available in a range of formats e.g. PowerPoints, handouts and, if possible, as short online videos.

(iv) Act as an Irish Portal for Information on Young Men and Mental Health

While there are many organisations in Ireland that work with young people or young men or on mental health issues, there is no group which has specific responsibility for acting as the 'clearing house' for information, research, signposting, advice and training in relation to young men and mental health.

MHFI will undertake this function during both the funded period and, as far as possible, after the funding has ended. This will ensure a national reference point for this field of work. This assistance will be offered via email, telephone and the MHFI website.

Management and Governance

The project will be overseen by an Advisory Group comprised of representatives from NOSP, HSE Health Promotion Department, IPH and MHFI. If appropriate, other organisations, with specific experience in this field of work, may be invited to contribute. This is the same model of governance which was used during the Young Men and Suicide Project.

Developments will be managed by the Director of Operations within MHFI. This person's work will be supervised by the Forum's Board of Trustees - which is comprised of experienced men's health practitioners, senior academics, health service providers and health policy advisors.

Timescale

It is envisaged that this will be a three year programme. However, at present, funding has only been secured for Year 1. Future funding is dependent upon both meeting targets and the availability of resources.

Projected Outputs

This initiative will:

- Collate and document the experience of service providers and stakeholders from eight fields of interest.
- Develop tools to help organisations to measure how young male-friendly they currently are.
- Provide an evidence-based model of work which offers a clear rationale for why engaging young men is needed, and practice guidelines for doing so.
- Create a network of trainers in this field who can cascade their knowledge to others.
- Establish an information portal on young men and mental health.

Appendix 4

Invitation to Tender: Engaging Young Men Project

The 'Engaging Young Men Project' (EYMP) is seeking to carry out a piece of research (using a Focus Group methodology) which will look at the training needs of organisations in the Republic of Ireland in relation to mental health programmes which target young men. Applications are now being invited from competent organisations to undertake this work.

Background to Engaging Young Men Project

Between March 2011 and October 2012, the Men's Health Forum in Ireland (MHFI) coordinated an all-island action learning project which involved a broad range of stakeholders including the Health Service Executive (HSE), the National Office for Suicide Prevention (NOSP), the Public Health Agency (PHA) and the Institute of Public Health in Ireland (IPH). This initiative sought to identify a range of possible means to promote positive mental health among young men on the island of Ireland and to assess the efficacy of these approaches. This venture was called the 'Young Men and Suicide Project' (YMSP).

The final report (www.mhfi.org/ymspfullreport.pdf) on this project was launched in January 2013, and the 'Conclusion and Recommendations' section made twelve key proposals. MHFI reviewed and discussed these proposals with key stakeholders, including NOSP, and concluded that Recommendation 10 (i.e. *develop a one day training programme for all frontline staff on how to effectively engage with young men*) would present an immediate opportunity to make a significant contribution to this area of work. Subsequently, MHFI sought, and received, funding from NOSP to begin to implement Recommendation 10. This initiative is called the 'Engaging Young Men Project' (EYMP).

Aim of Engaging Young Men Project

The core aim of EYMP is to develop a training package which will increase the capacity of service providers and practitioners to effectively engage with young men in relation to programmes which promote mental health and well-being.

Objectives of EYMP

There are four key objectives to this initiative:

1. Conduct a **mapping exercise** which will identify the training needs of a wide variety of organisations, seek feedback on how the training might be delivered most appropriately, and shape the focus, content and structure of the training package.
2. Apply a **gender lens** to organisations, by developing an audit tool and a self-assessment quality mark classification system to help agencies to assess how male-friendly they currently are.
3. Create a dedicated **Course Unit titled 'Engaging with Young Men'** within the Engage National Men's Health Training Programme. This Unit will be offered to qualified Engage Trainers as a top-up module, as well as being offered to service providers and practitioners throughout Ireland in a workshop format.
4. Act as a **portal and reference point** for information on young men and mental health in Ireland.

Focus of Proposed Research Project

MHFI is seeking a researcher / research team to meet the first of the key objectives listed previously, that is:

Conduct a mapping exercise which will identify the training needs of a wide variety of organisations, seek feedback on how the training might be delivered most appropriately, and shape the focus, content and structure of the training package.

Type of Research Required

During the YMSP, the Advisory Group for this initiative felt that the most useful information was generated via Focus Groups rather than through online questionnaires. Subsequently, we wish to conduct research using this mode of data collection in the mapping stage of EYMP.

Target Groups

We require the successful researcher / team to establish eight Focus Groups. These will target representatives from specific interest areas and, as far as possible, will involve a geographically dispersed range of workers from throughout the Republic of Ireland (by seeking an overall spread between groups as distinct from within groups).

Consideration should be given to convening the following interest groups, with the final selection to be agreed with the EYMP Advisory Group:

- Statutory Primary Health Care Staff
- Teachers / Student Union Officers
- Sports Coaches
- Garda
- Youth Workers
- Clergy / Chaplains
- Workplace Occupational Health Officers / Trade Union Representatives
- Voluntary and Community Sector Mental Health Workers

Tasks associated with the Focus Groups

The successful bidder will be asked to:

- Secure ethical approval for undertaking this research.
- Identify participants for the eight Focus Groups - each session targeting one specific interest group.
- Recruit 6-10 respondents for each group.
- Enlist a membership for each group which reflects as much diversity as possible.
- Make all the practical arrangements for venue hire and refreshments, as well as undertake all administration tasks associated with the recruitment process.
- Facilitate, record and write a report on each Focus Group.
- Collate the key themes from each Focus Group into a composite final report - which makes recommendations for the focus, content and structure of future training programmes on engaging young men.

Issues to be Addressed in Focus Groups

The core aim of this mapping exercise is to ascertain what information, knowledge, support, skills or resources are needed to help the respondents to engage more effectively with young men on mental health and well-being issues. This process also needs to ascertain what is the most appropriate and realistic mechanism for delivering this training.

The themes to be explored in the Focus Groups should be informed by a literature review, and Tender documents must outline a methodology for soliciting feedback, as well as list potential issues that could usefully be explored.

The Advisory Group has also determined some questions which it would like to see addressed in the Focus Groups:

- What is the nature and extent of respondents' engagement and/or contact with young men at present?
- Does this engagement include a mental health component and/or is there potential for doing this in the future?
- What are the perceived mental health and well-being needs of young men?
- What are the main challenges and barriers that respondents experience / might experience when seeking to engage with young men, generally, and on mental health issues, specifically?
- Are there any approaches / programmes in this field that work well?
- What support / information / resources / skills would make their efforts to engage young men easier?
- What would be the most appropriate mechanism / timescale / format for delivering this training support?

Timescale

It is hoped that this mapping exercise will begin in March 2014. It is anticipated that the work required will take up to six months from the start date.

Budget

The budget for this piece of work is expected to be in the region of €10,000 - €15,000. The total figure proposed in tender submissions must include all aspects of the Focus Group research and reporting process, for example ...

- Preparation time
- Identification and recruitment of participants
- Hiring of venues
- Telephone, postage, stationery and photocopying costs
- Payment for participants' refreshments
- Any specialist equipment or materials required
- Researcher travel costs
- Facilitation of sessions
- Transcription of Focus Group recordings (if required)
- Supervision costs
- Collation of data generated and production of a report on each Focus Group
- Writing of a final report which makes recommendations for future action

The projected budget must also include VAT (if applicable).

Management and Support

The successful tendering body will liaise with the MHFI Director of Operations throughout the mapping process. This person will, in turn, act as a conduit to relay information to the EYMP Advisory Group.

It is also hoped that a member of the EYMP Advisory Group, with a research background, will act as a support person during the mapping process, and that they will attend at least some of the Focus Group sessions.

Format of Tender Submission

The following detail must be included in the tender submission:

- Name of the primary contact person
- Contact person's telephone and email address
- Organisation's name
- Organisation's address and website details
- Background to and status of tendering organisation
- Previous experience in this type of research (especially in relation to men's work)
- Proposed methodology
- Anticipated outputs
- Timeline suggested
- Detailed breakdown of the total cost for this project and the suggested payment schedule (all figures must include VAT if applicable)
- CV for each person who will be involved

Closing Date for Submissions

Submissions must be received by Noon on Tuesday 11th February 2014. Please send tenders by email to Colin Fowler, at: colin@mhfi.org

Further Information

For further information on this tender, please contact:

Colin Fowler
Director of Operations, Men's Health Forum in Ireland
Tel: 0044 751 9945261
Email: colin@mhfi.org

Appendix 5

Men's Health Forum in Ireland Service Agreement

This Agreement is made on Monday 24th February 2014 between:

The Men's Health Forum in Ireland (MHFI), whose registered address is Carmichael Centre for Voluntary Groups, Carmichael House, North Brunswick Street, Dublin 7

and

The National Centre for Men's Health (hereinafter referred to as NCMH), whose registered address is the Institute of Technology Carlow, Kilkenny Road, Carlow, Co. Carlow

Work to be Undertaken

The core aim of MHFI's Engaging Young Men Project is to develop a training package which will increase the capacity of service providers and practitioners to effectively engage with young men in relation to programmes which promote mental health and well-being.

There are four key objectives to this initiative:

5. Conduct a **mapping exercise** which will identify the training needs of a wide variety of organisations, seek feedback on how the training might be delivered most appropriately, and shape the focus, content and structure of the training package.
6. Apply a **gender lens** to organisations, by developing an audit tool and a self-assessment quality mark classification system to help agencies to assess how male-friendly they currently are.
7. Create a dedicated **Course Unit titled 'Engaging with Young Men'** within the Engage National Men's Health Training Programme. This Unit will be offered to qualified Engage Trainers as a top-up module, as well as being offered to service providers and practitioners throughout Ireland in a workshop format.
8. Act as a **portal and reference point** for information on young men and mental health in Ireland.

This Service Agreement primarily focuses upon work to meet the first of these key objectives, that is:

'Conduct a mapping exercise which will identify the training needs of a wide variety of organisations, seek feedback on how the training might be delivered most appropriately, and shape the focus, content and structure of the training package'.

This work will be conducted in line with the methodology, key deliverables and work plan outlined in the NCMH tender document.

Research Structure and Governance

The funding from MHFI will be used to appoint a Masters student within the Institute of Technology Carlow (ITC) to carry out the work. ITC has agreed to co-fund a Masters student for this project under its post-graduate scholarship scheme (by way of waiving Masters and registration fees, and by housing the student).

The research team will comprise the following:

- **Dr Noel Richardson** will have overall responsibility for managing the project, ensuring that the key outputs are met, and will have overall editorial responsibility for the final report.
- **Dr Aoife Osborne** and **Dr Paula Carroll** will co-supervise the work of the postgraduate student, and will act as independent researchers during the literature search and focus group coding and analysis phases to maximise the validity and reliability of the work.
- The **Postgraduate Researcher** will be dedicated full-time to the project, and will be responsible for conducting the literature review, organising focus groups, transcribing, coding, analysing and writing up focus groups, and preparing the draft final report.

Methodology

PHASE 1

Phase 1 will comprise a thorough search of both (i) the academic literature and (ii) the grey literature to begin the mapping exercise of existing work (programme provision, research, resources) in the area of mental health and well-being among young men. This work will build upon, rather than replicate, the findings from the Young Men and Suicide Project report. There will be a specific focus on creating an inventory of present / planned programmes and on identifying gaps across the country ...

- (i) The research team will have access to ITC's library of electronic databases. A search will be conducted using the most relevant databases (Pub Med, Medline, Cinahl and Scopus) using key search words ('mental health' AND 'boys'; 'mental health' AND 'young men'; 'mental health promotion' AND 'boys'; 'mental health promotion' AND 'young men'; 'mental health programmes' AND 'boys'; 'mental health promotion' AND 'young men'). Two researchers from the team will conduct independent searches, and will cross-check results prior to agreeing the final list of publications for inclusion in the literature review. Only research papers from reputable peer-reviewed publications will be considered for review.
- (ii) A review of the grey literature will also be conducted using Advanced Google Search. The same key search words will be used as in the search of electronic databases. Once again, two researchers will conduct independent searches and will cross-check results prior to commencing the review. There will be a particular focus on seeking out evidence of effectiveness and evaluated interventions (national and international) in the area of mental health and wellbeing in boys and young men.

The post-graduate student will be responsible for compiling a draft review of the cited literature. The wider team will support and supervise the work, and will be responsible for editorial revisions.

During Phase 1, an ethics application will be submitted to ITC's Ethics Committee.

PHASE 2

A series of eight Focus Groups will be conducted with key stakeholder groups to ascertain what information, knowledge, support, skills or resources are needed to enable service providers to engage more effectively with young men on mental health and well-being issues. There will also be a focus on ascertaining stakeholders' views on the content and format of training to support them in engaging with young men, and on the most appropriate and realistic mechanism for delivering this training.

Every effort will be made to ensure that the composition of groups reflects as much diversity as possible, including geographical spread. The research team will also be mindful of capturing the views of more formal / statutory service providers and community / voluntary groups (including peer-led initiatives). The key questions to inform the Topic Guide for the focus groups will be:

- What is the nature and extent of respondents' engagement and/or contact with young men at present?
- Does this engagement include a mental health component and/or is there potential for doing this in the future?
- What are the perceived mental health and well-being needs of young men?
- What are the main challenges and barriers that respondents experience / might experience when seeking to engage with young men, generally, and on mental health issues, specifically?
- Are there any approaches / programmes in this field that work well?
- What support / information / resources / skills would make their efforts to engage young men easier?
- What would be the most appropriate mechanism / timescale / format for delivering this training support?

The use of open-ended, clear and sensitive questions will seek to explore and unravel participants' past experiences of engaging with young men.

All participants will provide written informed consent to participate in the Focus Groups, and permission for the discussions to be audio-taped will be sought from participants in advance. Each audiotape will be transcribed verbatim. Qualitative data analysis will be conducted to establish the principal themes and findings to emerge from the Focus Group data. Focus Group transcripts will be coded independently by the postgraduate student and by members of the wider team to maximise the validity and reliability of findings.

The work will include identification and recruitment of participants for all Focus Groups, hiring of venues, and the provision of refreshments for participants.

Anticipated Outputs

Eight individual Focus Group reports and one final summary report of Focus Group findings will be produced. The Final Report will also include a review of the relevant literature from Phase 1. The overall focus of the Final Report will be on identifying the training needs of key stakeholders, shaping the focus, content and structure of the training package, and making recommendations on how the training might be delivered most appropriately.

As well as being a data collection tool, it is also anticipated that the Focus Groups will serve to develop and strengthen partnerships with key stakeholders from the statutory, community and voluntary sectors who are working with young men.

Target Groups

Consideration will be given to convening the following interest groups, with the final selection to be agreed with the Engaging Young Men Project Advisory Group:

- Statutory Primary Health Care Staff
- Teachers / Student Union Officers
- Sports Coaches
- Garda
- Youth Workers
- Clergy / Chaplains
- Workplace Occupational Health Officers / Trade Union Representatives
- Voluntary and Community Sector Mental Health Workers

Stages of Development

Stage	Work Plan	Timeframe
1	Prepare and submit ethics application to ITC Ethics Committee	Week 1
2	Conduct search of academic and grey literature, and agree scope of papers and publications to be reviewed	Week 1
3	Review academic and grey literature, and prepare synthesis of key findings	Weeks 2 - 6
4	Make preparations for Focus Groups - agree target groups, make contact with participants, arrange venues and catering	Weeks 2 - 6
5	Finalise list of key questions for Focus Group Topic Guide	Week 6
6	Conduct eight Focus Groups, transcribe and analyse transcripts, complete individual Focus Group reports, complete interim report of key findings by Week 12	Weeks 7 - 18
7	Complete draft final report in consultation with Advisory Group	Week 20
8	Finalise report	Weeks 21 - 22

Timescale

The work will commence on Monday 3rd March 2014, and the duration of the project will be five calendar months (22 weeks - completed by Friday 1st August).

Management Structure

NCMH will report to the Director of Operations for MHFI. The overall tender will be guided by the inter-agency Advisory Group for the Engaging Young Men Project (EYMP).

Remuneration

The total contract price payable by MHFI to NCMH is €15,000 (inclusive of VAT). The breakdown for this budget is:

Postgraduate student stipend	€10,000
Venue hire and refreshments for Focus Groups	€3,000
Travel and subsistence	€2,000

General Terms and Conditions

(a) Payment Schedule

NCMH will invoice the Company Treasurer of MHFI at the end of ..

- Week 6 - for €4,000
- Week 18 - for €7,000
- Week 22 - for €4,000

Payment will be made on the basis that the agreed milestones and deliverables have been met in accordance with the work plan.

Payment cannot be made until MHFI receives a signed copy of this Service Agreement from NCMH. One copy will be kept on file by MHFI, and a second sent to NCMH. Payment is also dependent upon receipt of relevant invoices, and a signed letter stating that NCMH is responsible for their own tax affairs.

(b) Transfer of Agreement

NCMH shall not be entitled to sub-contract, assign, or transfer this agreement without the prior written consent of MHFI.

(c) Termination of Agreement

MHFI reserves the right to terminate the contract should NCMH breach any of the terms of this Agreement. MHFI shall also have the right to terminate this contract if bankruptcy proceedings against NCMH are commenced, or if any order is made, or an effective resolution is passed for winding-up. MHFI requires a period of 30 days notice from NCMH to terminate this agreement.

(d) Confidentiality Clause

NCMH must agree that any information disclosed by MHFI and/or the Focus Group respondents is the exclusive property of MHFI, and that all copyrights lie with MHFI. As such, NCMH will keep this information strictly confidential.

(e) Amendments to the Original Agreement

Should either party identify a requirement for a change, a request will be made to the other party in writing, detailing the requirements.

Points of Contact

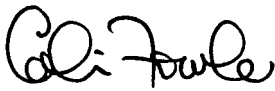

The main points of contact for MHFI and NCMH will be:

Colin Fowler
Director of Operations
Men’s Health Forum in Ireland (MHFI)
Room 15
Carmichael House
North Brunswick Street
Dublin 7
Tel: 0044 751 9945261
Email: colin@mhfi.org

Noel Richardson
Director
National Centre for Men’s Health (NCMH)
Department of Science and Health
Institute of Technology Carlow
Kilkenny Road
Carlow
Tel: 00353 87 2860152
Email: noel.richardson@itcarlow.ie

Signatories

We, the below named signatories, declare that we are authorised to sign this contract on behalf of our respective organisations ...

<u>For MHFI</u>		<u>For NCMH</u>	
Name:	Colin Fowler	Name:	Noel Richardson
Signature:		Signature:	
Date:	Monday 24 th February 2014	Date:	Monday 24 th February 2014

Appendix 6: Focus Groups

Target Group	Participants	Date and Location
Youth Workers (ROI)	Youth workers and those working with young men from the Waterford and South Tipperary Regional Youth Services (n = 6)	Wednesday 9 th April 2014, Dungarvan, Co. Waterford
Sports	Representatives from GAA Healthy Club (Leinster): St. Colmcille's GAA Club, Bettystown, Co. Meath (n = 6)	Wednesday 7 th May 2014, Bettystown, Co. Meath
Sports Coaches	GAA, FAI, IRFU within IT Carlow (n = 5)	Tuesday 20 th May 2014, Carlow, Co. Carlow
Youth Workers (NI)	Youth workers from various parts of Northern Ireland (n = 5)	Wednesday 21 st May 2014, Belfast
Clergy / Chaplains	Chaplains who provide services for young men in the various Institutes of Technology throughout the country (n = 8)	Wednesday 28 th May 2014, Letterkenny, Co. Donegal
Probation Services	Probation Officers / Senior Probation Officers / Community Service Supervisors (n = 7)	Thursday 5 th June 2014, Cork City
Back to Education Personnel	People who help young men return to the workforce (n = 6)	Thursday 19 th June 2014, Waterford City
Statutory Primary Health Care Staff	Clinical Psychologists (n = 2)	Monday 30 th June 2014, Naas, Co. Kildare
Personnel from Mental Health Organisations (Interviews)	Volunteers / employees in mental health organisations who have experience in working with young men (n = 3)	Interview 1: Thursday 3 rd July 2014, Waterford City Interview 2: Friday 4 th July 2014, Callan, Co. Kilkenny Interview 3 (Telephone): Monday 7 th July 2014
General Practitioner (Telephone Interview)	GP - often the first point of contact for young men (n = 1)	Telephone interview on Friday 4 th July 2014
Young Men (Interviews)	Young Men aged between 18 and 30 years (n = 3)	Interview 1: Friday 11 th July 2014, Carrick-on-Suir, Co. Tipperary Interview 2: Wednesday 16 th July 2014, Carrick-on-Suir, Co. Tipperary Interview 3: Friday 18 th July 2014, Carrick-on-Suir, Co. Tipperary