

19/21

STRATEGIC PLAN



HALT'S VISION

EVERY TRADEIE IN AUSTRALIA KNOWS HOW TO LOOK
AFTER THEIR MENTAL HEALTH AND WELLBEING.

OUR DREAM:

TO HAVE HALT WORKERS IN LOCAL COMMUNITIES
ACROSS AUSTRALIA.
THE WORKERS BECOME THE CONDUIT BETWEEN HALT,
LOCAL COMMUNITIES AND HEALTH SERVICES.



MISSION

- TO INCREASE AWARENESS OF MENTAL HEALTH AND WELLBEING IN THE TRADIE COMMUNITY
- TO REDUCE STIGMA AND DISCRIMINATION ASSOCIATED WITH MENTAL HEALTH ISSUES
- TO DEVELOP FAMILIARITY AND CONNECTION FOR TRADIES TO HEALTH SERVICES WITHIN THEIR LOCAL COMMUNITY.

VALUES

- HOPE:** To want and act for a more positive present and future
- COURAGE:** To be courageous and persist in the face of fear, threat or difficulty
- HONESTY:** To be honest with ourselves, honest with others, honest about what we need to flourish
- RESILIENCE:** To recover and adapt to life changes or difficulties
- TRUST:** To have confidence in yourself, others and health services



PREAMBLE:

- In 2018 approximately 75% of people who died by suicide were males and 25% were females.
- In 2018 there were 3046 deaths by suicide in Australia.
(An average of 8.3 deaths by suicide in Australia each day.)
- One in five Australians will experience mental health issues in a given year (Black Dog Institute).
- Tradies are one group that experience mental health issues, often without support.
- Tradies are often unaware of what health services exist in their area to support their mental health.
- Many men will not have the information or confidence to access local mental health services.
- Talking about depression, anxiety, suicide and life's difficulties are not part of the tradie culture.
- Tradies often experience mental health difficulties without asking for help or accessing services that could improve their lives.

GOALS AND STRATEGIES

TO EXPAND HALT TO LOCAL COMMUNITIES THROUGHOUT AUSTRALIA

- To continue to deliver HALT events to more local communities throughout Australia.
- To investigate opportunities to source additional funding from government, non government and philanthropic sources to employ more HALT workers across Australia.
- To identify opportunities for strategic partnerships with businesses, local and national government and other organisations.
- To develop a Communications Plan to raise awareness and increase the reach of HALT.

TO EDUCATE AND RAISE AWARENESS OF MENTAL HEALTH ISSUES THAT PEOPLE IN THE BUILDING AND CONSTRUCTION INDUSTRY MAY ENCOUNTER

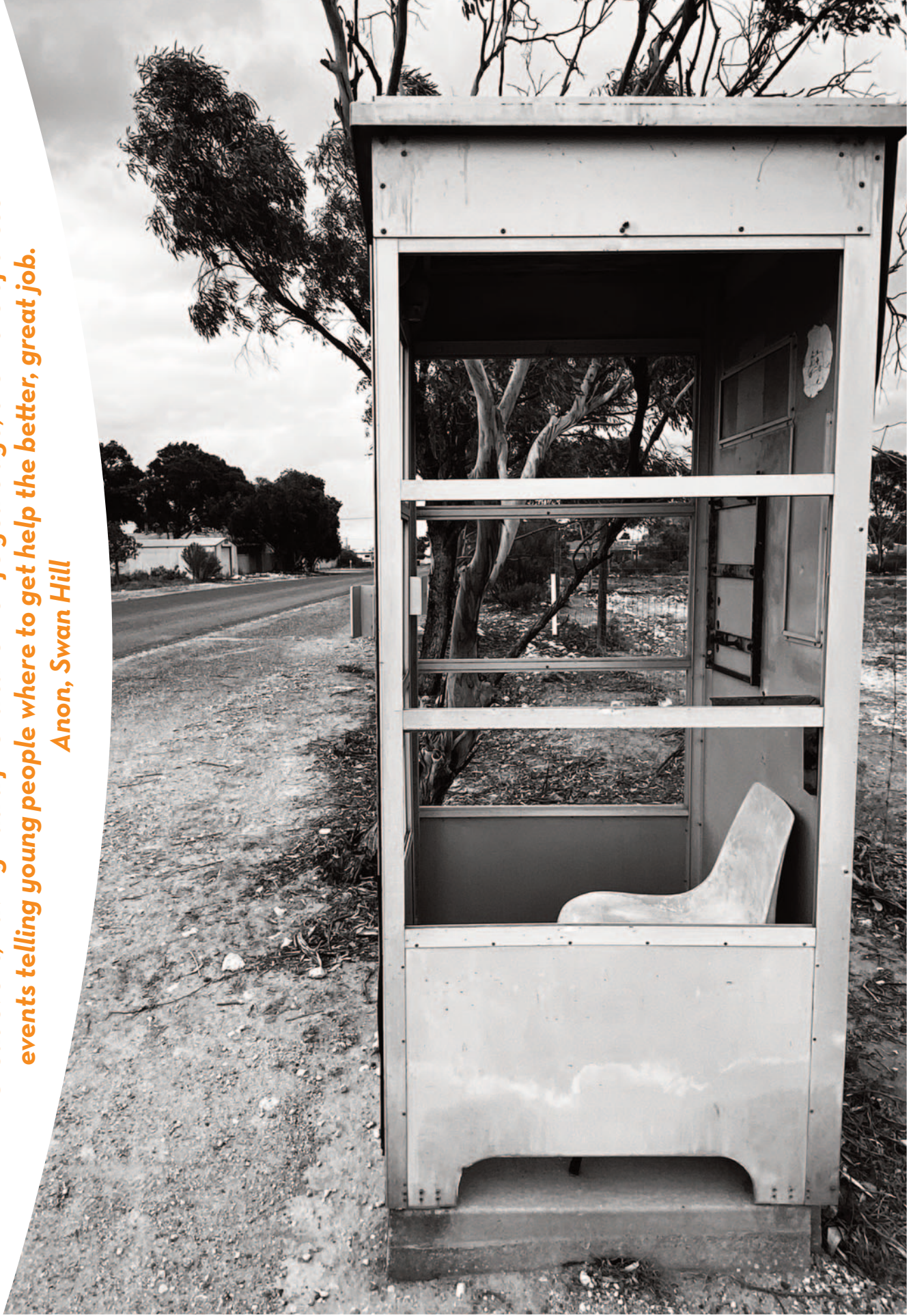
- To continue to hold HALT events across Australia in order to raise awareness of mental health issues that people in the building and construction industry encounter.
- To work closely with hardware stores and other trade related outlets/organisations to build awareness and effective relationships with tradies and mental health services.

TO EXPAND HALT'S REACH WITHIN THE COMMUNITIES IT SERVES

- To develop new and strengthen existing connections between the tradies and community health services, pharmacists, doctors and other support services in their local community.
- To grow the HALT-friendly clinics project to ensure tradies are met with a positive approach to mental health care by primary health providers.
- To facilitate the delivery of training to support good mental health and well being in the communities in which HALT works.

“Great event, having had a friend take his life years ago, the more of these events telling young people where to get help the better, great job.”

Anon, Swan Hill



TO CREATE A STRONGER EVIDENCE BASE TO COMPLEMENT HALT'S WORK IN THE TRADIE COMMUNITY

- To further develop partnerships with research institutions (like Swinburne University) in order to extend evidence and practice of HALT activities.
- To utilise up to date statistics and research to inform the work that HALT carries out.

TO CONTINUE TO TAILOR THE HALT PROGRAMME FOR USE WITH OTHER GROUPS WHO HAVE SIMILAR NEEDS TO THOSE IN THE BUILDING AND CONSTRUCTION INDUSTRY

- To develop and grow tools to evaluate HALT's activities and reach.
- To develop communication engagement tools that will increase community knowledge and access to mental health and wellbeing services.



OUTCOMES

- Tradies become more comfortable talking about mental health to one another, to their families and to health professionals.
- Tradies are aware of and able to access relevant mental health services for themselves and others.
- HALT has a range of communication engagement tools that will assist tradies in understanding and accessing mental health support services.
- HALT increases its reach in order to further grow peoples awareness of mental health and support services.

THE HALT MODEL

PRINCIPLES UNDERPINNING THE HALT MODEL

- Communities will have local and unique profiles, that requires a locally crafted HALT event.
- Local health providers are engaged and linked into the mental health needs of the tradie community.
- HALT will use informal and formal networks and strengths of the locality to create each event.
- Events have a greater impact than just the participants on the day: media exposure and local networks will amplify key HALT messages.

HALT

Approaches a local community to run a HALT event OR is approached by a local community to run a HALT event.

■ HALT event includes:

- Intro to HALT and why.
- Raising awareness about the cost of mental health in the tradie community.
- Introduction of local health services and where to get help.
- Thank you to local leaders.
- Media interviews/pictures.

■ HALT identifies, engages and informs key community leaders such as:

- Tradies.
- Hardware Stores/other industry based businesses.
- Employers.
- Health Services (i.e. Pharmacy, GP, Community Health).
- Service Clubs.
- Other community members.
- Other businesses.

■ Halt provides leadership to facilitate a local HALT event including: event space, food, giveaways, dates and times, and local information.

■ Media is utilised to promote the event and the key messages.



INTRODUCTION TO HALT

HALT: HOPE ASSISTANCE LOCAL TRADIES

HALT aims to be the bridge between the tradie community and local and national mental health support services.

In 2013 a small rural town in Victoria was rocked by the suicide of well known and much loved tradie. It was a moment that changed a community and brought them together.

The first HALT 'Save Your Bacon' brekky was held at Tonks hardware store, Castlemaine, where tradies spent a lot of time and felt familiar, comfortable and relaxed. Each tradie received an egg and bacon roll, coffee and a HALT bag that contained information to assist tradies if they were struggling under the pressures of the building and construction industry. Jeremy Forbes spoke about his own struggles with mental health issues whilst working in the industry.

PART ONE

Tradies traditionally come from a strong masculine culture that encourages the strong silent type and does not lend itself to tradies openly talking about issues that concern their physical, mental, emotional and financial health.

HALT's events aim to break through the stigma attached to mental health.

From the first rural breakfast HALT has spread its message and community engagement across Australia.

It's not just hardware stores that HALT engages with. Over the last six years HALT has held events at secondary colleges, rotary clubs, TAFEs, Universities, local councils, Federal Government, men's sheds, sports clubs, farming groups, and private businesses.

Over more than 500 events held nationally HALT has reached tens of thousands of tradies and community members in order to raise awareness of tools and services to support those experiencing mental health issues or suicidal thoughts.

HALT COMMITTEE OF MANAGEMENT

ROSS O'NEILL - Co Founder and owner of VR Builders. Ross is currently the Chairman of the Master Builders Bendigo Section and committee member of the MBAV Country Sector.

JEREMY FORBES - A trade qualified painter and decorator who has experienced the highs and lows of the building industry and co-founded HALT in 2013.

ANGELA RONEY - Angela is a registered nurse and Diabetes educator with a strong passion for HALT and the work it does in mental health awareness.

LAUREN RANDLE - Lauren works as the partners of tradies coordinator for HALT and has an interest in community health. She has lived experience of anxiety and depression and is a partner of a tradie.

CAITLIN VAYRO - Caitlin has a PhD on the topic of mental health help-seeking in Australian farmers. Caitlin is driven to help people take action when it comes to their own wellbeing, as well as the wellbeing of their communities.

NICOLE CONNORS - Nicole is a personal injury lawyer who represents clients, including tradies, in Bendigo and the wider central Victorian region that have been injured at work, including mental health injuries.



ORGANISATIONS AND BUSINESSES WE'VE WORKED WITH

- Headspace centres
- Lifeline
- beyondblue
- Community Health Centres
- TAFEs
- Politicians
- Master Builders Association
- Mens Sheds
- Local Councils
- Sporting Clubs
- GPs
- Psychologists
- Community Groups
- Secondary Colleges
- Hardware Stores
- Construction companies
- Farming Businesses

PART TWO

EVIDENCE OF WORK TO DATE

HALT was founded by concerned community members in August 2013. HALT's inaugural 'Save your Bacon' brekky was held at Tonks Bros Hardware store in Castlemaine, Victoria on November 11th 2013. The event was unfunded and relied on the generosity, support and understanding of the community.

The next HALT event was held at Hume and Iser Hardware in Bendigo on March 18th 2014 and once more relied on the support of the community. HALT had representatives from both local and National mental health support services present.

HALT's Co-founder, Jeremy Forbes, was approached by Kim Sykes, CEO of Bendigo Community Health Services (BCHS) to work with them on expanding and building the HALT model in May 2014.

HALT has held over 500 events across Australia.

In 2017 co-founder and CEO Jeremy Forbes hit the global stage with the HALT message on the TED Talk platform, reaching over 1.5 million viewers.

Henry Rollins approached HALT to collaborate on the development of a documentary called 'Tough Conversations' in 2018. He visited a Castlemaine 'Save Your Bacon' event at Reeces Plumbing store to shoot the segment with Jeremy Forbes.

EVIDENCE OF NEED - OFFICIAL STATISTICS - A BROADER CONTEXT

- \$2million was granted to HALT from the Federal Government in March 2019 to expand their reach across Victoria.
- Swinburne University are undertaking a 3 year longitudinal study in collaboration with HALT to evaluate the effectiveness of the HALT programme.



STATISTICS

Suicide

Suicide is a prominent public health concern that can have devastating effects on families, friends and the wider community. The statistics can be confronting, however suicide can be prevented.

Suicide is a leading cause of death among young men. Help-seeking is known to be poor among this group, and little is known about what interventions are most successful in improving suicide prevention literacy among young men. (Mates in Construction)

- More than 3,000 Australians died by suicide in 2017. (Black Dog Institute)
- 75% of people who died by suicide in 2017 were men. (Black Dog Institute)
- Suicide accounts for more than twice as many deaths per year as deaths from road accidents.
- Suicide is the leading cause of death for Australians between 15 and 44 years of age. (Australian Bureau of Statistics)
- The median age of death by suicide is 44.4 years of age, which is considerably lower than any of the other top 20 leading causes. (Australian Bureau of Statistics)

Suicide Attempts

- Every year over 65,000 Australians make a suicide attempt (close to 200 attempts per day.)
- It is estimated that around 250 people make a suicide plan every day.
- It is estimated that around 1,000 people think about suicide every day.

AUTHORS

Jeremy Forbes (CEO and Founder) & Tina Helm (HALT Project Coordinator), in collaboration with the HALT Committee of Management

MORE ABOUT HALT

Website: <https://halt.org.au>

Facebook: <https://www.facebook.com/hopeassistancelocaltradies/>

Instagram: <https://www.instagram.com/haltaustralia/>

Twitter: <https://twitter.com/jezforbes>

Youtube Channel: https://www.youtube.com/channel/UCL6_FveObHuHrCcwKqgPzag

HALT Ted Talk: <https://www.youtube.com/watch?v=l4gJCBKoTfc>

Tough Conversations Interview with Henry Rollins: https://www.youtube.com/watch?v=S_pRdHeMpOA