



Harcombe House Recovery Centre

What do we know?

- We know that poor mental health is a main cause of sickness absence across all FRS workforce areas; it is second only to musculoskeletal problems for operational firefighters and is the primary cause in fire control and non-uniform staff.
- Recent high-profile events have challenged the UKFRS in different ways, and the longer term impact of such events remain unknown but we do know that the experiences of a career in the FRS stay with our beneficiaries through retirement; think of Roger Moore describing how a few months into retirement, a certain sound would remind him of events he had attended, people he had tried to help and the impact that this is having on not just his mental health, his wife, relationships and his whole social being.
- The most common mental health problems experienced are stress, anxiety, depression, low mood and managing responses to traumatic events. Our own data shows us that 47% of those using our services are seeking psychological support.
- It is upon this background that the decision to place increasing support for mental health was agreed as a key theme within our 2017-2020 Strategic Plan.



How can we increase support for Mental Health?

- Harcombe House provides an exceptional venue for the support and recovery from poor mental health, and with the help of the LIBOR money, will undergo refurbishment to provide a bespoke Recovery Centre for members of the fire community.



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What is the Harcombe House Recovery Centre?

- The Recovery Centre will support individuals, couples and families, working together to improve mental health and, equally as important - social being.
- We want to work with beneficiaries to enable coping with everyday stresses as well as enabling our beneficiaries to make a positive contribution to the community – whether that is about returning to operational duties, living better with the experiences of a career in the fire and rescue service, or just simply ‘being in a better place’ as an individual, couple or family.



How will this happen?

- We will be appointing architects to work with us to maximise the space at Harcombe House, developing a comfortable, supportive environment that will provide family areas, recreational space, small and larger group spaces to enable therapeutic interventions; modernizing but in keeping with the listed nature of the building.
- We also want to make better use of the grounds, with better use of green spaces and the development of an environmental legacy.
- There will be two project teams, one responsible for the refurbishment [led by Chris Goonan, Director of Organizational Development & Corporate Services] and the second will focus on development of services, and be led by Sharon Bailey [Director of Beneficiary Services]. Each project team has a Trustee sponsor, Peter Davies [Deputy Chair of Trustees] for refurbishment, and Jane Nicklin [Chair of Beneficiary Services Committee] for services. The two project teams will report regularly to the SLT who will have oversight of the whole development and who will report regularly to the Trustee Board.
- There is much work to be done, we will be progressing with some of the already planned refurbishments on the bungalows whilst we continue to plan the next phases of work on the house itself.

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- While the service that we provide and the facilities that support them will evolve over the next few years, the first phase will be implemented by the project teams ready by for a spring 2019 opening.

How does the Recovery Centre fit with Jubilee House and Marine Court?

- Our three centres will work together, with the centres at Marine Court and Jubilee House providing rehabilitation with a stronger physical bias complemented by the full integration of psychological therapy to ensure each beneficiary gains the most from the 'whole person' approach of their programme.
- Marine Court and Jubilee House teams may also recommend further support for a beneficiary, alongside their partner and/or family, and this will be provided at the Harcombe House Recovery Centre.
- Programmes at Harcombe House will be determined on arrival, a practitioner will be identified as key worker and support for a beneficiary during their stay.
- Beneficiaries will engage in a variety of activities that will be both therapeutic and enabling.
- The strengths of all our current programmes, along with information from the outcomes from the health and well-being programme will be embedded into a bespoke programme that might include one to one psychological support, some physical activity, group work or work as a couple or a family.
- Alongside this we will be providing some designated time and space for supported and therapeutic recreational activities.
- The programme at Harcombe House will be different from Marine Court and Jubilee House, but all the centres will work in an entirely complementary way to ensure we offer a broad range of 'whole person' therapeutic and enabling services.

And finally,

- Our aspirations extend well beyond this initial funding award, we are seeking to develop the Charity as a 'centre of excellence', providing research and evidence based support and innovative approaches to improve the health and well-being of the fire community; this development work will extend across all our services.