

Step The By Men's Shed Model Step

Interreg 
EUROPEAN UNION

2 Seas Mers Zeeën

SBS

European Regional Development Fund



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Aim of this document

This document describes the Step by Step (SBS) model of Sheds. SBS Sheds offer a holistic approach to men's wellbeing by bringing men together through a shared interests and facilitating opportunities for peer support, health improvement and employment.

Introduction

What is a Shed?

A Shed is a meeting place for men, regardless of age or background, who wish to share knowledge, experience and comradeship in an informal, no commitment setting. Sheds operate much like clubs - open to their local community with no specific requirements for joining. Men attending Sheds, or 'Shedders', may simply be there for a cup of tea and a chat, to work on an organised activity such as woodworking, or to offer services to other community members such as bike repairs. While the structure and purpose of a Shed seems simple, the wider goals include improving Shedders' wellbeing and quality of life which can have lasting effects on individuals and the community.

Mutual support is at the centre of the Sheds concept. As active participants rather than clients, men freely come together to create informal, social spaces that encourage interaction and activity. A Shed can promote feelings of purpose, solidarity and empowerment that have knock-on effects on Shedders' health, wellbeing and prospects. A Shed can be an important place for men who are isolated, unemployed or with little access to information about their health.

As part of the SBS project, we seek to encourage men from all backgrounds to set up their own local Shed. As well as providing a place for men to gather and socialise, we would like Sheds to be at the centre of a wider network of services focussing on health, employment and skills training. While the Shed is an informal and open setting, Shedders should be able to access trusted advice and referrals in the aforementioned areas.

History of the Step by Step model

The project Step by Step (SBS) originated from the idea of overcoming a problem or a situation one step at a time. SBS has been funded by the European Regional Development Fund under the Interreg 2Seas programme to develop, test and evaluate a new model of community-based men's health and wellbeing – The SBS Model.

The SBS Model was developed through a series of cross-border meetings between project partners, stakeholder meetings to gain insight and input from community workers, public and private sector public health and health promotion specialists, and most importantly, with men in our local communities.

In December 2017, the SBS Project had its first version of the Model:

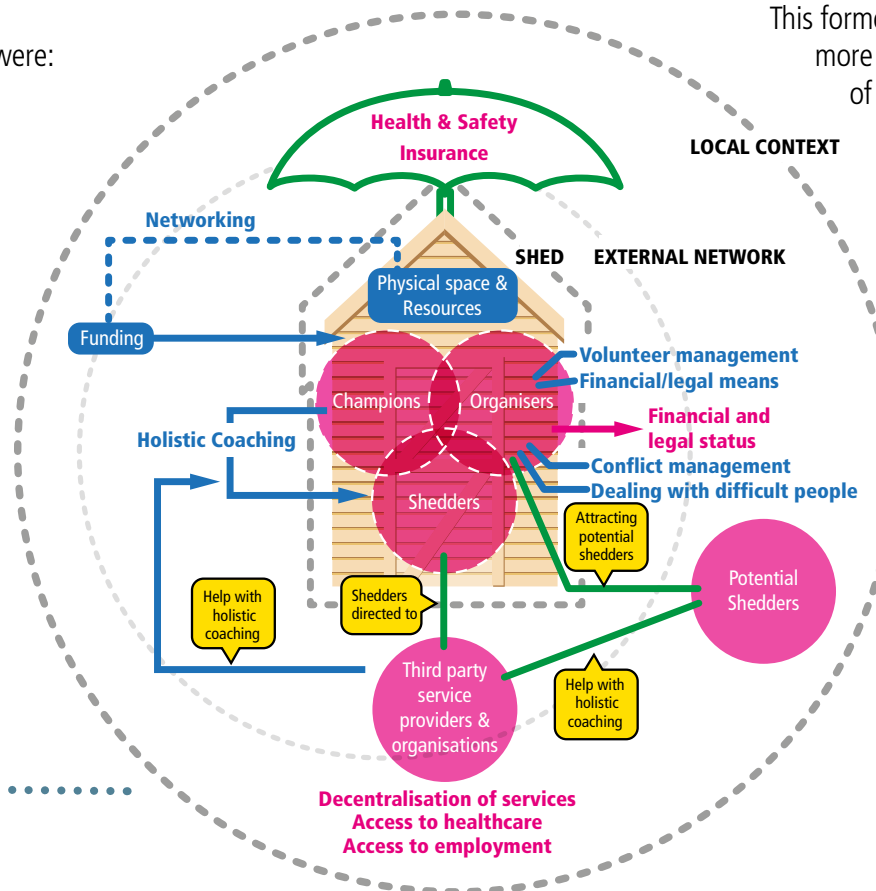
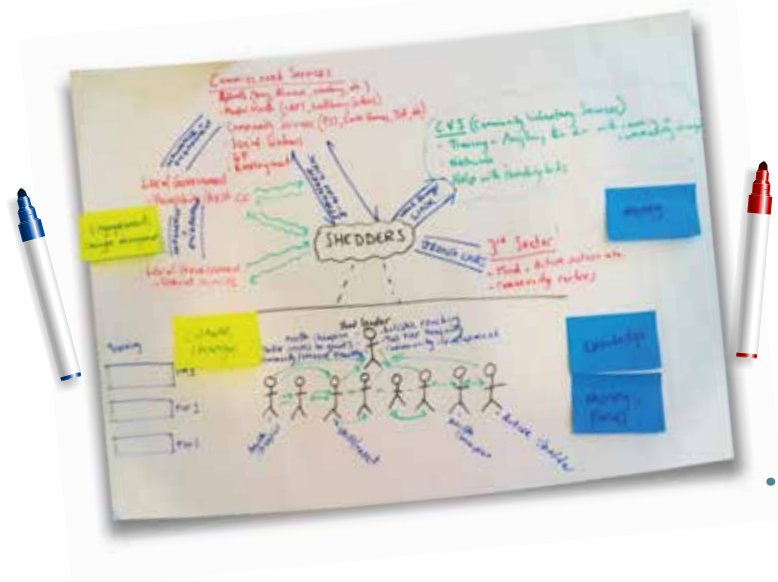
In February 2018, we agreed a set of principles to inform our Model. These were:

- considering people as individual rather than seeking a generic solution
- the importance of building a social network
- the emphasis on the community
- Promoting the autonomy and sustainability of each individual Shed

Working from hand-drawn diagrams drafted during the partner meeting in The Hague in May 2018, a preliminary version of the Model was put together digitally using the online presentation software, Prezi.

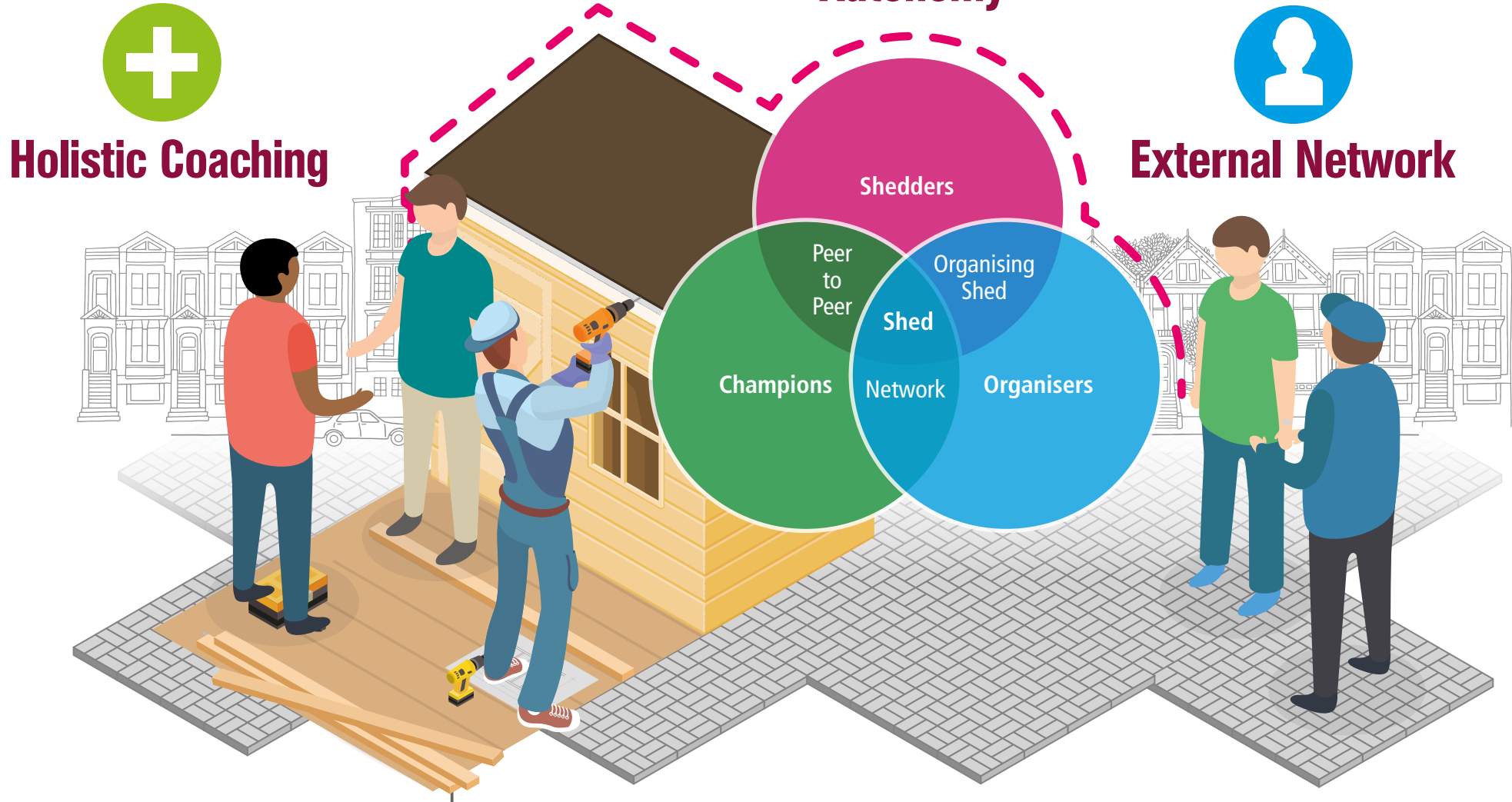
The intention of the interactive, visual version of the Model was so it could evolve with the project. It shows how the stakeholders, skills, resources and the surrounding policy context interconnect. An audio-visual version of the Model is also available for potential SBS shed leaders and shedders containing an overview of the basic model concepts.

This formed the basis for our current, more detailed presentation of the SBS Model which will be presented in this document. This is supplemented by further information on the SBS Employment Programme and SBS Health Champions.

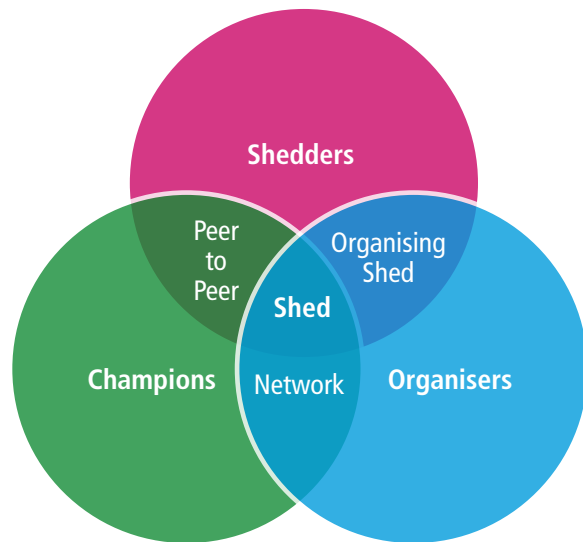


The SBS Model 2.0

The SBS Model includes mental health, physical health and employability at the individual Shed level and with within it's external networks.



Autonomy



The purpose of the SBS model is not to create a strict hierarchy of people in specific roles, but to develop a blend of members and providers that contribute to the shared purpose of the Shed. Autonomy and participation are key concepts of the SBS model. It is expected that those who use and benefit from the Sheds will also play a role in the running of the Sheds.

Shedders

Shedders share skills and knowledge with each other, provide encouragement for their peers and make the Shed environment welcome to members. Within the Shed, organisers (including Shed Leaders) provide leadership for the Shed and make links into their local community networks. Specific training is available for some Shedders to become champions in either health or employment skills to bring additional knowledge and skills into their Sheds.

The Shedders themselves

If the Shed is a club, then Shedders are its members. Shedders are typically adult men who want to benefit from the Shed for social and/or self-improvement reasons. The Shed offers a space where men can engage in practical, creative, active and social activities in a relaxed and informal way. Each SBS Shed's focus of activity is determined by the interest of its members and organisers. This stimulates the autonomy of Shedders by allowing them to choose what they want to pursue, when and how, and how they call on the skills or support of others in the shed. This means they are creators and organisers of their own activities and learning process. Being in control, having a purpose, and engaging in meaningful social contact in turn contributes to improved mental wellbeing.

Whilst anyone can join a Shed, this kind of space may be particularly appealing to men who experience loneliness, boredom or depression. However, there is no "model Shedder". In fact, a Shed with Shedders from all walks of life and across generations may flourish the most.

Organisers

Sheds Organisation

In order to enhance autonomy, it is important that those who coordinate and manage the operation of the Sheds are Shedders themselves.

Whilst not everyone possesses the necessary skills or desire to run a Shed, some Shedders and community members have useful experience, connections and skills that they could contribute to the organisation and day-to-day running of the Shed. This may include personal connections with the local media, a technical skill that can be passed on to fellow Shedders, or simply a surplus of free time in which they can clean or renovate the Shed space. In areas with no local history of Sheds, a higher degree of community organisation may be needed, where possible from Shedders, or from others locally.

The specific missions of the Shed organising team are:

- To find and maintain the physical space for the Shed
- To connect with the community and attract potential Sheddors
- To coordinate the activities that happen within the Shed
- To coordinate volunteers who wish to help in the running of the Shed
- To build lasting relationships with third-party actors in the fields of health and employment

Funding the shed

Finding funding to run a Shed can be a contentious issue that is dependent on local policy and socio-economic context. Ideally, established Sheds will run like mini voluntary organisations, receiving a combination of money and in-kind donations from public and private entities, perhaps topped up with contributions from shedders or income generated from projects undertaken within the Shed for the community. In this sense, creating an external network around the Shed and having a visible profile in the community is essential. The concept of autonomy must also remain central: while the Shed is at the centre of a network, the Shed remains in the control of the Sheddors.

Financial and legal requirements

As Sheds should be self-managing, the SBS model requires one or more members of the organising team to have some financial and legal knowledge in order to remain safe spaces for Sheddors, including health and safety and insurance. However, the SBS Sheds Model does not wish to create a bureaucratic burden, simply to enable Sheds to be self-sufficient and able to operate responsibly and within the law. Shed leaders should have access to local training or skills development opportunities in order to manage their Sheds responsibly.

Physical space and resources

A Shed can take place anywhere as long as it is safe and accessible. A good starting point for new Sheds may be a community centre or village hall. Wherever a Shed is located,, it is important to consider where tools, materials and refreshments will come from, and

where they will be kept safely when the shed is not open. While all members of the Shed are responsible for looking after the physical space and resources, ultimately the Shed organisers will handle matters relating to space and resources.

Finding and attracting shedders

Building an external network of resources and being based within the local community will help men to learn about the Shed through word-of-mouth. A personal recommendation from an existing Shedder is a great way to attract new members. However, organisers may have to do more to attract certain potential shedders, such as socially isolated people.

This may involve volunteering time and effort to mobilise the community, for example through leaflets and posters, or going door to door to tell local people about the Shed. Social media or phone calls can be options to advertise and also to remind Sheddors of the activities.

It could also involve going to different locations or community events to raise awareness of the Shed and meet potential Sheddors; or to meet new partner organisations who may have connections with potential Sheddors to encourage them to refer these individuals to the Shed.

Ultimately, every Shed will need to be aware of the importance of reaching out to men and find their own way of connecting with their communities and potential Sheddors.

Champions

Who are they?

While all Sheddors will be able to benefit from the SBS Model by taking part in Shed activities, some may need a bit of extra encouragement to take the first step to achieve their employment goals or health objectives. There are a number of opportunities for Sheddors to step-up and use their skills to support fellow shedders in a social, semi-formal manner, including through specific SBS training programmes.

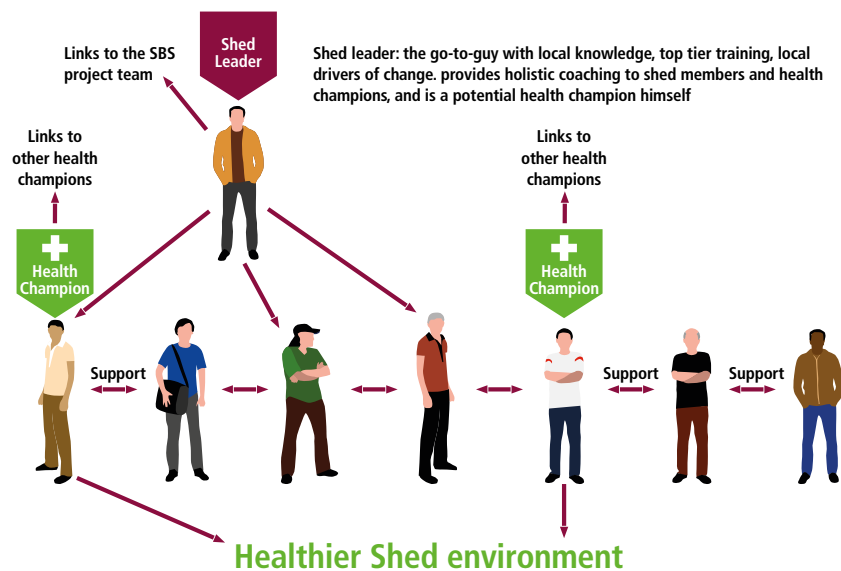
Skill Share

Shedders with special knowledge, skills or experience can share what they know within the Shed in an informal and supportive manner. Support provided from a peer, rather than via a formal work programme in a classroom, allows Shedders to slowly build practical skills, at their own pace, and in a way that improves their confidence and mental health. No training is necessary, just a willingness to share existing skills and knowledge.

Health Champion

Health Champions are trained Shedders who offer support to fellow Shedders through healthy conversations. No previous experience is necessary, just an interest in helping people improve their health and an ability to look after their own health and wellbeing.

Health Champions receive training in healthy conversation skills and support to help them gain confidence in talking to Shedders about health and wellbeing. The primary role of the Health Champion is to facilitate conversations with their peers and signpost to other services if needed. They act as a link between local health services and the Sheds, to ensure Shedders can improve their physical and mental strength and fitness.



Trained Health Champions will bring this higher level of awareness of health and wellbeing to their Sheds and their communities, creating an environment where men are able to talk about health issues in a sensitive, productive way. Men should feel more comfortable talking to someone in confidence, knowing that they won't be judged or be given dubious advice, and that they won't be told what to do.

Employment Coach

Good employment or a sense of purpose promotes good mental wellbeing and better health among men. The SBS Model incorporates all three aspects into a holistic model. The Employment Programme includes intergeneration skill exchange among Shedders, links into local training and development offers to meet specific shedder needs, and holistic coaching for those Shedders who need extra support to gain employability skills and confidence.

Employment Coaches are trained in coaching skills and understand the impact that good employment and skill development can have on mental wellbeing. Whilst the SBS Model has been designed to facilitate and enhance employability skills for all Shedders, Employment Coaches will be available to support those who wish to seek work outside of the shed (paid or voluntary), including Shedders who are furthest from employment.

The Employment Coach is not expected to give employment advice, but rather to use holistic coaching (cf. Holistic Coaching) to support Shedders on an employment journey. Coaching is a style of support that builds on an individual's aspirations and enables that individual to take actions to achieve their own goals.

The SBS Employment Coach will be trained to support the ethos of the Employment Programme and will be the key link between employment and SBS Sheds. The Coach's role will be to empower the Shedder make their own progress towards employment based on the concept of gradually increasing participation. Coaches are not there to find other Shedders a job or to provide careers advice.

Shed Leaders, Shedders, Health Champions and Employment Coaches are all integral to evaluating the model and will play a key role in developing and improving the model over the life of the project

Holistic Coaching

Peer to Peer Support

The SBS Model promotes peer support among Sheddors as a way for men to improve their physical health and mental wellbeing. It is different from traditional counselling or therapy and more focused on what you can do for each other, rather than what you can't do. It enables Sheddors to help others, while also improving their own wellbeing. It is also a good way of connecting with people who experience the same or similar issues, fears or enthusiasm.

However, it is not designed to replace professional services, and enabling individuals to seek professional or medical help earlier is key to improving health in the long term.

Holistic coaching considers **all aspects of the individual and often involves guiding individuals to understand their own emotions and wellbeing.**

The SBS model is based on evidence that men access healthcare/services less than women, and subsequently experience poorer physical health outcomes. Studies show that long-term unemployment, precarious employment and chronic exposure to occupational hazards and stressful working environments increase health risks. The challenge for SBS has been to tackle both issues using a holistic approach.



All three aspects impact on each other, with improved employment linked to improved mental wellbeing and physical health, which in turn have a positive effect on employability. The employment elements of the SBS Model bring these three key themes together.

In the context of an SBS Shed, this does not have to be done in a formal or rigid way, but through ongoing peer support and encouragement.

Health and Employment

The long term outcome is to improve the wellbeing of the shedders. We use the 'Wheel of Wellbeing' in our approach.

The 'Wheel of Wellbeing' is based on the notion that wellbeing is partly linked to the way we think and feel and that our health and happiness can be boosted by our everyday actions. :

The Wheel tackles 6 aspects of wellbeing:

- 1 Body: Be active.** Practicing an activity with your shed
- 2 Mind: Keep learning.** Discovering new activities and environments.
- 3 Spirit: Give.** Volunteering for the shed, but also giving peer to peer coaching.
- 4 People: Connect.** Connecting with peers but also with your network.
- 5 Place: Take notice.** Taking notice of what is your environment, what you can do to improve it.
- 6 Planet: Care for the planet.** Getting involved in the bigger picture and contributing to the well-being of the planet by doing sustainable activities.

By following such principles, SBS aims to improve Shedders' physical and mental health and wellbeing and their employability.



External Network

Creating a Network

Another key element of the SBS Model is **the external network that will be created around the Shed. This includes building strong relations with public, private and third-sector organisations in the fields of health and employment.**

The aim is to strengthen the community by having a shared vision of all relevant participants and a holistic point of view on the issues that shedders could encounter. This will cover different approaches to health issues and employability.

Third-party organisations that specialise in wellness, (mental health in particular) or employment may be able to offer advice or support in this area.

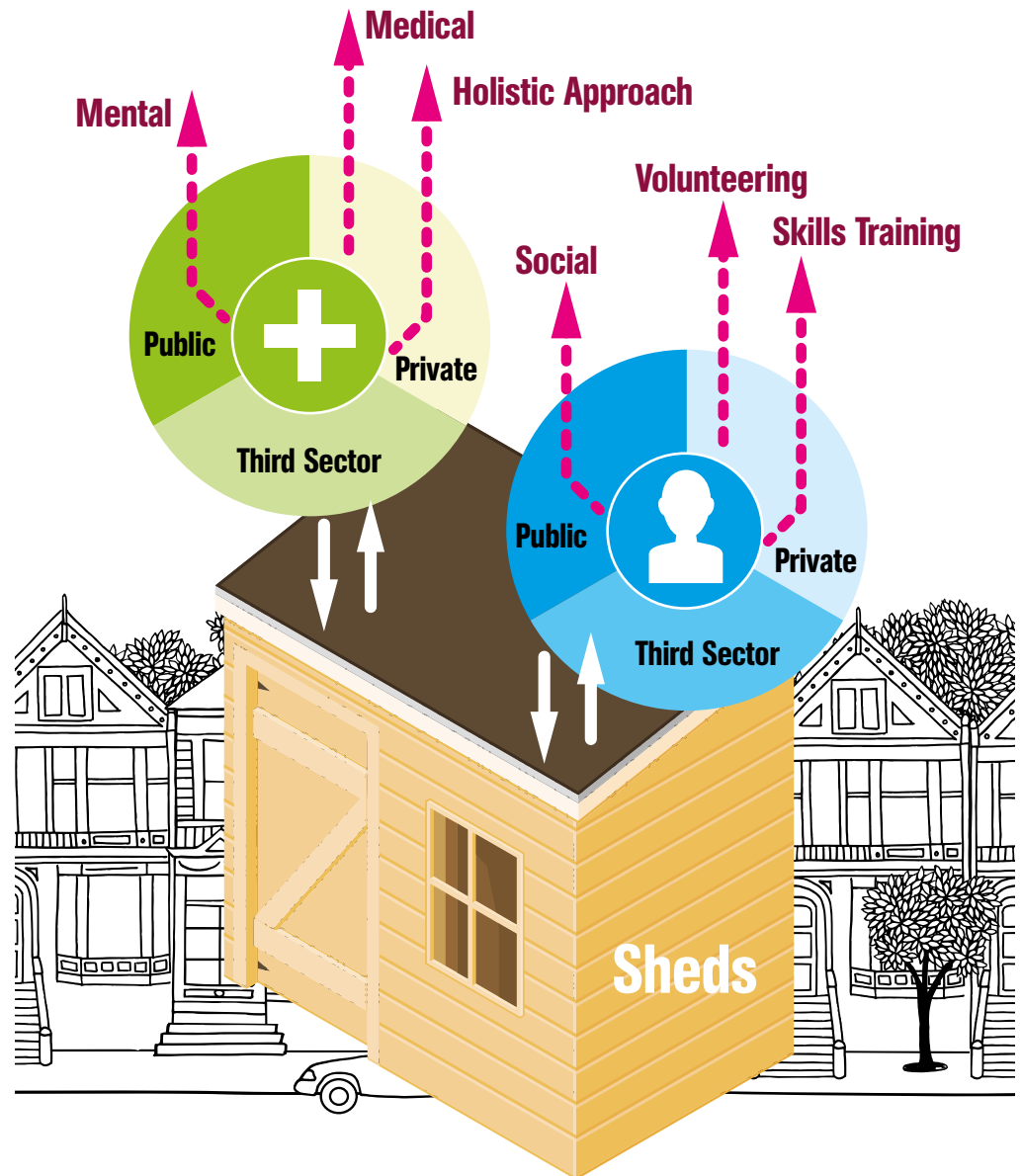
Purpose of the network

The purpose of this network will be:

- To be able to refer Shedders who may have specific social, health or economic goals
- To host workshops or activities to train and give information to Shedders
- To facilitate the involvement of professionals/experts in informal Shed sessions
- To refer potential Shedders to the Shed
- To provide training to Shed Leaders and Champions (as required)
- Healthcare and employment services in the local context

What healthcare and employment services look like in the local context of the Shed may affect how the Shed's external network is formed. Aspects to consider may be ease of access, or extent of decentralisation. In some local contexts, it may be more fruitful to concentrate on creating relationships with non-profits or charities, in others, there may be local public services that are willing to support the Shed.

External Network



Notes

About Step by Step (SBS)

Step by Step (SBS) is a collaboration between 10 organisations to develop and test a new model of community mental and physical health improvement for men.

The model has been designed to

- empower men to move from poor health and/or isolation to healthy social participation or active engagement in the labour market.
- promote a culture in which all citizens in all regions will have the confidence to make sustainable positive changes in their lives benefitting themselves & society.
- Contribute to healthier individuals, families, communities & workforces

The SBS model's primary aim is to engage with men in their local communities, particularly those who may be socially isolated and suffering from poor mental health or poor wellbeing. However, the project also be open to women who will be very welcome to use the new SBS services.

For more information and to find your local partner visit www.sbs-wellbeing.eu

About Interreg

Interreg 2 Seas 2014 -2020 is an EU programme facilitating cross-border cooperation between England, France, the Netherlands and Belgium.

SBS has been funded as part of the programme's technological and social innovation priority. SBS's specific objective is to increase the development of social innovation applications to make more efficient and effective local services.

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