



Restoring mental health, naturally...



Supporting Emergency Responders and the NHS

We are Mind Over Mountains, an award-winning and research-backed charity committed to providing therapeutic outdoor experiences for all. We offer immediate and accessible wellbeing support by bringing together the healing power of nature, mindfulness, and time with experienced coaches and counsellors in an unpressured setting.

Think of us as your natural health service!



MIND
-OVER-
MOUNTAINS

Facing the facts on mental health...

- Mental ill health costs **£300bn** a year in England alone, comparable economically to a pandemic every year (Centre for Mental Health, 2024)
- **Two-thirds** of all UK emergency responders report lived experience of mental ill health (48% depression, 48% anxiety, 21% PTSD). 21% of emergency responders describe their mental health as poor or very poor (Mind, 2019)
- A police officer can see **400-600** traumatic events during their career, compared to 3-4 serious lifetime events experienced by a typical member of the public (Police Federation, 2021)
- Rates of anxiety among firefighters is **twice** the general population, and rates of depression **three times** the general population (UCLan, 2023)
- In England and Wales, a police officer dies by suicide every 2½ weeks (ONS, 2023)
- Stress, anxiety and depression and other psychiatric illnesses are the most common reasons for absence in the NHS (Nuffield Trust, 2023)

This is the stark reality of mental health within some of our most important public services – but they are challenges that our charity can help you to overcome.

“A time to be yourself without pressures”. - MOM Participant

We know the answers on mental health...

The **good news** is that mental health professionals and clinical research evidence are increasingly pointing to the things that can help to restore and sustain good mental health: time in nature, physical activity, connection with others, the chance to be mindful, opportunities to learn, and giving to others.

These are the principles that underpin Mind Over Mountains' nature-based approach to mental health and wellbeing, delivered through our **wellbeing walks and residential retreats**. And we are committed to bringing those programmes to those who need them most – particularly those in our emergency services and the NHS.

We are proud to work alongside the College of Paramedics, Welsh Ambulance Service, Mid & South Essex NHS Foundation Trust, Cambridgeshire Police, Hertfordshire Police, and ERSOU in supporting the wellbeing of their personnel.



5 Ways to Wellbeing,
(New Economics Foundation, 2008)

We can help you to build and protect the resilience of your greatest asset, your team.

[Contact us today](#) to find out how.



Our retreats and wellbeing walks bring together...

1. Time with our expert Wellbeing Team

Walking alongside your team, offering their generous listening skills and the chance to be supported and heard in a safe, confidential space.

2. Time away from the day to day

An opportunity to step away from the day-to-day, to take a breath, and to spend time walking, talking and being listened to – in a no pressure, no judgement environment.

3. Sharing with colleagues

The opportunity to spend time with colleagues – to be honest and open, and to support each other.

4. Mindfulness

Learning to be mindful in nature – pausing to take a breath, to notice ourselves and our surroundings, and to find stillness.

5. Time with nature

The opportunity to reconnect with nature, to truly value it and its ability to restore our mental health. Participants come away more aware of how to build time in nature into their daily lives, and to use it as part of an effective strategy for wellbeing.

“What an experience. It ticks all the boxes: connecting, noticing, being active, giving to others and being in nature together”.

– MOM Participant



Our Impact

Our innovative approach is evidence-based and supported by the New Economics Foundation's nationally recognised [Five Ways to Wellbeing](#). We are working with a number of universities to demonstrate the impact of our work, including an external evaluation of our highly successful retreats with Cambridgeshire Police, and an Evidence Base Review in partnership with the University of Central Lancashire.

Our programmes have been shown to deliver:

- Statistically significant improvements in wellbeing and reductions in anxiety and depression, using the widely recognised WEMWBS, GAD-7 and PHQ-9 scales.
- Both short-term and more sustained beneficial mental health outcomes.
- A range of wider quantitative and qualitative wellbeing outcomes, supporting our [theory of change](#), which articulates how our approach delivers positive impacts for individuals and organisations.

In our 2024 customer survey, **90% of respondents reported a lasting mental health benefit** from our events. Our net promoter score was an outstanding +82.

"I was sceptical, but I found the retreat life-changing". - MOM Participant



What our Partners say about our **impact...**

"Mind Over Mountains have been working as a wellbeing partner of the College of Paramedics since 2022 – and they are having a **clear and positive impact** on members of the College. Mind Over Mountains' retreats, which bring together nature, physical activity, human connection, and mindfulness through the support of specialist coaches and counsellors, deliver **distinct mental health and wellbeing outcomes** for the paramedics who attend.

Feedback from participants has shown an immediate improvement in their wellbeing – but importantly, they have also learned the tools and strategies that will help to **sustain** their mental health when they have returned to their day-to-day lives. We **wholeheartedly recommend** Mind Over Mountains to other emergency services colleagues who are looking for highly effective wellbeing support for their teams".

Jo Mildenhall
College of Paramedics

"There is a real feeling of **achievement** from summiting a mountain. Being able to **offload** to somebody impartial helps you feel lighter. And the memories made and **friendships** formed are what makes Mind Over Mountains truly unique."

Bronwen Biddle
Organisational Development
Manager, Welsh Ambulance
Service NHS Trust

[Click here](#) to hear direct from Bron...

"I think the lasting impact is more than you could imagine for one walk". - MOM Participant

"Through policing I have suffered my own personal battles, physical and mental, held hostage by my own fear of saying I need help. I have watched and managed others in **crisis** who fear **stigmatisation** through fear of admitting their mask has slipped. As the world has shifted, so too has our focus on wellbeing, giving us a chance to work with partners like Mind Over Mountains to create a more **proactive** approach to health and mental wellbeing.

Our retreats with Mind Over Mountains are delivering **real positive impact** to our officers, staff and volunteers –supporting them back to a place of wellbeing and developing their longer-term resilience. And as a result, those retreats deliver real **value for money** for Cambridgeshire Constabulary."

Detective Inspector Paul Harris
Cambridgeshire Constabulary

How Our Participants Describe Our Work...



Our commissioning partners include...



Creating a safer
Cambridgeshire



**NEVER
BLAND**



**Mid and
South Essex**
NHS Foundation Trust



"Being able to talk freely without judgement and to share life's challenges without people trying to "fix" was so liberating and empowering".
- MOM Participant

Take the first step with us and
safeguard your team's mental health.

**Let's start moving this mountain
together!**



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