

Mental Health First Aid Training

Identify and Mitigate



Good mental health has a positive impact on business performance, enabling employees to be healthy, engaged and productive. With poor mental health costing employers up to £45bn each year in absenteeism, staff turnover and lost productivity¹, it makes good business sense to invest in supporting the mental health of your workforce.



Two out of five employees have experienced mental health issues over the past year where work was a contributing factor with 62% of managers facing situations which required them to put the interests of their organisation above staff wellbeing.² The Mental Health at Work Commitment³ provides a framework for employers who recognise the importance of employee wellbeing, recommending the promotion of an open culture around mental health, increasing organisational confidence and capability and providing mental health tools and support.

What is Mental Health First Aid?

We all have mental health just as we all have physical health. Physical first aid is about providing help to person who is sick or injured until professional medical help arrives. Mental Health First Aid (MHFA) shares the same principles. It is the help provided to a person developing a mental health issue, experiencing a worsening of an existing mental health issue or in a mental health crisis. It is often provided by someone in the person's work or social network until appropriate professional help is received or until any crisis has passed.

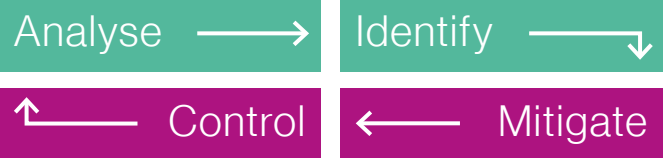
What are the benefits?

- Demonstrates a commitment to care for the wellbeing of your workforce;
- Encourages people to access support early when needed, enabling faster recovery;
- Boosts knowledge and confidence in dealing with mental health issues;

¹ <https://www2.deloitte.com/uk/en/pages/press-releases/articles/poor-mental-health-costs-uk-employers-up-to-pound-45-billion-a-year.html>

² www.bitc.org.uk/report/mental-health-at-work-2019-time-to-take-ownership/

³ <https://www.mentalhealthatwork.org.uk/commitment>



- Empowers people with mental health issues or a disability to thrive in work;
- Stops preventable health issues arising by building a supportive and open culture around mental health;
- Embeds positive, long term cultural change across your organisation;
- Increases productivity, reduces presenteeism and lost time, improving overall business performance;
- Improves your organisation's ability to attract and retain talent

What we deliver

We deliver a variety of Mental Health First Aid courses to suit your organisations requirements which include face to face and on-line options. Training is delivered in a safe and supported environment by a qualified instructor. Comprehensive training manuals are supplied on all courses to support learning.

Who should attend?

Educating your workforce around mental health lays the foundations for a healthy and productive workplace. For a sustainable impact, training is required at blend of levels, and should include anyone with people management responsibilities. Courses are also suitable for HR and staff at any level with an interest in supporting those experiencing mental health issues. We will work with you to create a training framework suitable for your organisation.

We offer the following courses:

Adult MHFA Two Day



The most in-depth MHFA course used to train attendees to be Mental Health First Aiders, teaching practical skills including how to spot the signs of mental health issues and confidence in guiding people towards appropriate support.

The course comprises four distinct sessions which are delivered via a mix of presentations, group discussions and workshop activities.

Adult MHFA Online

The Online Mental Health First Aid course is interactive and is delivered through slides, video clips, activities, discussion and case studies. The course is structured around a blend of individual learning and live sessions and will take approximately 15 hours of learning time to complete.

Learning outcomes:

- An in-depth understanding of mental health and the factors that can affect wellbeing
- Practical skills to spot the triggers and signs of mental health issues
- Confidence to step in, reassure and support a person in distress
- Enhanced interpersonal skills such as non-judgemental listening
- Knowledge to help someone recover their health by guiding them to further support

Adult MHFA One Day



The One Day course brings a strong workplace focus to MHFA principles and is used to train attendees to be Mental Health First Aid Champions.

The course is a mental health awareness and skills course which is delivered via a mix of presentations, group discussions and workshop activities.

Learning outcomes:

- An understanding of common mental health issues
- Knowledge and confidence to advocate for mental health awareness
- Ability to spot signs of mental ill health
- Skills to support positive wellbeing
- An understanding of how to create and maintain a healthier workforce and community

Adult Mental Health Aware Half Day



The focus of the Half Day course is on raising mental health awareness. The session is delivered via a mix of presentation, group discussion and group activities.

Adult Mental Health Aware Online

The online course is delivered via two interactive webinars which actively encourage engagement. Each webinar lasts for two hours.

Learning outcomes:

- An understanding of what mental health is and how to challenge stigma
- A basic knowledge of some common mental health issues
- An introduction to looking after your own mental health and maintaining wellbeing
- Confidence to support someone in distress or who may be experiencing a mental health issue

Adult MHFA Refresher



The Refresher course lasts 4 hours and allows existing Mental Health First Aiders and Mental Health First Aid Champions to refresh their MHFA skills.

The course is delivered via a mix of presentations, group discussions and group activities.

It is recommended that in line with physical first aid approaches, MHFA skills are refreshed every three years.

Adult MHFA Refresher Online

The online course is delivered via two interactive webinars which actively encourage engagement. Each webinar lasts for two hours.

For further details, please contact:

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