



# **Workplace Mental Health Training**

# A happy and healthy workplace makes good business sense

Investing in workplace mental health training can help with reducing staff turnover, sickness absence and presenteeism.

- **Mental health difficulties affect 1 in 4 people at some point in their lives and are a major cause of long-term absence from work.**

The Chartered Institute of Personnel and Development, November 2022

- **The cost of poor mental health to employers has increased to £56bn in 2020-21.**

Mental health and employers: the case for investment – pandemic and beyond. Deloitte, March 2022

- **An estimated 17 million working days were lost due to work-related stress, depression, or anxiety in 2021-22 (over half of all working days lost due to work-related ill health).**

HSE Annual work-related ill-health and injury statistics 2021-22



## About mental health training with Leeds Mind

We believe in the ripple effect of mentally healthy workplaces – they help to make mentally healthy families, communities and societies.

As a charity, we are able to offer competitive rates and any profits we make go back into supporting our local services.

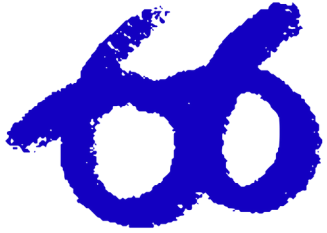
Pricing available upon request. Discounts available for Voluntary, Community and Social Enterprise (VCSE) organisations.



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The training was probably the most valuable that we undertook in 2023.

It helped with more open conversations around mental health, and a broader understanding of the different forms it can take and the impact it can have.

It has also provided many practical and easy-to-implement techniques and tips for the team to better recognise and look after their own mental health.

It has helped us create a more empathetic workplace.

**– Aberfield Communications, Leeds**

# Contents

Skills for Managers	<b>5</b>
A Life Worth Living	<b>6</b>
Mental Health First Aid	<b>7</b>
More MHFA England Courses	<b>8</b>
Mental Health Awareness	<b>9</b>
Building Resilience	<b>10</b>
Understanding and Managing Stress	<b>11</b>
Bitesize Courses	<b>12</b>
Open Access Courses	<b>13</b>





This training focuses on practical skills and tools to use when having a mental health conversation at work. It offers context on understanding mental health as well as detail on reasonable adjustments and best practices. Useful for anyone who manages staff.



## We will explore:

- The business case for managing mental health at work
- Demystifying and understanding the term 'mental health'
- Recognising signs and symptoms of mental ill health
- Strategies for communicating effectively with staff who may be experiencing mental distress
- Signposting staff to relevant support and services
- Identifying and applying reasonable adjustments in relation to mental health
- Good practice for absence management in relation to mental health
- The Stress Vulnerability Model (Stress Bucket)

### Duration

1 full day in-person  
or  
2 half days online\*

### Delegates

Up to 16 people

### Format

Online or in-person

### Suitability

For managers and  
senior leaders

# A Life Worth Living

This 4-hour course looks to reduce suicides by increasing people's confidence, skills and knowledge. This allows them to offer support and information to a potentially suicidal person, which could prove life-saving.

## Learning objectives:



- To train people in the heart of communities to offer support and information to people who are experiencing suicidal thoughts
- To be able to identify 'a life worth living' and build confidence, skills and knowledge to offer support and information to a potentially suicidal person
- To provide knowledge on how to signpost to local services and access the relevant pathway of support
- To help reduce suicides

The course utilises case studies, skills practice and group discussion to enhance the learning process

### Duration

4 Hours

### Delegates

Up to 16 people /  
12 online

### Format

Online or in-person

### Suitability

For anyone



# Mental Health First Aid

This internationally-recognised course enables delegates to become a Mental Health First Aider® in the workplace. Certification is valid for three years, and includes ongoing support.

## Learning outcomes:

- A deeper understanding of mental health and factors that affect people's wellbeing
- Practical skills to spot the triggers and signs of mental health issues
- The confidence to step in and support someone
- Guide the person towards appropriate support
- Be mindful of your own wellbeing

## Benefits:

- Three years of access to the MHFAider Support App® with 24/7 digital support
- Access to exclusive resources, ongoing learning opportunities
- Being part of England's largest community of trained MHFAiders

### Duration

2 full days in-person  
or  
4 half days online

### Delegates

Up to 16 people

### Format

Online or in-person

### Suitability

For anyone





# More MHFA England Courses

## MHFA Refresher

Support your MHFAiders® by:

- Renewing their skills
- Updating their knowledge of mental health support
- Giving them the chance to practice applying the Mental Health First Aid action plan
- Providing them access to three years of MHFAider® support and benefits

### Duration

4 hours

### Delegates

Up to 25 people

### Format

Online or in-person

## MHFA Champions

MHFA Champions have:

- Knowledge and confidence to provide Mental Health First Aid for the most common mental health issues
- An understanding of how to help build a mentally healthy workplace, challenge stigma and support positive wellbeing

### Duration

One day

### Delegates

Up to 16 people

### Format

Online or in-person

## Mental Health Aware

An introductory course covering:

- 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 their own mental health and maintaining wellbeing
- Confidence to offer support to someone in distress or who may be experiencing a mental health issue

### Duration

Half a day

### Delegates

Up to 25 people

### Format

Online or in-person

# Mental Health Awareness

Useful for anyone wanting to increase their knowledge on and awareness around mental health. Covers a range of topics including diagnoses and treatments.



## We will explore:

- Your existing understanding of 'mental health'
- Stigma and the mental health continuum
- Comparing different models of mental health
- Gaining an awareness of the Stress Vulnerability Model (Stress Bucket)
- Recognising signs and symptoms of a range of mental health diagnoses
- Increasing awareness of mental health treatments and therapies and how they can aid recovery

### Duration

1 full day in-person  
or  
2 half days online\*

### Delegates

Up to 16 people

### Format

Online or in-person

### Suitability

For anyone

\*Speak to us about half day availability

# Building Resilience Workshop

This workshop explores characteristics of a resilient person and aims to help delegates recognise, build and maintain their own resilience.



## We will explore:

- What resilience is
- Identifying the characteristics of a resilient person
- What impacts your resilience
- How to recognise, maintain, and build resilience

### Duration

3 hours

### Delegates

Up to 16 people

### Format

Online or in-person

### Suitability

For anyone

# Understanding and Managing Stress Workshop

This workshop focuses on increasing delegates understanding of stress, explores the signs and symptoms of stress as well as stress management strategies.



## We will explore:

- Increasing your awareness of stress and its causes
- Recognising signs and symptoms of stress
- Exploring the Stress Vulnerability Model (Stress Bucket)
- Identifying some of your own coping strategies for stress

### Duration

3 hours

### Delegates

Up to 16 people

### Format

Online or in-person

### Suitability

For anyone

## Bitesize courses

One hour workshops designed to promote wellbeing. Great as part of a staff development day, or ongoing support for your employees' wellbeing.



### Bitesize course topics include:

- Resilience
- Seasonal Mood Changes
- Grief and Loss
- Supporting Wellbeing
- Stress Management
- Food and Mood
- Wellness Action Plans

#### Duration

1 hour

#### Delegates

up to 25 people

#### Format

Online or in-person

#### Suitability

For anyone



## Open Access Courses

With our training packages usually catering for 16 people, we know that not all people or organisations will be able to benefit from this.

That's why we offer some courses as Open Access sessions. So anyone can book a single place.

Check out the website for upcoming courses, dates and times.

Is the course you want not available as open access yet? Get in touch and let us know!

[www.leedsmind.org.uk/training#openaccess](http://www.leedsmind.org.uk/training#openaccess)





If you would like further information about any of our mental health training courses, please get in touch.

We offer a free call (Microsoft Teams or telephone) to discuss the training needs of your organisation.

We're here to help you develop a mentally healthy workplace.



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