

# Training and Support for Employers

## The importance of workplace wellbeing

Mental health issues 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 **Nov 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. This is over half of all working days lost due to work-related ill health.

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

## We deliver specialist mental health training and wellbeing support that can help:

1. Reduce sickness absence

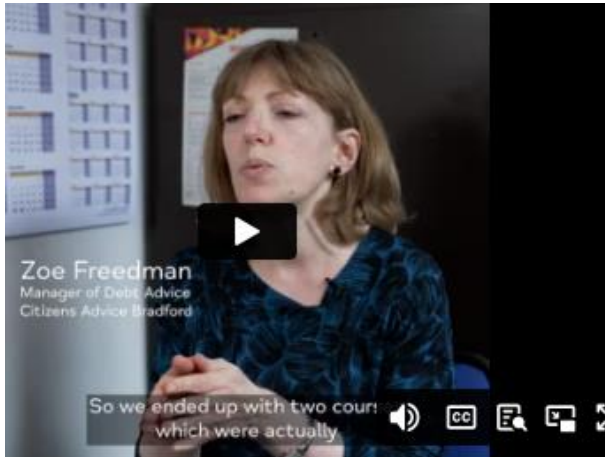
2. Improve productivity

3. Create a positive workplace



Watch our short animation which explains the ripple effect of mental health training in your organisation and beyond.

## Hear from our clients



[Watch video](#)



# Training packages

## Skills for Managers



### Learning objectives

- Explore the business case for managing mental health at work
- Explore, demystify, and understand the term ‘mental health’
- Recognise signs and symptoms of mental ill health
- Use strategies for communicating effectively with staff who may be experiencing mental distress
- Signpost staff to relevant support and services
- Identify and apply reasonable adjustments in relation to mental health
- Explore good practice for absence management in relation to mental health
- Explore the stress vulnerability model (Stress Bucket)

#### Duration

Full day or two half days

#### Delegate

Up to 16 people

#### Investment in your workforce

£950\*

#### Delivery

Online or in-person at your premises

#### Suitable for

Anyone who manages or supports staff e.g. Managers, HR Advisors, Health & Safety and Union Reps).

\*Get in touch for a bespoke quote



# Adult Mental Health First Aid (MHFA)

**This 2-day course trains you as a Mental Health First Aider, giving you:**

- 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 - whether that's self-help resources, through their employer or through the NHS.

**On completion delegates will receive a certificate of to say you are a Mental Health First Aider that lasts for 3 years, a 4 hour refresher is then required.**

<b>Duration</b>	Two full days (9am-5pm) in-person
<b>Delegate</b>	Up to 16 people
<b>Investment in your workforce</b>	£3,000*
<b>Delivery</b>	In-person at your premises. Online options available.
<b>Suitable for</b>	Anyone looking to develop skills in identifying mental ill health in a person, understanding how to support people experiencing mental health difficulties or crisis.

\*Get in touch for a bespoke quote

# MHFA Refresher

## Learning objectives

- What do you remember?
- The ALGEE action plan
- Positives and challenges of being a mental health first aider
- Explore non judgemental listening skills
- Recapping the course
- Case study



<b>Duration</b>	Four hours
<b>Delegate</b>	Up to 16 people
<b>Investment in your workforce</b>	£800*
<b>Delivery</b>	Online or in-person at your premises
<b>Suitable for</b>	Anyone who qualified as a MHFAider over 3 years ago.



# Mental Health Awareness



## Learning objectives

- Explore your understanding of ‘mental health’
- Explore stigma and the mental health continuum
- Recognise signs and symptoms of mental ill health, especially those related to stress, anxiety and depression
- Compare different models of mental health
- Gain an awareness of the Stress Vulnerability Model
- Increase knowledge and skill in having a conversation about mental health

### Duration

Full day or a half day

### Delegate

Up to 16 people

### Investment in your workforce

Full £950 / Half £500\*

### Delivery

Online or in-person at your premises

### Suitable for

Anyone who is interested in developing their awareness of mental health. It may be particularly useful for staff in customer-facing roles.

# Stress Awareness Workshop



## Learning objectives

- Increase your awareness of stress and its causes
- Recognise signs and symptoms of stress
- Explore the stress response
- Explore the Stress Vulnerability model (stress bucket)
- Identify some of your own coping strategies for stress management

<b>Duration</b>	Three hours
<b>Delegate</b>	Up to 16 people
<b>Investment in your workforce</b>	£500
<b>Delivery</b>	Online or in-person at your premises
<b>Suitable for</b>	Anyone who manages or supports staff e.g. Managers, HR Advisors, Health & Safety and Union Reps).

\*Get in touch for a bespoke quote

# Building Resilience Workshop



## Learning objectives

- Bust some myths about resilience
- Explore what resilience is
- Identify the characteristics of a resilient person
- Explore how to maintain and build your resilience

<b>Duration</b>	Three hours
<b>Delegate</b>	Up to 16 people
<b>Investment in your workforce</b>	£500
<b>Delivery</b>	Online or in-person at your premises
<b>Suitable for</b>	Anyone member of staff looking to understand and improve their resilience.

## Specialist Workshops

**One hour specialist workshops by Mind in Bradford can be done as part of an organisational development day or ongoing support for your employee's wellbeing.**

### **Workshop can be based around:**

- Resilience
- Grief & Loss
- Food and Mood
- Stress Management
- Menopause Awareness
- Seasonal Mood Changes

Bespoke workshops linking in with your organisation's wellbeing goals are also available. Contact our Training team to discuss.



<b>Duration</b>	One hour
<b>Delegate</b>	Up to 16 people in-person If online up to 100
<b>Investment in your workforce</b>	£250*
<b>Delivery</b>	Online or in-person at your premises
<b>Suitable for</b>	All employees

\*Get in touch for a bespoke quote

## Training consultation

### **Not sure what type of training you or your staff may need?**

We offer a free consultation via phone or Teams to discuss what your organisation needs to help you develop a mentally healthy work culture.

Contact our Training team to book your consultation.



## Get in touch to book:



[training@mindinbradford.org.uk](mailto:training@mindinbradford.org.uk)



Call our office on **01274 730 815**



Visit our website:

**[Training and Support for Employers](#)**



**Interactive training,  
in-depth knowledge of  
a range of mental  
health issues, I really  
enjoyed the course.**





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and Craven

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