Mental Health UK

# Remote Training from Mental Health UK

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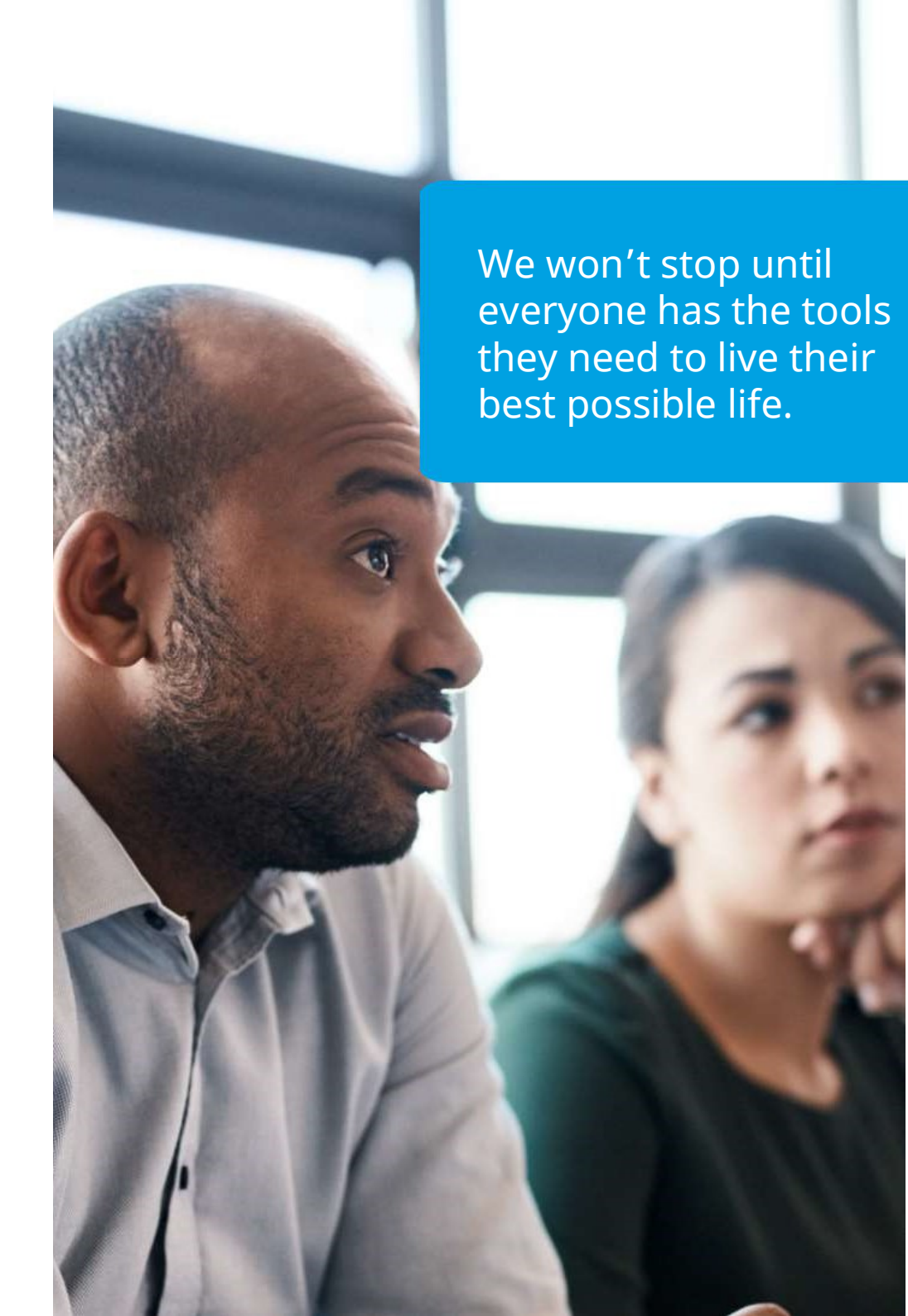
- Train the trainer
- Consultancy
- 'Snapshot' – our all-staff survey
- E-learning

> We won't stop until everyone has the tools they need to live their best possible life.

# Who we are

1 in 4 people in the UK has experienced a mental health problem.

We bring together the heritage and experience of four charities from across the country who have been supporting people with their mental health for nearly 50 years.

Mental Health UK · Rethink Mental Illness. · support in mind scotland · ADFERIAD RECOVERY · Mind Wise
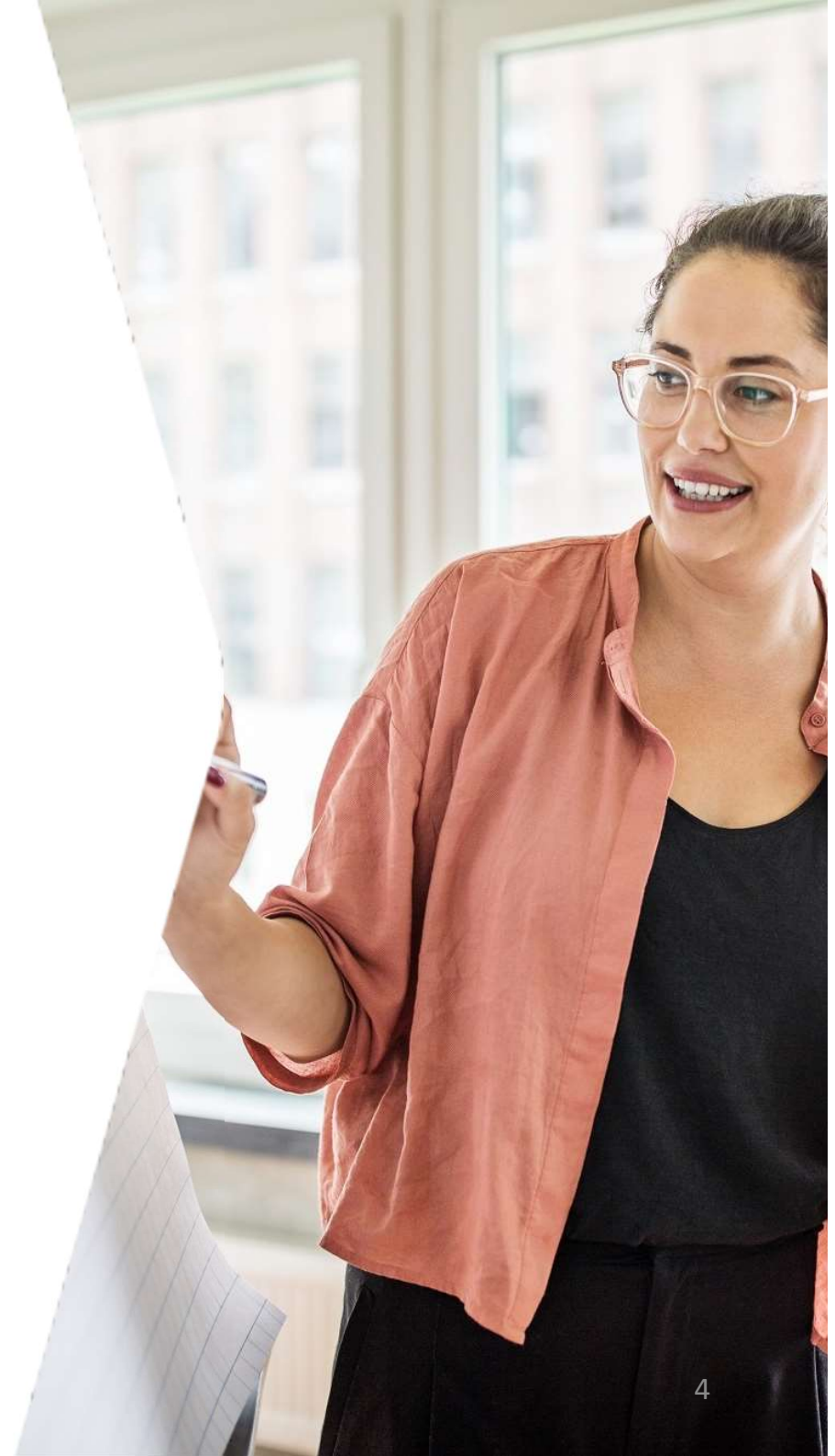
# About our training

Mental health training is one of the key ways we're changing the experience for people affected by poor mental health in this country. We deliver training for a wide variety of audiences via our centrally coordinated training team and our four founding charities.
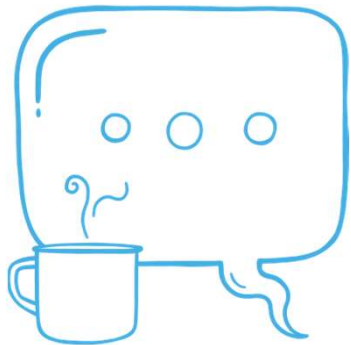
We provide the highest quality introductory mental health training content, delivered using a combination of learning techniques; presentations, discussions, case studies and interactive exercises. We combine theoretical approaches and real-life experiences to produce comprehensive and effective training packages.

Whatever your training needs, we can help you.

# About our training

"I took lots away from the course – well worth putting the time aside. I think all line managers should have this training as part of new-to-role training or phased in for any existing managers"

"Highly engaging and thought-provoking course. Excellent energy throughout and the knowledge/passion shown from the trainer was infectious."

"Very engaging. Open and inclusive environment. Great pre-work to support the session. Informative and thought provoking. Really made me think about my team and family and how I can support better"

"I felt that this was time really well spent. Not just for me to be able to support colleagues but also to support my own mental health and wellbeing."

# Mental Health Awareness

For everyone

**Duration:**
3.5 hours including breaks

This course aims to shift the perspective on mental health.

It helps delegates understand the impact they can have on the 1 in 4 people affected by mental health problems and how they can help.

## Modules

### 1. Your wellbeing

**Learning objective**: By the end of this module, delegates will be able to describe what wellbeing looks like for them and identify ways to proactively look after it.

**We will cover:**
- What wellbeing means to you
- The Five Ways to Wellbeing
- The Stress Bucket
- Wellbeing Plans

## 2. What is mental health?

**Learning objective:**
By the end of this module, delegates will be able to explain mental health as something we all have and evaluate the impact of stigma on society's attitudes to mental health.

**We will cover:**
- The language we use when discussing mental health and mental illness and the impact this has
- The difference between mental health and mental illness
- We all have mental health
- That everyone's mental health exists on a continuum

## 3. What is mental illness?

**Learning objective:**
By the end of this module, delegates will be able to describe some common and less common mental illnesses and their possible signs and symptoms.

**We will cover:**
- Definitions of 'mental illness'
- How common mental illness is
- Black, Asian and Minority Ethnic experiences of mental illness
- Signs and symptoms of general mental ill health
- Some common and less common mental illnesses
- Risk and protective factors

## 4. Stigma and discrimination

**Learning objective:**
By the end of this module, delegates will be able to identify practical ways they can challenge stigma.

**We will cover:**
- Definitions of 'stigma' and 'discrimination'
- Examples of stigma toward mental illness at work
- The impact of stigma
- Ways we can challenge stigma in a workplace

## 5. Supportive conversations

**Learning objective:**
By the end of this module, delegates will be able to list features of a supportive conversation with a colleague who is experiencing poor mental health.

**We will cover:**
- Things to try not to do and try to do in a supportive conversation
- A framework to guide a supportive conversation
- Scenarios – having supportive conversations with your colleagues
- Routes to support for crisis and non-crisis situations

# Mental Health for Managers

Can be adapted and delivered to managers and/or non-managers

**Duration:**
3.5 hours including breaks

This course aims to change approaches to mental health in the workplace.

It equips managers to respond appropriately and confidently to stress and poor mental health at work, acting in-line with relevant legislation.

## Modules

### 1. Your wellbeing

**Learning objective:** By the end of this module, delegates will be able to describe what wellbeing looks like for them and identify ways to proactively look after it.

**We will cover:**
- What wellbeing means to you
- The Five Ways to Wellbeing
- The Stress Bucket
- Wellbeing Plans

## 2. What is mental health?

**Learning objective:**
By the end of this module, delegates will be able to explain mental health as something we all have.

**We will cover:**
- The difference between mental health and mental illness
- The fact that we all have mental health
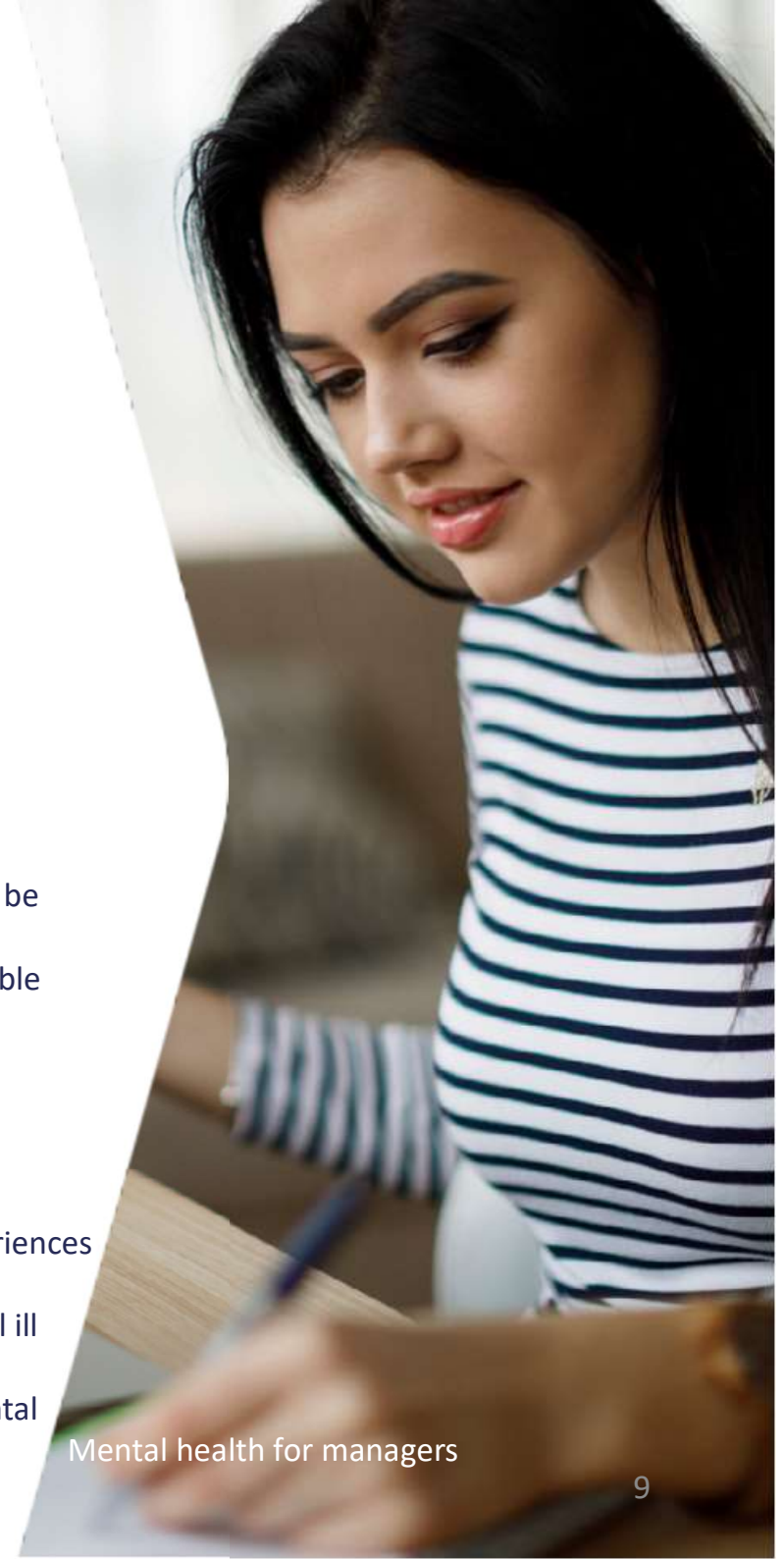- That everyone's mental health exists on a continuum

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- Signs and symptoms of general mental ill health
- Some common and less common mental illnesses
- Risk and protective factors

Mental health for managers

## 4. Mental illness in the workplace: How can managers respond?

**Learning objective**:
By the end of this module, delegates will be able to identify key areas where employees might struggle with their mental health and list practical measures they might take to reduce this.

**We will cover:**
- Presenteeism & Leaveism
- 1:1s
- Confidentiality and its limitations
- Wellbeing Plans
- Stress Risk Assessments
- Reasonable adjustments
- The legal framework

## 5. Supportive conversations

**Learning objective:**
By the end of this module, delegates will be able to list features of a supportive conversation with a colleague who is experiencing poor mental health.

**We will cover:**
- Things to try not to do and try to do in a supportive conversation
- A framework to guide a supportive conversation
- Scenarios – supportive conversations as a manager
- Routes to support for crisis and non-crisis situations

Mental health for managers

# Mental Health Champions

For your existing or potential Mental Health Champions

**Duration:**
3.5 hours including breaks

Mental Health Champions are employees within your organisation who, alongside their usual roles, raise awareness of mental health and mental illness in various creative ways.

This is a long-term programme that will be embedded into your organisation.

This network of Champions is a brilliant way to raise awareness and drive cultural change where you work.

However, they should be supported to form a network and given clear instructions regarding tasks they are expected, and not expected, to carry out.

As well as training your Champions, we can work with you to help you decide what you want your Champions to do and how you will set up and maintain their support network.

We can also collaborate to create resources for you and your Champions to use for their awareness-raising activities.

# Modules

## 1. What is a Champion?

**Learning objective:**
By the end of this module, delegates will be able to give examples of what Champions will and will not do.

**We will cover:**
- Key Champion roles and responsibilities
- Things that are and are not expected of them
- Steps they will take to establish clear boundaries

## 2. Your wellbeing

**Learning objective**:
By the end of this module, delegates will be able to describe what wellbeing looks like for them and identify ways to proactively look after it.

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- A framework to guide a supportive conversation
- Scenarios – having supportive conversations with your colleagues
- Routes to support for crisis and non-crisis situations

## 6. Stigma and discrimination

**Learning objective:**
By the end of this module, delegates will be able to identify practical ways they can challenge stigma.

**We will cover:**
- Definitions of 'stigma' and 'discrimination'
- Examples of stigma toward mental illness at work
- The impact of stigma
- Ways we can challenge stigma in a workplace

## 7. Action planning

**Learning objective:**
By the end of this module, delegates will be able to list the ways they will carry out their Champion role.

**We will cover:**
- Ways they will reduce stigma, increase understanding and empower wellbeing across the organisation
- They ways they can do this every day, regularly (e.g., at team meetings) and less frequently (e.g., at annual events)

Mental health champions

# Suicide Awareness

For everyone

**Duration:**
4 hours plus breaks

This course aims to challenge stigma surrounding suicide.

It also builds confidence in delegates to have conversations about suicide with others as well as support people who are suicidal.

## Modules

### 1. Looking after yourself

**Learning objective**: By the end of this module, delegates will be able to describe what wellbeing looks like for them and identify ways to proactively look after it.

**We will cover:**
- Whose wellbeing comes first?
- The Stress Bucket
- Wellbeing Plans – planning for your wellbeing during and after this course as well as in future when helping others

### 2. Suicide and stigma

**Learning objective:**
By the end of this module, delegates will be able to identify stigmatising views around mental illness and suicide and challenge them.

**We will cover:**
- How easy is it to talk about mental illness and/or suicide?
- Attitudes towards mental illness
- Myths surrounding suicide
- Facing multiple stigmas
- Scenarios – practice challenging stigma

Suicide awareness

# 3. Spotting the signs

**Learning objective:**

By the end of this module, delegates will be ab
list possible signs that someone might be suici

**We will cover:**
- What makes 'a life worth living'
- Protective factors
- Risk factors
- Warning signs we might see or hear

# 4. Having a safe conversation

**Learning objective:**

By the end of this module, delegates will be a
to describe the features of a safe and helpful
conversation with someone who is suicidal.

**We will cover:**
- Things to try not to do and try to do
- How to 'Ask, Evaluate and React'
- Confidentiality and its limitations
- Scenarios – practice having a safe conversation

Suicide awareness

# Bite-sized sessions

We offer 50-minute modules covering a variety of topics – see our most popular options below

## General topics

1. Managing stress
2. Supportive conversations with colleagues
3. An introduction to resilience skills

## Specific topics

4. Leading the way to a mentally healthy workplace – for senior leaders
5. Your wellbeing as a key or frontline worker
6. Supportive conversations with your customers
7. Your wellbeing when transitioning to new ways of working

**Ask us about bundles!**

## Why 50 minutes?

**We care about your wellbeing!**

Research by Microsoft Human Factors Lab (2021) highlighted the importance of allowing people breaks between virtual meetings.

They found three key takeaways:

- Breaks between meetings allow the brain to "reset," reducing a cumulative build-up of stress across meetings.

- Back-to-back meetings can decrease your ability to focus and engage.

- Transitioning between meetings can be a source of stress.

# FAQs

**Do you deliver courses remotely or face to face?**

We are still delivering training remotely but let us know if face to face is your preference.

**What software do you use to deliver courses?**

We use Zoom to deliver our remote training.

**Are you able to deliver on other platforms?**

We have found Zoom to be the best option for us in terms of delivering our courses and so would prefer to use this. If you have any concerns or questions, do get in touch.

**How do I access the course?**

You will be sent joining instructions with your booking confirmation. But essentially, you only need to follow the link that we will send you when your booking is confirmed.

**Are the courses interactive?**

Our online courses are fully interactive to enhance learning and maintain attention.

**How many people can attend a course?**

Our optimal group size for a 3.5-hour remote course is 16 but you are welcome to have up to 20. For shorter sessions, we can accommodate bigger groups.

# FAQs continued

**Who will deliver my course?**

Your dedicated external trainer will be suitably qualified to deliver your course. Our trainers come from a variety of backgrounds, but all have 'workplace wellbeing' in common! You can ask more about your trainer at any time.

**I need to start late/leave early – is that OK?**

We believe that giving yourself the time to attend the course in full is an important thing to do for your own wellbeing. However, we understand if you have other responsibilities or constraints which mean you have to arrive a few minutes late or leave a few minutes early. Please just let your trainer know.

**Can I have a copy of the slides before/after the course?**

If you attend our Mental Health Awareness, Mental Health in the Workplace or Mental Health in the Workplace for Managers course you will get an e-pack emailed out to you with lots of helpful information.

**Can I record the session?**

We pride ourselves on the safe space we create in our virtual training room for delegates and attendees to share openly and honestly their thoughts and feelings on mental health and/or the workplace. This is one reason we do not allow delegates or clients to record the courses. If you are looking for a recorded session or pre-recorded session, this is not something we offer as standard, but we are willing to discuss your needs and see if we could provide this.

# Get in touch today

For a quote or to hear more about how we can help you, get in touch with the Training Team at training@mentalhealth-uk.org

## We also offer:

- Train the trainer
- Consultancy
- An all-staff survey – 'Snapshot'
- e-Learning

## training@mentalhealth-uk.org