



Mental Health & Wellbeing



**Mental Health First Aid Training
Resources & Support
Policies & Procedures**



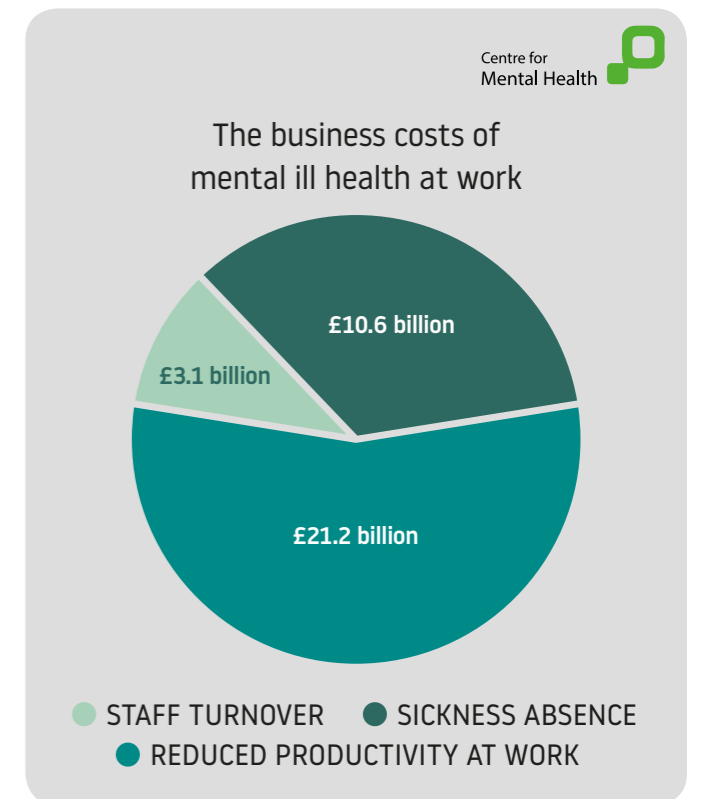
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Introduction

MENTAL HEALTH AND WELLBEING ARE IMPORTANT TO THE SUCCESS OF A BUSINESS. A WORKFORCE WHERE MENTAL HEALTH IS VALUED AND LOOKED AFTER IS MORE CONTENT, MORE ENGAGED WITH THE BUSINESS AND THEREFORE MORE PRODUCTIVE.

The Mental Health First Aider course will give your employees awareness and practical mental health skills. This enables them to create a safe, healthy workplace, gives them the ability to support their own mental health and that of their colleagues and the tools they need to ensure they are able to signpost people to the appropriate care and support when needed.



TRAINING OBJECTIVES

The objectives of the Mental Health First Aid England course are as follows:

- ✓ An in-depth understanding of mental health and the factors that can affect wellbeing.
- ✓ Practical skills to spot the triggers and signs of a range of mental health issues.
- ✓ Confidence to step in, reassure and support a person in distress using the Mental Health First Aid action plan.
- ✓ Enhanced interpersonal skills such as non-judgemental listening.
- ✓ Knowledge of how to help someone recover by guiding them to further support, including self-help resources, internal support such as EAP and external sources such as a GP.
- ✓ Understanding of how to keep themselves safe while performing their duties.





Course Details

The Course takes 2 days to complete.

- ✔ This can be 2 consecutive days or 2 days over a 2 week period.
- ✔ Each course can accommodate 10 -16 delegates.
- ✔ Certificate of Attendance will be issued by MHFA England to each delegate.

The Course Format includes the following:

- ✔ Slide Presentations
- ✔ Videos
- ✔ Group Exercises
- ✔ Self Awareness Exercises
- ✔ Case Studies
- ✔ Guidance on Next Steps
- ✔ Line Managers Resources



Course Outline – Day 1

SESSION 1

- ✔ Why Mental Health First Aid?
- ✔ The Mental Health First Aid Action Plan
- ✔ What is Mental Health?
- ✔ Impact of Mental Health Issues
- ✔ Stigma and Discrimination
- ✔ What is Depression?
- ✔ Symptoms of Depression
- ✔ Risk Factors for Depression
- ✔ Depression in the Workplace

SESSION 2

- ✔ Suicide
- ✔ Alcohol Drugs, and Mental Health
- ✔ First Aid for Suicidal Crisis
- ✔ Non-judgemental Listening Skills
- ✔ First Aid for Depression
- ✔ Treatment and Resources for Depression
- ✔ Self Care



Course Outline – Day 2

SESSION 1

- ✔ What is Anxiety Disorder?
- ✔ First Aid for Anxiety
- ✔ Crisis First Aid After a Traumatic Event
- ✔ Alcohol Drugs and Anxiety Disorders
- ✔ Treatment and Resources for Anxiety Disorders.
- ✔ Cognitive Distortions and CBT
- ✔ Personality Disorders
- ✔ Eating Disorders
- ✔ Self Harm

SESSION 2

- ✔ What is Psychosis?
- ✔ Risk Factors for Psychosis
- ✔ Alcohol, Drugs and Psychosis
- ✔ Schizophrenia & Bipolar Disorder
- ✔ Warning signs for Psychosis
- ✔ Crisis First aid for Psychosis Treatment and Resources for Psychosis
- ✔ Recovery and Building Resources
- ✔ Action Planning for Using MHFA



MHFA Refresher

WE BELIEVE THAT MENTAL HEALTH SHOULD BE TREATED EQUALLY TO PHYSICAL HEALTH. AND JUST LIKE PHYSICAL FIRST AID, MENTAL HEALTH FIRST AID TRAINING SHOULD BE KEPT UP TO DATE.

IF YOU'RE A MENTAL HEALTH FIRST AIDER OR MHFA CHAMPION, TAKE THE MHFA REFRESHER COURSE EVERY THREE YEARS TO:

- ✔ Keep your awareness of mental health support current
- ✔ Update your knowledge of mental health and what influences it
- ✔ Practice applying the Mental Health First Aid action plan

This is a four hour session with a mix of presentations, discussions and activities. So if it's time to update your skills, book an MHFA Refresher now and feel confident you're performing your vital role safely.





Resources

THE FOLLOWING RESOURCES ARE AVAILABLE TO THE MENTAL HEALTH FIRST AIDERS AFTER COMPLETION OF THE COURSE, TO SUPPORT THEM AND OFFER FURTHER DEVELOPMENT IN THEIR ROLE:-

- ✓ MHFA Manual
- ✓ MHFA Line Managers Resources
- ✓ MHFA Website
- ✓ HSE Tools and Resources
- ✓ We can also help to develop a customised resource manual to cover the Mental Health Services and Charitable Support that is relevant to your location.



Other courses available

ONE DAY - MHFA CHAMPIONS

An awareness and skills course which will teach you to:

- ✓ Recognise the main signs and symptoms of common mental health issues
- ✓ Provide initial support
- ✓ Guide a person towards appropriate professional help
- ✓ Be mindful of your own wellbeing
- ✓ Develop an understanding of how you can create and maintain a healthier workforce or community

HALF DAY - MENTAL HEALTH AWARE

An introductory course designed to increase mental health awareness and give an understanding of how to look after wellbeing and challenge stigma.

When you complete your course you will get a certificate of attendance and a manual to keep and refer to whenever you need it.



Policies and Procedures

WE WILL WORK WITH THE SENIOR MANAGEMENT TEAM TO DEVELOP EFFECTIVE MENTAL HEALTH AND WELLBEING POLICIES AND PROCEDURES:

MENTAL HEALTH AND WELLBEING STRATEGY

- ✓ Mental Health and Wellbeing Policy
- ✓ Defining the Mental Health First Aiders Role
- ✓ Mental Health Risk Assessments
- ✓ Compliance with the Mental Health and Wellbeing requirements of ISO45001
- ✓ Mental Health and Wellbeing Employee Consultation Procedures
- ✓ Stress Management Procedures



Other Support and Resources

WE OFFER THESE ADDITIONAL SERVICES TO SUPPORT AN EFFECTIVE MENTAL HEALTH AND WELLBEING STRATEGY AND MEASURE ITS EFFECTIVENESS:

MENTAL HEALTH AND WELLBEING SUPPORT

- ✓ Mental Health and Wellbeing Policy Implementation
- ✓ Employee Training
- ✓ Ongoing Support for the Mental Health First Aiders
- ✓ Senior Management Mental Health Awareness Training
- ✓ Employee Stress Indicator Surveys
- ✓ External Resources and Support Registers





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MHFA England
INSTRUCTOR
MEMBER

