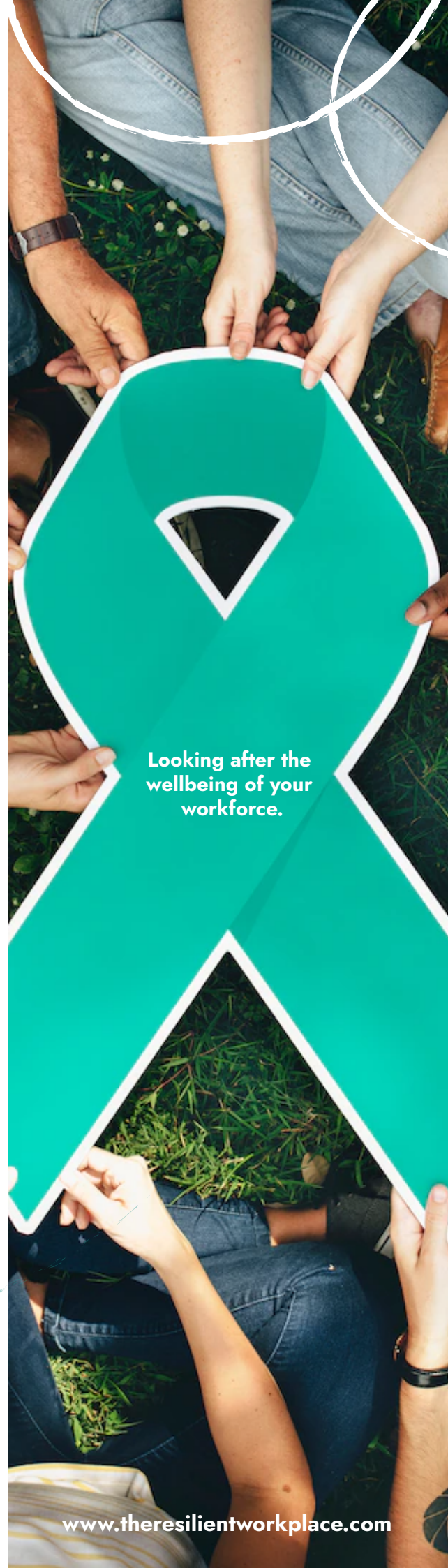




Mental Health & Wellbeing Training

(including Mental Health First Aid,
Neurodiversity Awareness
& Suicide Intervention skills)

Supporting certification to ISO9001,
ISO45001 and ISO45003 standards



Looking after the
wellbeing of your
workforce.

www.theresilientworkplace.com



£56_{bn}

The cost of mental ill
health to UK employers



25%

increase in this cost
seen since 2019

1 in 6

staff will resign this year citing
mental health issues



Statistics according to Deloitte, Mental health and employers
– the case for investment





The commercial sense argument for mental health training

The last few years have seen unprecedented upheaval in the workplace, and this is likely to continue for some time due to the changing nature of our work environment. Employers have responded with admirable compassion and flexibility, but the invisible effects of these challenging times echo on in the statistics.

Add to this the stress caused by a growing cost of living crisis and companies are increasingly recognising the importance of a broader awareness of their staff's mental wellbeing.

Our training, for your team and those responsible for them, aims to provide your organisation with the 'tools' to:

- **Reduce staff turnover**
- **Lower absenteeism**
- **Increase productivity**
- **Recover from presenteeism**

Helping you to develop the resilient workplace needed to face all future challenges.



Help them burn bright, not burn out.



“Steph’s approach was thoughtful, considerate and mindful when discussing some very challenging topics, with the wellbeing of our cohort uppermost in her mind.

— Debbie Pugh, Director

Stephanie Hutchings is a specialist in the area of mental health and wellbeing in the workplace. She is a Risk & Resilience Consultant, uniquely qualified to teach mental health first aid at an individual, team or organisational level, and to support the implementation of company-wide enhanced mental health policies to further a ‘caring employer’ agenda which, importantly, also promotes tangible commercial benefits.

Her extensive corporate experience includes twelve years in managing director roles within a FTSE 250 organisation, responsible for budgets of up to £150m, implementing cultural change and transforming struggling businesses within the group.

Stephanie’s executive expertise in areas such as change management, acquisition integration, operations management, information security and data privacy separates her from others in this field as she offers a commercially astute approach to the world of mental health and wellbeing in the workplace. However, this is balanced with her skills as a qualified therapeutic counsellor which means she is able to offer a truly holistic approach when helping you to support your most important resources to burn at their brightest.



Mental health teamwork to transform your team's work.

When your people are suffering, especially if in silence, their work will inevitably suffer too. By building a team of mental health first aid trained individuals to help you spot the warning signs — in others and in themselves — you can begin to transform your work environment.

Our MHFA England certified mental health first aid courses provide you, and your employees, with the means to identify mental health problems sooner, to have the knowledge to avoid triggers and the skills to step in to prevent issues escalating. At its core our training covers four main areas:



Awareness

Mental health issues often go unnoticed for far too long. Early intervention means a greater chance of recovery and a happier, more productive workforce.



Knowledge

We teach people to recognise the signs, to appreciate the magnitude of the problem and to follow a step-by-step approach to helping those in distress to find a way through to recovery.



Confidence

Often even those who know what to do are worried that the challenge may be too great for them. Our courses offer practical experience training to help overcome this.



Intervention

In-depth knowledge, awareness of the signs to look out for and the confidence to intervene, alongside a solid grasp of the boundaries of such an intervention are key to this training.

Why is this important?

Your staff's commitment, engagement and ability to innovate drives not only productivity and profitability within your organisation, but also the perception the market has of your business. Therefore, in so many ways, the mental wellbeing of your workforce also determines the commercial wellbeing of your organisation.



Courses

Our courses utilise a variety of interactive learning techniques to aid in enhanced engagement, information retention and practical guidance. On completion all delegates will receive a Certificate of Attendance from MHFA England.

Mental Health First Aid Course – 2 days

Delegates will gain an in-depth understanding of the way someone's mental health can impact them and those around them and the signs to look out for. They will be taught enhanced interpersonal skills such as non-judgemental listening, how to step in, reassure and support a person in distress using the Mental Health First Aid action plan and how to guide them to further help.

Mental health covers a wide variety of issues from anxiety, eating disorders and addiction to self-harm, psychosis and suicidal thoughts. We will cover all of this and more through presentations, videos, group and individual exercises to give delegates the awareness, knowledge and confidence to intervene when needed:

- **Spot the warning signs**
- **Identify issues and triggers**
- **Determine appropriate ways to help**
- **Understand how to approach the conversation**
- **Learn when to escalate**
- **Know how to keep yourself safe when supporting others**

The course can be run over 2 consecutive days, 2 separate days or 4 half days within a 4-week period. Each course can accommodate up to 12 delegates.

Mental Health First Aid Refresher – ½ day (4 hours)

Just as you run refresher courses for health and safety and first aid, your mental health first aiders should also update their training at least once every 3 years. We run 4-hour refresher courses for mental health first aiders to:

- **Update their knowledge in this ever-changing field**
- **Improve their practical skills**
- **Refresh their passion for supporting colleagues**
- **Boost their confidence in starting those conversations**
- **Watch out for signs that they too may need support**

Mental Health Champion – 1 day

Do you wish to change the culture of your organisation, challenge stigma and place mental health awareness and support at the heart of your work environment? Our Mental Health Champion course will give you:

- **The skills to spot the signs of mental ill health**
- **The confidence to step in to help others**
- **The tools to implement change in your workplace**
- **The knowledge to guide others to the help they need**

Mental Health Awareness – ½ day

So much more than just a taster session, this short course provides delegates with an introduction to:

- **Common mental health issues in the workplace**
- **The stigma that surrounds them**
- **Support that's available**
- **Self-care, how to look after their own mental wellbeing.**



“One of the best courses I have ever done. So informative and for me it really broke the stigma around perceptions of mental health issues. I feel much better equipped to support people with their mental health issues and also found it amazing for my own mental health”

“Stephanie Hutchings was an absolutely fantastic trainer, a credit to MHFA”

“Stephanie was an amazing instructor, I have recommended her to everyone”

Neurodiversity Awareness Training:

The invisible disability

Communication takes on a whole new dimension when you understand that individuals with ADHD, dyslexia or autism (for example) may respond differently to what you are saying from those around them. Diversity is often championed in today's world, but the invisible nature of neurodiversity can create a challenge for employers who wish to support their workforce, and get the best from them, but are unaware of the issues employees may be struggling with.



Neurodiversity Awareness Workshop – ½ day

Even the most skilled HR and management teams can struggle to get the very best from their staff without a clear appreciation for the reasons why some will thrive in the workplace whereas others will not.

Our Neurodiversity Awareness Workshop will help you to create an environment in which every single person has an opportunity to flourish. This often means analysing what might be considered the exclusionary elements of your existing workplace and their impact on some of your staff, understanding how neurodiversity can affect individuals, teams and productivity, and how to make the positive changes required for a more inclusive environment.

Course content:

- **What challenges do workplaces pose?**
- **Development of communication and productivity strategies**
- **Recruiting and onboarding neurodiverse individuals**
- **Simple steps that can immediately integrate neurodiverse employees.**
- **Team management to include neurodiversity**
- **How to create formal neurodiversity policies and procedures for HR**

An Introduction to Neurodiversity – 2 hours

To create a truly inclusive environment, one which is more supportive and aware of neurodiversity in the workplace and offers each individual a greater opportunity to thrive, we offer a 2-hour training session for all employees to learn:

- **The myths and realities of neurodiversity**
- **The challenges neurodiverse colleagues may face in the workplace**
- **What it feels like to be neurodiverse**
- **How to support neurodiverse colleagues**



How to save a life:

Suicide intervention



According to figures from Samaritans, over 6,000 people will take their own lives this year in the UK, and many, many more will suffer in silence, often hiding their suicidal thoughts from others

These figures are not unique, and unfortunately a similar number of people act on their suicidal thoughts every single year, resulting in a significant emotional toll which will inevitably include friends and colleagues wondering whether they could have done more to help. Would you know the signs to look out for or what to say if you suspected that a friend or colleague was in distress?

Our Suicide First Aid courses give people the knowledge and tools to both understand that suicide is preventable and to have the confidence to use the skills we teach to help someone who has thoughts of suicide to stay safe and to stay alive.

We train team members to act as an early warning system, creating caring environments where people look out for one another. We give them the confidence to step in and the skills to keep safe those in your workforce who will no longer need to suffer alone and in silence.

Suicide First Aid training offers a blend of theoretical and practical guidance to help your staff to become more aware of their own thoughts and those of others, to come together to create a more supportive work environment and to know when and how to step in to keep colleagues safe.

Suicide First Aid – ½ day Virtual Training

This course is open to anyone – no previous experience is needed. It is a comprehensive introduction to the realities, risks and preventability of suicide, the connection between suicidal thoughts and action, and guidance on how to keep work colleagues safe. Including:

- **Reasons why people consider suicide**
- **Understanding the toll on those left behind**
- **Recognising and asking about suicide**
- **An introduction to the Suicide Safety Guide**
- **How and where to refer those in need**

Suicide First Aid – Understanding Suicide Interventions – 1 day

This training offers a more in-depth practice-based approach to learning about suicide intervention and offers the option of a City & Guilds accredited unit of learning in Suicide Prevention endorsed by Skills for Health.

The ultimate goal of this course is to not only provide your staff with the knowledge they need to become more aware of this very real workplace challenge, but the skills and confidence to intervene, to offer support in the moment and access to longer term help. This training includes:

- **Understanding the barriers that prevent people asking for help**
- **Spotting the signs, what to look out for**
- **An introduction to the Suicide Safety Guide**
- **Understanding approaches and the process of suicide intervention including desired outcomes**
- **Tutor-led role-play for practical experience**
- **Understanding the importance of self-reflection and personal impact when working with suicide and people at risk**



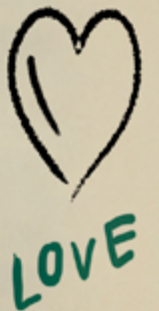
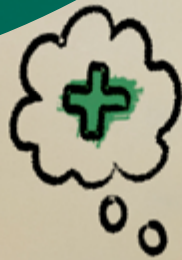
Other Services

There is so much more to the creation of a work environment that is in tune with the mental health and wellbeing needs of its staff in order to get the most from them. Training is an excellent first step. This section is about what comes next.

The Resilient Workplace is committed to supporting those who have been on our training beyond the study time and to helping forward-thinking organisations to implement company-wide mental health and wellbeing strategies to evidence to staff, customers and the wider world that yours is a business that cares.

Mental Health

DISCUSS



Mental health support services

Once your employees have completed our training it makes sense to ensure that they are able to best utilise their new skills and knowledge for the good of the company and their colleagues.

Therefore we offer:



Ongoing Support for Mental Health First Aiders

We provide those who have been on our training with access to us for advice and guidance to help them answer questions and deal with challenging situations as and when they occur. We can also create a bespoke resource manual to cover the Mental Health Services and Charitable Support that is relevant to your location.



Senior Management Mental Health Awareness Training

Change often happens most quickly and effectively when it comes from the top down. So, we offer training to senior management interested in incorporating employee wellbeing into the company strategy and change management going forward.



Consultancy services

Our team can work with yours to aid in the development of a broader mental health and wellbeing strategy for your organisation. There are many facets to this, any of which can be considered individually or combined to tailor our service to your individual needs.

- **Mental Health and Wellbeing Policy Implementation**
- **Defining the Mental Health First Aiders Role**
- **Workplace Mental Health Risk Assessments**
- **Compliance with the Mental Health and Wellbeing requirements of ISO 45001 and ISO 45003**
- **Mental Health and Wellbeing Employee Consultation Procedures**
- **Stress Management Procedures**
- **Quantitative measurement of culture and wellbeing**
- **Bespoke workshops covering specific mental health issues and personal resilience**



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