

MHFA England Workplace

Contents



MHFA England

Welcome

We are Mental Health First Aid England. We provide training to empower people to care for themselves and others, by developing the skills to look after their own and others' wellbeing.

We all know that wellbeing is good for business and that healthy people are happier, more engaged and more productive.

Practical mental health skills and awareness training is a key component for creating a safe, healthy workplace where the mental health and physical health of employees are valued equally. It gives people the tools to support their own mental health and that of their colleagues and encourages them to access timely support when needed.

But training is just one part of the puzzle. To be effective and have a sustainable impact, training needs to be implemented as part of a strategic whole organisation approach to wellbeing. That's why, as well as providing practical skills, we can help you develop and enhance your wellbeing strategy, to help your employees thrive.

If you are reading this you are already thinking about how to improve the mental health of your organisation. We are here to support you on the journey.

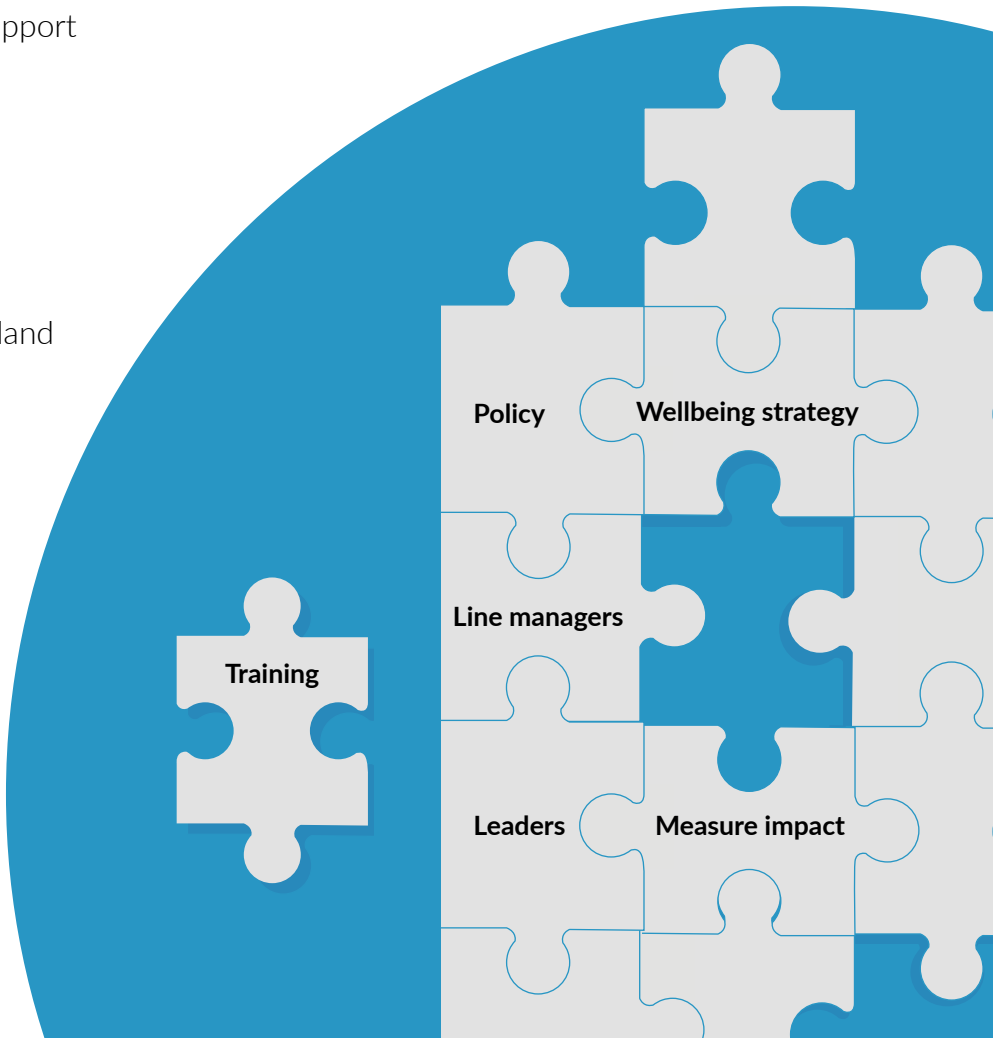


Simon Blake OBE
Chief Executive
Mental Health First Aid (MHFA) England



Did you know?

The Centre for Mental Health estimates that mental ill health costs UK employers an estimated **£34.9 billion** each year, but simple steps to improve the management of mental health in the workplace will allow employers to save 30% or more of these costs.



How we can support you

Our training and consultancy is here to support you to manage wellbeing proactively and minimise the impact of mental ill health on work and life.

We'll work alongside you to deliver training that complements and enhances your existing wellbeing strategy, if you have one. If you don't, we'll get you started on that journey and guide you along the way.

Mental Health First Aid (MHFA) England training courses teach people to spot the signs of mental health issues, offer initial help and guide a person towards support. We don't teach people to be therapists, but we do teach people to listen, reassure and respond, even in a crisis - and even potentially reach out to someone before a crisis happens.

Legislation for Mental Health First Aid

Legislation for Mental Health First Aid provision in the workplace is not yet in place. The **Health and Safety Executive** says:

"You should consider ways to manage mental ill health in your workplace which are appropriate for your business, such as providing information or training for managers and employees, employing occupational health professionals, appointing mental health trained first aiders and implementing employee support programmes."

Quality mental health training, underpinned by a robust wellbeing strategy, gives people the tools to keep themselves healthy and support each other. It can also help to:

- ✓ Build employees' confidence to have open conversations around mental health and break the stigma
- ✓ Encourage people to access support early when needed, for a faster recovery
- ✓ Empower people with a long term mental health issue or disability to thrive in work
- ✓ Promote a mentally healthy environment, stopping preventable issues and allowing people to thrive and become more productive
- ✓ Embed a long term positive culture across the whole organisation, where employees recognise their mental and physical health are supported as equal parts of the whole person

Why choose our training?



Meet the core standards

Help meet the recommended core standards for a healthy workplace as set out for all employers in the Government's [Thriving at Work](#) report.



Quality assured

Every MHFA England course is delivered by a qualified instructor who has completed our [Instructor Training programme](#) accredited by the Royal Society for Public Health. We are the only provider of licensed Mental Health First Aid instructor training in England.



Safe

Our instructors provide a safe, inclusive learning environment and are trained to support people throughout the whole course.



Internationally recognised

You'll be joining a global community of over 2.6 million people around the world who have trained in MHFA skills. In England, we have trained over 400,000 people.



Community interest

As a community interest company, our profits go back into driving our social mission - to spread mental health skills and awareness.



Evidence based

Our courses are written by experts, grounded in research, and tested by people with lived experience of mental ill health.

Core standards

1. Produce, implement and communicate a mental health at work plan
2. Develop mental health awareness among employees
3. Encourage open conversations about mental health and the support available when employees are struggling
4. Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development
5. Promote effective people management through line managers and supervisors
6. Routinely monitor employee mental health and wellbeing

From [Thriving at Work: The Stevenson/Farmer review of mental health and employers](#)

Research and evaluation shows that MHFA England courses make a lasting difference in people's knowledge and confidence around mental health.

[Click here to explore our evidence base](#)

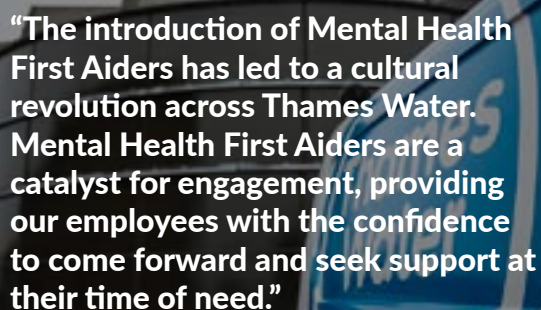
Why choose our training?

What employers say

See how organisations are using MHFA England training. Click on a quote to learn more, or see all:

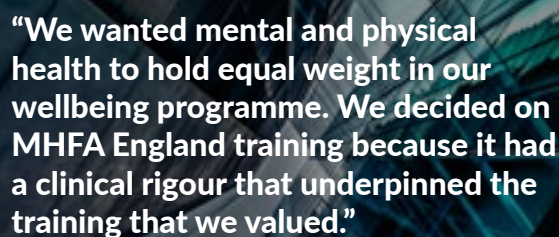
[Written case studies](#)

[Video case studies](#)



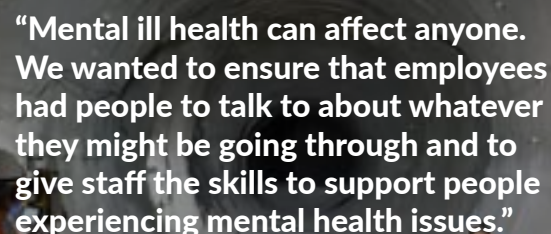
"The introduction of Mental Health First Aiders has led to a cultural revolution across Thames Water. Mental Health First Aiders are a catalyst for engagement, providing our employees with the confidence to come forward and seek support at their time of need."

Thames Water



"We wanted mental and physical health to hold equal weight in our wellbeing programme. We decided on MHFA England training because it had a clinical rigour that underpinned the training that we valued."

EY



"Mental ill health can affect anyone. We wanted to ensure that employees had people to talk to about whatever they might be going through and to give staff the skills to support people experiencing mental health issues."


Crossrail



"As a leading international law firm, we work in a high-performance culture which delivers the very best service for all our clients. Supporting the mental wellbeing of our staff with MHFA England training is an essential part of ensuring our employees operate at the very top of their game."

Slaughter and May

Video case studies



Siemens
has introduced Mental Health First Aid training into the workplace

Why choose our training?

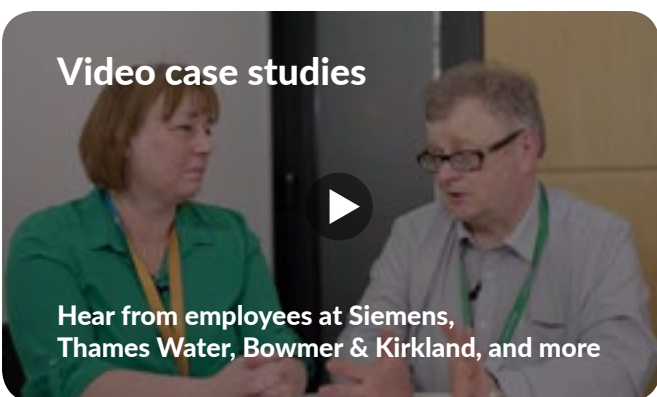
What employees say

“It’s as though the safe space created during the MHFA England training has come back with us into the office. We now feel able to be more open with each other about our mental health and to support each other when we are stressed.”

“I’ve had a colleague experience mental ill health before, and I now can better spot the signs earlier and should it happen again I can offer the most appropriate support.”

“Excellent delivery, very engaging, knowledgeable, lots of real life experience. I hope more senior leadership team take away the value of MHFA England and make it mandatory across the company.”

“One of our Mental Health First Aiders noticed I wasn’t how I usually was. I was really struggling and I didn’t know who else to go to. To sit there and let me speak about how I feel and what’s happened, it made me feel reassured that I wasn’t just an employee, but she took my personal and mental health into consideration.”



Mental Health First Aid in the workplace (MENTOR) study

Researchers surveyed 139 employees from 81 organisations across 20 industries in the private, public and third sectors throughout England. They asked staff what had changed in the workplace as a result of MHFA England training. Here’s what they had to say:

Increased confidence

88% reported an increased confidence around mental health issues

Increased understanding

91% said there had been an increased understanding of mental health issues

Supporting colleagues

78% said that the trained employees were supporting colleagues

More conversations

87% said more mental health conversations were happening at work

Improved procedures

83% noticed an improvement in procedures for signposting to further support

[See the full report](#)

Courses

Training is the foundation to a healthy workplace. Educating people about mental health helps to open up conversations, breaks down stigma and encourages mental health resilience. It can also ensure people are aware of how to access help, allowing for quicker recoveries and more positive outcomes.

We believe the most effective way to create a healthy working environment is to train people in mental health awareness and skills at a blend of levels throughout your organisation. Every workplace is different but here is an adaptable framework that, in our experience, has the greatest sustainable impact.

Every face-to-face course is delivered by an experienced associate instructor. Our quality assured associates have been recruited due to their diverse business backgrounds, experience in mental health, and their ability to engage and motivate attendees.

Everyone who completes a course gets a certificate of attendance. On the Half Day, One Day or Two Day course they also get:

- A manual to refer to whenever they need it
- A workbook including a helpful toolkit to support their own mental health

Click on a course to jump to more information:

Mental Health Aware

Length: Half Day

Ideal for: Everyone

Tackle stigma and empower people to access the other initiatives and supports you are putting in place

MHFA Champions

Length: One Day

Ideal for: Line managers

Equip people with the skills and confidence to spot when someone on their team is struggling and to know how and when to offer support

Mental Health First Aiders

Length: Two Day

Ideal for: Designated staff at every level

Equip designated Mental Health First Aiders with skills to spot signs of a range of mental health issues and guide a person to appropriate support

MHFA Refresher

Refresh the skills every three years

Courses

Mental Health First Aiders Two Day course

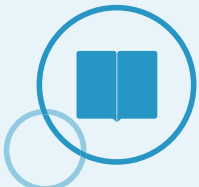


[Click here for more details and course outline](#)

Your employees will gain:

- 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 to help someone recover by guiding them to further support, whether self-help resources, internal support such as EAP, or external sources such as their GP
- Understanding of how to keep themselves safe while performing their duties
- A quick reference card for the Mental Health First Aid action plan

MHFA Champions One Day course



[Click here for more details and course outline](#)

Your employees will gain:

- Knowledge and confidence to provide Mental Health First Aid for the most common mental health issues
- Understanding of how to help build a mentally healthy workplace, challenge stigma and support positive wellbeing
- A quick reference card for the Mental Health First Aid action plan

Mental Health Aware Half Day course



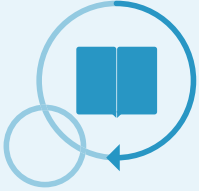
[Click here for more details and course outline](#)

Your employees will gain:

- 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

Courses

MHFA Refresher



Mental Health First Aiders and MHFA Champions are encouraged to take an MHFA Refresher course if it has been up to three years since they first completed their training.

Employees will:

- Keep awareness of mental health supports current

- Update knowledge of mental health and what influences it
- Practice applying the Mental Health First Aid action plan

Instructor Training programme

Although many organisations are keen to have our experienced associate instructors deliver our courses, some decide to train a member of staff to become an in-house MHFA England instructor. Once qualified they can deliver the courses in a timeframe and method which 100% suits the needs of the business. Accredited by the Royal Society for Public Health, our seven day Instructor Training programme gives participants all the tools needed to deliver successful MHFA England courses.

Learn more about our Instructor Training programme at mhfaengland.org/instructors.

Prices

Course	Cost per person
Two Day (Mental Health First Aiders)	
One Day (MHFA Champions)	
Half Day (Mental Health Aware)	
MHFA Refresher	

If your organisation is looking to roll out in-house training on a large scale, please contact MHFA England directly on:

cet@mhfaengland.org
0203 928 0760

or visit **mhfaengland.org**

Bookings

To learn more or book a course, please contact:

a licensed provider of MHFA England training.

Useful resources



Strategic guidance

Implementing Mental Health First Aiders: Guide for employers

This guide will take you through the key considerations to help you embed positive, sustainable cultural and behavioural change.

Being a Mental Health First Aider: Your guide to the role

This guide for trained employees outlines what they can expect from the role of being a designated Mental Health First Aider at work.

Line Managers' Resource

Download our **Line Managers' Resource** for best practice advice on how to support an employee experiencing a mental health issue. An invaluable reference guide for managers to have both before and after taking an MHFA England course.

Toolkits

Review our **Workplace Wellbeing Toolkit** before embarking on training. This three-step plan will help ensure your training roll out is underpinned by the strategy needed to make it impactful and sustainable.

Download our free digital resources for mental health awareness and tips, which can help to create a culture where it's OK to talk about mental health:

Address Your Stress toolkit

Take 10 Together toolkit

Contact

For course bookings and delivery options,
please contact:

a licensed provider of MHFA England
training.

For large-scale bookings please contact
MHFA England directly on:

cet@mhfaengland.org
0203 928 0760
mhfaengland.org

