



**Training,
consultancy,
workshops and
one-to-one support**

2025



Why train your staff to have an understanding of mental health?


According to research published by Deloitte, poor mental health is costing UK employers **£51 billion** annually.


Presenteeism is the largest contributor, costing employers around **£24 billion** annually.


In addition, working parents' concern over their **child/ren's mental health** is costing employers an additional **£8 billion** annually.


Employers can achieve an average **return of £4.70 for every £1 invested** in employees' mental health and wellbeing. Early intervention and prevention brings the highest benefits, with previous reports highlighting a **return of up to £9 per £1 spent**.

Creating a safe and healthy workplace, that promotes and protects both the mental and physical health of its employees, is crucial to the organisations success.

 Help to protect employee mental health through understanding, prevention and early intervention

 Create a culture where people can feel safe and confident to share their mental health, without fear or judgement

 Equip people managers with the skills to confidently speak to their teams about mental health

 Enable people with long-term mental health challenges or disabilities to flourish in their work environment

 Foster a mentally healthy atmosphere that enables individuals to flourish and enhance their productivity

Source: Deloitte, Mental health and employers, The case for employers to invest in supporting working parents and a mentally healthy workplace, May 2024



Training

Promoting discussions around mental health in the workplace is crucial for fostering a supportive environment.

As employers, it's essential to create a culture where employees feel comfortable sharing their experiences. This openness not only helps to reduce the stigma surrounding mental health but also empowers your teams to seek the help they need, when they need it.

When mental health is prioritised, employees are more likely to feel valued and understood, leading to increased morale and productivity. Educating your workforce about mental health and the resources available to them can facilitate quicker recoveries, resulting in better overall outcomes for your team and greater bottom line figures for your organisation.

Investing in mental health is not a moral obligation; it's a strategic advantage that can lead to a healthier, more engaged and productive workforce.

With so many options available though, it can be difficult to know when to start. Ensuring the right people are trained and at the right level, is key to any successful strategic plan.

The following pages outline different course options, all of which can be delivered online, or within your own premises.



MHFA England training courses



For the whole organisation - Mental Health Aware

Tackle stigma across the whole organisation with half-day Aware training, to empower people to take up the other initiatives you are putting in place. Equip learners with a toolkit of resources, to empower their own positive mental health and wellbeing.

For people managers - Mental Health Skills for Managers

A half-day course specifically designed for People managers. Giving them practical skills, knowledge and confidence to have supportive face-to-face or remote conversations with their teams about mental health and wellbeing.

For staff at all levels - Mental Health First Aid

A fantastic 2-day course, jam packed with information. Practical, interesting and thought provoking, it provides MHFAiders® with a wealth of knowledge, skills and confidence to recognise when mental health may be declining and signpost to the most appropriate resources. The course also includes 3 years' of additional resources, provided by MHFA England, through the Association of Mental Health First Aiders.

MHFA Refresher

As with physical first aid, it is recommended that MHFAiders® refresh their skills every 3 years. This half day course provides a great recap and also includes 3 years' of additional resources from MHFA England, through the Association of Mental Health First Aiders.



Training for all employees

MHFA England
INSTRUCTOR
MEMBER



Mental Health First Aid

Available as a two day face to face session, or as a flexible online delivery.

Course Objectives

- Gain 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, the NHS, or a mix

Session 1

- What is Mental Health First Aid?
- The MHFAider Role
- Why Mental Health First Aid?
- Self-Care
- Mental Health First Aid Action Plan
- What is Mental Health?
- Stress

Session 2

- What Influences Mental Health?
- Anxiety
- Crisis First Aid
- Active Listening
- Eating Disorders
- Self-Harm
- Substance Misuse
- Conversation Practice

Session 3

- Depression
- Suicide
- Psychosis
- Conversation Practice

Session 4

- Recovery
- Boundaries
- Conversation Practice
- Moving Forward



Completion of the MHFAider training provides automatic enrolment to the Association of Mental Health First Aiders, England's first, and only, membership body for Mental Health First Aiders, giving you an additional 3 years' support and training to help you in the role.



Training for all employees, cont'd

MHFA England
INSTRUCTOR
MEMBER



Mental Health Aware

This engaging and interactive half-day session, delivered online or in-person, provides the tools to build a mentally healthier and more compassionate environment, whether in the workplace, community, or personal life.

Course Objectives

- 🌱 Gain an understanding of mental health, explore factors that can affect mental wellbeing, and understand the stigma and discrimination surrounding mental health
- 🌱 Learn to recognise early warning signs of mental health challenges in yourself or others and understand their potential impact
- 🌱 Feel more confident about starting conversations about mental health and approach them with empathy and sensitivity
- 🌱 Understand how to look after your own mental health, with a toolkit of resources

Course Overview

- 🌱 What is mental health?
- 🌱 Factors which affect mental health
- 🌱 Stigma
- 🌱 Stress and stress management
- 🌱 Spotting the signs of distress
- 🌱 Mental health conditions
- 🌱 Recovery
- 🌱 Starting a supportive conversation



Training for managers








Mental Health Skills for Managers

Empower your managers to place wellbeing at the centre of their leadership approach with this practical and immersive Mental Health Skills for Managers course.






Designed for organisations that prioritise employee wellbeing, this course equips managers with the knowledge and tools they need to confidently address mental health within their teams.

Course Objectives

-  Recognise signs of mental ill-health in the workplace
-  Approach mental health conversations with confidence and empathy
-  Implement strategies to support team members experiencing mental health challenges
-  Foster a culture of openness and support around mental health in their teams
-  Understand their role in promoting organisational wellbeing

Managers who are equipped to support the mental health of their teams enable employees to thrive, leading to enhanced productivity, increased talent retention, and a positive workplace culture that drives organisational success.

Key Takeaways

-  Confidence in managing sensitive mental health discussions
-  Practical tools for addressing mental health concerns effectively
-  Knowledge of workplace adjustments and resources to support employees
-  A clear framework for fostering team resilience and wellbeing
-  A commitment to building a workplace that values and promotes mental health



MHFA Refresher



This half-day session, deliverable online or in person, ensures you remain confident, competent, and up to date in supporting colleagues, friends, and others who may be experiencing mental health challenges.

Whether you were trained recently or a few years ago, the Refresher course is an excellent way to continue your journey as an active and effective mental health advocate in the workplace or community setting.

During the training, we revisit key topics from your original MHFA England course and gain new insights into providing effective and compassionate support. The course helps you refresh your understanding of mental health conditions, sharpen your listening and support skills, and enhance your knowledge of workplace wellbeing strategies.

It is also an opportunity to connect with other MHFAiders®, share experiences, and renew your commitment to fostering a healthier, more inclusive work environment.

You will benefit from exclusive support through the Association of Mental Health First Aiders. Membership includes access to the MHFAider® support app, which offers resources, reminders, and tools to help you in your role. Additionally, you will receive regular updates, insights, and opportunities for continued learning, ensuring you remain a well-informed and empowered Mental Health First Aider.

Investing in Refresher training not only strengthens your ability to support others but also contributes to a workplace culture where mental health is prioritised.

By renewing your skills, you demonstrate a commitment to mental health awareness and wellbeing that benefits everyone in your organisation.



Workshops



We provide a huge range of workshops and, using our wealth of experience, can tailor them to your organisations specific needs.

Short Sessions (30–45 Minutes) - ideal for 'lunch & learn'

Mental Health Awareness Briefing

Duration: 30 minutes

Content: An introductory session on mental health, covering common myths, stigma, and basic ways to support colleagues

Stress Management Techniques

Duration: 30 minutes

Content: Practical tips to identify and manage workplace stress effectively

Building Resilience

Duration: 30 minutes

Content: Explains what resilience is and offers simple strategies to help bounce back from challenges

Mindfulness at Work

Duration: 30 minutes

Content: Teaches mindfulness techniques to improve focus, reduce stress, and support wellbeing

The Role of Sleep in Mental Health

Duration: 30 minutes

Content: Highlights the connection between sleep and mental health, with practical tips for better sleep hygiene



Workshops



Short Sessions (30–45 Minutes) cont'd

Understanding Menopause and Mental Health

Duration: 45 minutes

Content: Explores the impact of menopause on mental health, with guidance on creating supportive workplace policies and environments

Neurodiversity in the Workplace

Duration: 45 minutes

Content: Provides an introduction to neurodiversity, addressing common conditions like autism, ADHD, and dyslexia, and how workplaces can embrace inclusivity

Emotional Agility at Work

Duration: 30 minutes

Content: Teaches techniques to adapt to workplace challenges with emotional awareness and resilience

Grief and Loss in the Workplace

Duration: 45 minutes

Content: Offers insights on supporting colleagues experiencing grief, with strategies for compassionate communication

Understanding Trauma and PTSD in the Workplace

Duration: 45 minutes

Content: Introduces the concepts of trauma and PTSD, including how they may manifest and ways to create a trauma-informed workplace



Workshops



Short Sessions (30–45 Minutes) cont'd

Addressing Loneliness and Isolation

Duration: 30 minutes

Content: Focuses on recognising signs of loneliness and isolation and promoting connection and community at work

The Role of Nutrition in Mental Health

Duration: 30 minutes

Content: Discusses how diet affects mental health, with tips for incorporating brain-healthy foods into daily routines

Digital Detox: Managing Tech and Mental Health

Duration: 45 minutes

Content: Explores the effects of technology on mental health and offers strategies to maintain balance in a digital world

Recognising and Reducing Microaggressions

Duration: 45 minutes

Content: Highlights the mental health impact of microaggressions and how to foster respectful communication

The Future of Work: AI, Automation, and Mental Health

Duration: 45 minutes

Content: Examines the mental health implications of workplace changes due to AI and automation, with strategies to adapt



Workshops



Short Sessions (30–45 Minutes) cont'd

The Four-Day Workweek and Mental Health

Duration: 30 minutes

Content: Discusses the potential mental health benefits of flexible working arrangements and the four-day workweek

Intersectionality and Mental Health

Duration: 45 minutes

Content: Explores how overlapping identities (e.g., race, gender, sexuality) influence mental health experiences at work

Hybrid Working and Connection

Duration: 45 minutes

Content: Addresses challenges in maintaining connection and wellbeing in hybrid work environments

Financial Wellbeing and Mental Health

Duration: 30 minutes

Content: Discusses the connection between financial stress and mental health, offering strategies to support employees

Digital Wellbeing in a Hybrid World

Duration: 30 minutes

Content: Examines the impact of constant connectivity on mental health, with strategies to establish boundaries



Workshops



Medium Length Sessions (60-90 Minutes)

Understanding Anxiety and Depression

Duration: 60 minutes

Content: Explores the signs and symptoms of anxiety and depression, with guidance on how to support others effectively

Creating a Culture of Wellbeing

Duration: 60 minutes

Content: Discusses strategies to build a workplace culture that values mental health and inclusivity

Managing Work-Life Balance

Duration: 60 minutes

Content: Offers practical strategies to balance professional and personal priorities effectively

Effective Communication for Wellbeing

Duration: 60 minutes

Content: Focuses on active listening, empathic communication, and fostering supportive relationships

Understanding Burnout

Duration: 90 minutes

Content: Delves into the causes, symptoms, and prevention strategies for burnout in the workplace



Workshops



Half-day workshops

Dealing with Difficult Conversations

Duration: 2.5 hours

Content: Offers tools and techniques for approaching sensitive mental health discussions with care

The Impact of Workplace Stress

Duration: 3 hours

Content: Explores the causes of workplace stress and practical solutions to create a healthier work environment

Mental Health and Diversity

Duration: 4 hours

Content: Examines the intersection of mental health and diversity, focusing on equity and inclusion in support practices

Building a Resilient Team

Duration: 3 hours

Content: Discusses how teams can foster collective resilience and effectively manage setbacks

Wellbeing Strategies for Remote Workers

Duration: 2.5 hours

Content: Offers tailored guidance for remote or hybrid teams to maintain mental health and connection

Coping with Change and Uncertainty

Duration: 3 hours

Content: Provides tools and strategies to manage stress and anxiety related to organisational change



Consultancy

Supporting Your Organisation's Wellbeing Strategy

Identifying and meeting the mental health and wellbeing needs of your workforce is essential for creating a thriving workplace. Working with a team of experts in their field, our consultancy services help organisations to:

Assess Needs: Evaluate current practices, staff feedback, and organisational culture to identify gaps and opportunities.

Design Tailored Solutions: Develop bespoke training programmes and initiatives that address the unique needs of your teams.

Build a Sustainable Strategy: Create a long-term plan to embed mental health and wellbeing into your organisational values and policies.

Whether you're looking to upskill managers, support hybrid working, or address specific challenges like stress or burnout, we provide:

Expertise in crafting strategies that support staff at all levels.

Practical **recommendations** for training, and resources to empower your teams.

Guidance on fostering a culture where wellbeing is prioritised.

Together, we can build a healthier, more resilient workplace where everyone can thrive.



1-2-1 Therapeutic Support

Supporting the mental wellbeing of employees is no longer a luxury, it's a necessity for thriving workplaces.

At our dedicated hypnotherapy and counselling hub in the heart of Pickering, North Yorkshire, we provide personalised 1-2-1 therapeutic support.

Despite the availability of Employee Assistance Programmes (EAPs), research shows they are often under-utilised due to stigma, lack of awareness, or perceived complexity.

We bridge that gap by offering accessible, effective, and compassionate mental health support tailored to the needs of individual employees.

Our 1-2-1 sessions create a safe, confidential space for employees to address challenges such as stress, anxiety, burnout, and more. We empower individuals to gain clarity, resilience, and a renewed sense of control, leading to enhanced productivity, focus, and overall wellbeing.

Proactive Wellbeing Solutions: We complement your existing EAP by offering a hands-on approach that actively engages employees.

Expert-Led Support: With years of professional experience, our tailored interventions are designed to suit each individual's unique needs.

Convenient Location: Our hub in Pickering provides a peaceful retreat for healing and growth. Our therapists and counsellors all work online too.

Investing in 1-2-1 therapeutic support is an investment in your workforce. Help your employees thrive by addressing their mental health challenges head-on, while fostering a positive workplace culture.



Contact

Get in touch to learn more and to discuss your requirements.

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