



Hammersmith  
and Fulham



## MENTAL HEALTH & WELLBEING IN THE WORKPLACE SUBSIDISED TRAINING FOR MANAGERS

We are in partnership with 'Well at Work' to offer subsidised *Mental Health and Wellbeing Training for Managers* to employers across the borough working towards London Healthy Workplace Charter accreditation.

The London Healthy Workplace Charter is a great way for businesses to show that their employees' health and wellbeing really matters to them. It provides a framework for action endorsed by Public Health England, and the opportunity to gain recognition for good practice through accreditation. [www.london.gov.uk/healthyworkplace](http://www.london.gov.uk/healthyworkplace)

### WHO ARE WELL AT WORK?

Run by Mind, the mental health charity, 'Well at Work' is a training and consultancy service that provides mental health and wellbeing programmes to both public and private sector organisations across the UK. This helps organisations to strengthen and manage the mental wellbeing of their employees, improving staff confidence, management competency and increasing organisational awareness. Over the past 10 years, clients have included FTSE 100 companies, law enforcement and high profile banks. [www.wellatwork.org.uk](http://www.wellatwork.org.uk)

### THE BUSINESS CASE

The business case for managing mental health is clear. One in six employees are experiencing stress, anxiety or depression at any given time. This is always in the top two reasons for sickness absence across all sectors and is increasing in the current economic climate. Employers are seeking to manage their staff more effectively, dealing with performance and sickness issues pro-actively rather than reactively, thereby cutting costs and increasing employee productivity.

### COURSE DETAILS

#### CONTENT

The course content will be delivered in two phases and, whilst tailored to meet your specific organisational needs, will broadly cover:

- ★ **Phase 1 - Common mental health problems understood in the workplace:** common mental health problems in the workplace and recognition in yourself and others, good and poor mental health, stress vs. pressure and stigma.
- ★ **Phase 2 - Managing mental health in the workplace:** tools and techniques for managing mental health in the workplace e.g. early intervention, the transactional analysis model of adult-adult communication, understanding the Equality Act and reasonable adjustments, and knowing where to seek help.
- ★ Ground rules (confidentiality, boundaries and expectations will be discussed to facilitate non-judgment and solution-focused learning in which delegates feel comfortable to disclose).

## FORMAT AND COST

- ★ Courses will be delivered at your workplace (or another convenient location for small businesses/organisations) over a half-day (4 hours with a 20-30min break).
- ★ Each course is for 12-18 delegates, to maximise learning and incorporate didactic elements, group work and discussion, case studies, role-play and self-reflection.
- ★ A subsidised rate of £15 per person is available for one course (i.e. 18 managers) to employers who have developed a workplace travel plan and working towards London Healthy Workplace Charter accreditation.

## WHAT'S INCLUDED?

- ★ **Training presentation materials:** Electronic versions of presentation materials will be supplied to you in advance of training sessions, from which you can prepare printed delegate copies.
- ★ **Line managers' quick reference guide:** This resource will support line managers' to effectively manage colleagues experiencing mental health problems and includes information such as key mental health FAQs, the top 20 questions to ask staff, discussing boundaries and returning to work, and signposting.
- ★ **Mind's workplace wellbeing resources:** A suite of Mind wellbeing resources will be provided to delegates to support them in understanding and managing mental health in the workplace following training e.g. 'An A-Z of mental health' and 'How to be mentally healthy at work'.
- ★ **On-going prevention and case studies:** Tools will be shared with delegates to enable them to continue assessing and preventing mental health problems in the workplace following training.
- ★ **Email Q&A for two weeks following the course:** Delegates can email Well at Work with questions that they think of after completing the course.

## THE IMPACT

Pre- and post- evaluation forms will be distributed to delegates to assess changes in their knowledge of mental health issues and confidence to manage these problems in the workplace. After training, it is expected that delegates will:

- ★ Demonstrate increased mental health awareness.
- ★ Possess the knowledge, tools and confidence to manage mental health problems in the workplace i.e. intervening early, making pre-emptive reasonable adjustments and encouraging supportive and effective communication, and disclosure.

**= As a result, you can expect improved employee health and welfare, reduced sickness and enhanced productivity.**

**For bookings and enquiries, please contact:**

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