

## Negative impacts of poor mental health support

Staff can develop mental health illnesses such as:

- Presenteeism
- Stress
- Depression
- Anxiety
- Bipolar disorder



Reduced staff productivity costs organisations **£42 billion to £45 billion** a year.<sup>1</sup>

**25% of people** left a job due to mental health or wellbeing issues during their career.<sup>2</sup>



**70 million** work days are lost every year due to mental ill health.<sup>3</sup>

## How our training supports staff who are struggling

Our mental health first aid qualifications deliver a practical approach to mental health first aid, based on real life scenarios. Our Adult one and two-day courses are Level 2 and Level 3 awards, from awarding organisation FutureQuals, meaning they are nationally recognised qualifications.

Our mental health first aid training course options are in place to update skills previously learnt on any mental health first aid course as well as provide managers with the tools to help with the wellbeing of their team.

Teaches staff to recognise that they might be struggling and how to support themselves to bounce back more effectively.

Managers will learn to recognise the early warning signs of poor physical and mental health and proactively support individuals who require assistance.



### Mental Health First Aid Qualifications

Level 2 and 3 awards, from awarding body FutureQuals. Designed and delivered by St John Ambulance



### Mental Health: Workplace Skills Update & Mental Health Supportive Conversations

Delivered by St John Ambulance



### Resilient You Training Course



### Resilient Manager Training Course

## How our training helps staff thrive at work

Provides the designated mental health first aider with the skills to be able to manage a mental health episode that may occur in the workplace.

Our course options provide managers with the confidence to initiate an empathetic conversation about mental health as well as refresh skills previously learnt on any mental health first aid course.

Enables staff to strengthen their inner drive and coping mechanisms to avoid the chance of burnout and illness, increasing their productivity.

Gives managers the confidence and skills to create a positive wellbeing culture in the workplace that allows individuals to thrive at work.

## Positive impacts of investing in mental health support

Our courses can help your organisation to:

- Meet HSE recommendations
- Increase productivity
- Create a supportive culture
- Reduce staff sickness and turnover

Every **£1** spent on wellbeing delivers a positive return on investment (average of **£5** for every **£1** spent).<sup>4</sup>









**30% of business costs** (£8 billion per year across the UK) could be saved through investment in wellbeing.<sup>5</sup>

**Struggling**

**Thriving**

By combining our selection of mental health, wellbeing and resilience courses, organisations will be able to effectively support and manage the mental wellbeing of their staff.

Our courses	 <p><b>Mental Health: Workplace First Aider</b></p> <p>Designed and delivered by St John Ambulance.</p>	 <p><b>Mental Health: Workplace First Responder</b></p> <p>Designed and delivered by St John Ambulance.</p>	 <p><b>Mental Health: Workplace Skills Update</b></p> <p>Designed and delivered by St John Ambulance.</p>	 <p><b>Mental Health Supportive Conversations</b></p> <p>Delivered by St John Ambulance</p>	 <p><b>Resilient You</b></p>	 <p><b>Resilient Manager</b></p>
Course duration	2-days	1-day	3.5 hours (face-to-face or live online delivery)	3.5 hours	1-day	1-day
Who should attend?	Suitable for those looking to understand and improve their knowledge and confidence about mental health and to learn the skills to support their own and others' positive wellbeing in the workplace.	For those who want to be a Mental Health Workplace Responder, but it is also relevant to other employees and managers intending to develop their knowledge of mental health conditions.	For anyone who has completed any variation of the 1 or 2-day mental health first aid courses, within the last 3 years. If the period is more than 3 years, delegates should complete the full course again.	For any line managers who have responsibility for the wellbeing of their team. This course is valuable as staff start to return to the workplace and have to cope with new ways of post-lockdown working.	For individuals to strengthen their inner drive and coping mechanisms to avoid the chance of burnout and illness, increasing their productivity.	For managers and team leaders who want to gain an understanding of resilience, how to manage employee resilience and implement good workplace practices.
Course content and outcomes	This two-day mental health first aid course qualifies delegates as Mental Health First Aiders. Delegates will be awarded the <b>FutureQuals Level 3 Award in Mental Health: Workplace First Aider qualification</b> , which will equip them with the knowledge to identify those who require mental health support and the confidence to offer assistance when required.	Delegates will be awarded the <b>FutureQuals Level 2 Award in Mental Health: Workplace Responder qualification</b> . This course qualifies delegates as Mental Health First Aid Responders, who will be able to use their knowledge of mental health conditions to promote positive attitudes towards mental health in the workplace. They'll also play a key role in supporting line managers that are assisting individuals who are returning to work after experiencing a mental illness.	Ensures mental health first aiders and responders keep their skills fresh and maintain their confidence to perform their roles effectively. Includes latest learning on how the COVID-19 pandemic can affect mental health because of altered physical environment, relationships and new working patterns, with a focus on depression and anxiety – two of the major impacts of the pandemic. All delegates are granted access to a free online toolkit and other resources.	This is a live online course, delivered virtually. Helps managers intuitively spot when someone needs to talk, teaches them to listen effectively, and equips them with the confidence to initiate an empathic and supportive conversation around mental health. To deepen the learning, delegates are invited to role play different scenarios developed from their co-worker profiles. Covers aspects of the impact the COVID-19 pandemic can have on mental health.	The course educates and empowers individuals to take ownership of their own resilience and wellbeing. It teaches individuals what resilience is and how to build and maximise their own, whilst reducing their risk of fatigue and illness. Learning to adapt to uncertain times or change by thinking differently, to face the future with optimism and the tools needed to thrive in a challenging time.	Gives managers the tools and skills to effectively support their own resilience, and the wellbeing of their teams. Managers will learn to recognise the early warning signs of poor physical and mental health and proactively support themselves and individuals who may need assistance. Managers will learn to create a positive culture in the workplace that allows people to thrive at work.