

Course Title: Mental Health Awareness in the Workplace

Aim

For learners to have an understanding of the concepts of mental health and wellbeing and the impact that stress can have on someone with mental ill-health. To explore the responsibilities of an employer and to facilitate conversations about mental health and its management in the workplace.

Who should attend?

This course is designed for those who have responsibility for taking a lead on mental wellbeing in the workplace.

How long does the course last?

The course will be delivered over a half day (3 hours) or a full day (6 hours).

Course Content

- Introductions
- What are mental health and wellbeing?
- Stress – vulnerability
- Common mental health conditions
- Impact of stress and mental ill-health on performance
- Mental health conditions and disability (Equality Act 2010)
- Duty of Care
- Conversations about mental health
- Sources of help
- Supporting attendance and managing absence
- Looking after yourself

By the end of the course, learners will be able to:

- Explain the terms mental health and mental wellbeing
- Outline the relationship between stress and mental health and wellbeing
- Discuss the concept of Duty of Care and the employer's legal responsibilities
- Apply the principles of active listening and non-judgemental questioning
- Gives an example of a policy that would support attendance and help manage absence from work
- Develop strategies to protect and promote own mental wellbeing