

MENTAL HEALTH AWARENESS

COURSE CONTENT OVERVIEW

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Mental health problems affect around 1 in 4 people at any one time, yet many workplaces are not doing all that they can to support employees in their everyday lives. Many employers simply don't have knowledge of what they can do to help.

This Mental Health Awareness training course aims to raise an awareness of what mental health is so that employers, managers and supervisors can do more to support people, promote positive mental health in the workplace and encourage a healthy, tolerant working environment for all employees.

Module One: Introduction

This module provides an introduction to mental health, explaining what is meant by the term and raising awareness of the stigma surrounding it. The module also looks at what the law says in regards to mental health at work and introduces what your responsibilities are as an employer.

- What is mental health?
- Statistics
- Common causes and symptoms
- Stigma
- What you can do to help
- Mental health, the law and work
- Risk assessment
- Why is the law important?

Module Two: Types of Mental Health Problems

This module provides an overview of some of the most common mental health problems so that you can learn more about what they are, their symptoms and how they affect people.

- Depression
- Bipolar disorder
- Anxiety
- Obsessive compulsive disorder
- Stress
- PTSD
- Phobias
- Schizophrenia
- Eating disorders
- Self-harm
- Loneliness
- Panic attacks

Module Three: Managing a Mental Health Problem

This module looks at some of the techniques people can use to self-manage a mental health problem, techniques which you may find useful yourself or that you may wish to pass onto a colleague to help make their everyday life a little easier.

- Wellbeing
- Setting goals
- Peer support
- Sleep
- Diet
- Exercise
- Drugs and alcohol
- Mindfulness
- Taking a break

- Medication
- Recovery

Module Four: Supporting Mental Health in the Workplace

This module raises an awareness of how the workplace can greatly affect a person's mental health, explaining why many employers don't approach the subject but outlining the benefits if they do. The module looks at how workers can be supported and shows the importance of promoting a healthy and tolerant workplace.

- Why is mental health not discussed at work?
- Recognising a problem
- Talking about mental health
- Supporting a colleague
- Promoting a healthy workplace
- Tips for managers

Module Five: Workplace Adjustments

This module looks at some of the adjustments that can be made to the workplace so that employees feel happier, healthier and more supported whilst at work. The module also explains what you can do to help an employee return to work if they have had a period of time away due to a mental health problem.

- Why make adjustments?
- What is an adjustment?
- Which adjustments are needed?
- Fit notes
- Workplace adaptations
- Adjustments to the support network
- Helping an employee to return to work
- Tips for managers

Aims of the Training

By the end of this course learners will:

- Understand what is meant by 'mental health'.
- Be aware of the legal responsibilities that employers have in regards to mental health.
- Have an understanding of some of the most common mental health problems.
- Understand ways in which people can manage their individual mental health to make everyday living easier.
- Be aware of how to support a colleague with a mental health problem in the workplace.
- Understand how to promote a healthy, non-discriminatory working environment.
- Have knowledge of the workplace adjustments that can be made to help an employee with a mental health problem.