

 mind
in Berkshire

 mind
Buckinghamshire



Wellbeing in the Workplace
Training Courses

What does Buckinghamshire Mind do?

We are Buckinghamshire Mind, your local mental health charity. As your expert mental health partner, we specialise in delivering professional training courses to support people to live well in their communities and thrive at work.

We all have physical health and we all have mental health. In fact, mental health problems affect 1 in 4 people each year. We know that breaking the stigma around mental health saves lives. Our mission is to get mental health elevated as a priority in the workplace, empowering employers to spot the signs of mental ill health and support your colleagues. With mental health at work costing the UK economy between £74 billion and £99 billion per year, it really does pay to talk.

All our courses will build your confidence around mental health, stop preventable issues, encourage a faster recovery from mental health problems and promote a mentally healthy working environment.



Why do we do it?

It has become increasingly more apparent that mental health in the workplace is a very important but under-informed topic; not everyone experiencing a mental health problem at work has access to the support they require, or their management teams lack the confidence to provide the support needed for their staff.

By focusing our efforts on mental health in the workplace, we can help your organisation ensure your workplace has a positive working environment, with managers equipped to confidently support staff should they be experiencing a mental health problem.

Key Facts


1 in 4 people in the UK will experience a mental health problem each year.


The biggest cause of sickness absence in the UK is stress, anxiety and depression, with mental ill health costing UK employers between £33-42 billion a year.


Thriving at Work report: The Stevenson Farmer Review of Mental Health and Employers (2017)

Training Courses

***All our courses can be delivered either virtually or face to face**

COURSE: Adult Mental Health First Aid	DURATION: 2 days
<p>Mental Health First Aid (MHFA) is a training course which teaches people how to identify, understand and help someone who may be experiencing a mental health issue. MHFA won't teach you to be a therapist, but it will teach you to listen, reassure and respond, even in a crisis – and even potentially stop a crisis from happening. You'll learn to recognise warning signs of mental ill health and develop the skills and confidence to approach and support someone while keeping yourself safe.</p> <p>You'll also learn how to empower someone to access the support they might need for recovery or successful management of symptoms. This could include self-help books or websites, accessing therapy services through their GP, their school or place of work, online self-referral, support groups, and more.</p> <p>What's more, you'll gain an understanding of how to support positive wellbeing and tackle stigma in the world around you.</p> <p>This course trains you as a Mental Health First Aider, giving you:</p> <ul style="list-style-type: none">• 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. 	

COURSE: Youth Mental Health First Aid	DURATION: 2 days
<p>The course will teach you the skills and confidence to spot the signs of mental health issues in a young person (8-18), offer first aid and guide them towards the support they need.</p> <p>This course trains you as a Youth Mental Health First Aider and you'll gain:</p> <ul style="list-style-type: none">• An in-depth understanding of young people's mental health and factors that affect wellbeing.• Practical skills to spot the triggers and signs of mental health issues.• Confidence to reassure and support a young person in distress.• Enhanced interpersonal skills such as non-judgemental listening.• Knowledge to help a young person recover their health by guiding them to further support – whether that's through self-help sites, their place of learning, the NHS, or a mix – engaging with parents, carers and external agencies where appropriate.• Ability to support a young person with a long-term mental health issue or disability to thrive.• Tools to look after your own mental wellbeing. 	

COURSE: Adult Mental Health AWARE	DURATION: 4 hours
<p>The half day course is an introductory session to raise awareness of mental health. It is designed to give you:</p> <ul style="list-style-type: none">• An understanding of what mental health is and how to challenge stigma.• A basic knowledge of some common mental health issues.• An introduction to looking after your own mental health and maintaining wellbeing.• Confidence to support someone in distress or who may be experiencing a mental health issue. 	

COURSE: Youth Mental Health AWARE**DURATION: 3.5 hours**

This introductory session raises awareness of young people's mental health. It covers:

- Some of the common mental health issues affecting young people, including depression, anxiety, eating disorders and psychosis.
- Skills to work more effectively with young people living with mental health issues.
- Ways to support young people with a mental health issue and relate to their experiences.

**COURSE: Suicide First Aid Through Understanding Suicide Intervention****DURATION: 1 day**

A one-day programme for organisations and communities on how to have a conversation that could save a life. The programme provides an empathic, person-centred approach, based on trust, understanding and excellent communication with participants and across groups. Teaching the theory and practice of suicide intervention skills that can be applied in any professional or personal setting, captured in a one-day event accredited by City and Guilds of London. For anyone who seeks greater understanding and confidence to intervene with people at risk of suicide.

**COURSE: Suicide First Aid Lite****DURATION: 3.5 hours**

The Suicide First Aid Lite course gives learners the knowledge and tools to understand that suicide is one of the most preventable deaths and some basic skills that can help someone with thoughts of suicide stay safe from their thoughts and stay alive. This easy to grasp session gives the first step in greater understanding and confidence to intervene with people at risk of suicide. Suitable for those with no prior knowledge of the subject, it teaches the skills needed to identify someone who may be thinking about suicide and how to direct them to a suicide first aider for further support.

**COURSE: Intro to Mental Health****DURATION: 1 hour**

A short, interactive presentation which can run over a lunch time. Topics covered include mental health definitions, mental wellbeing, workplace wellbeing, signs of stress and signposting for mental health crisis. This presentation is a good place to start for organisations who are first embarking on their wellbeing in the workplace journey.

COURSE: Guided Meditation**DURATION: 1 hour**

Designed to run over a lunch time or before/after work, the guided meditation training, is an introduction to the science of meditation. This includes the benefits of using meditation in the workplace and provides an opportunity for employees to experience relaxation techniques practically.

COURSE: 8 Week Mindfulness Course**DURATION: 1 hr for 8 weeks**

The mindfulness course is a program of 1-hour workshops held weekly over an 8-week period and is designed to introduce the principles and practice of mindfulness meditation, enabling participants to develop their own practice as a part of a self-care plan.

The course aims to help participants to:

- Find out more about the principles and practice of mindfulness and meditation.
- Learn how mindfulness promotes physical, emotional and mental relaxation leading to a sense of personal well-being and freedom.
- Understand what is meant by life balance and be able to implement work/home life balance, including setting boundaries.
- Consider the role of positive thinking, identify negative thinking and how to control it.
- Recognise mindfulness and the relaxation response and identify strategies which promote relaxation in their own lives.

COURSE: Working Well from Home**DURATION: 1 hr 15 mins**

The course aims to explore the challenges of working from home and how this can affect our mental health and learn some wellbeing tools to manage this. There are many reasons to embrace the benefits of working from home. However, this way of working can impact our wellbeing.

This workshop is an opportunity to discuss the challenges faced by working from home and consider:

- Where your strengths lie and strengths as a company.
- What works best for your situation.
- Ideas you can contribute and take away.
- Learn some relevant wellbeing tools.

COURSE: Understanding Depression**DURATION: 2 hours**

This course is designed to promote awareness of Depression giving an indication of strategies which can improve wellbeing for those experiencing it. Suitable for those supporting someone experiencing Depression or those diagnosed.

At the end of this workshops, participants will feel more confident to:

- Understand mental health, mental wellbeing and mental ill health and how they interact together.
- Understand what is meant by the term Depression.
- Recognise the early signs and symptoms of Depression.
- Learn about the causes and treatment for Depression.
- Consider how to maintain or regain good mental health and identify strategies for self-care.
- Have signposting for when an individual or family member is going through Depression, learning of useful contacts.

COURSE: Understanding Anxiety**DURATION: 2 hours**

A course designed to promote awareness of anxiety disorders, giving an indication of strategies which can improve wellbeing for those experiencing it. Suitable for those supporting someone experiencing anxiety or those diagnosed.

At the end of this workshop, participants will feel more confident to:

- Understand mental health, mental wellbeing, and mental ill health and how they interact together.
- Understand what is meant by the term Anxiety Disorder.
- Recognise the early signs and symptoms of Anxiety.
- Learn about the causes and treatment for Anxiety.
- Consider how to maintain or regain good mental health and identify strategies for self-care.
- Have signposting for when an individual or family member is going through Anxiety, learning of useful contacts.

COURSE: Working in the New Normal**DURATION: 2 hours**

This course aims to support workplaces to navigate the challenges faced during Covid and provide guidance to empower businesses to build back better, whilst supporting good mental health.

The course aims:

- To explore common concerns and feelings around returning to work post Covid.
- Understand the impact of the pandemic on our brains and how this has affected us and our work.
- Develop strategies to navigate the challenges of reopening and 'reverse culture shock'.
- To learn how we can safeguard our mental wellbeing 'building back better'.
- Understand the importance of workplace wellbeing on our mental health and have signposting when we need support.

COURSE: Having Sensitive Conversations**DURATION: 2 hours**

A course designed to highlight and explore practical steps we can take to help support someone's mental health. Suitable for those supporting someone experiencing a mental health illness. There is also a course for supporting Children & Young People, please email to enquire about this version.

At the end of this workshop, participants will feel more confident to:

- Consider how to have a conversation about someone's mental health supportively.
- Discover innovative ways of improving wellbeing.
- Highlight practical steps we can take to reduce the impact on our mental health.
- Know what to do when someone is experiencing a mental health crisis.
- Be able to signpost people to organisations that can support someone's mental health in times of crisis.

COURSE: Improving Mental Wellbeing**DURATION: 2 hours**

A course designed to promote understanding of mental wellbeing, the role of wellbeing on our mental health and strategies to improve mental wellbeing. Suitable for employees, for those supporting someone experiencing mental ill health or for anyone interested in self-development.

At the end of this workshop, participants will feel more confident to:

- Define mental wellbeing and explain why it is important to your mental health.
- Understand the link between mental wellbeing and resilience.
- Understand the consequences of not looking after our wellbeing and the impact on our mental health.

COURSE: Coping Strategies**DURATION: 2 hours**

The coping strategies course explores the challenges we face in life and seeks to highlight practical steps we can take to reduce the impact on our mental health. Suitable for employees, volunteers, those supporting someone experiencing a mental health illness or anyone interested in personal development.

At the end of this workshop, participants will feel more confident to:

- Understand what we mean by the term coping and our responses to stressors.
- Consider different coping styles such as maladaptive and active/avoidant.
- Recognise ten different types of coping strategy.
- Learn about the coping strategies which can improve mental wellbeing and self-worth.
- Create a toolkit of coping strategies for ourselves to refer to.
- Have signposting for useful contacts to access support when needed.

COURSE: Wellbeing in the Workplace for Employees**DURATION: 3 hours**

Suitable for anyone wanting to increase their understanding of mental health and wellbeing at work. At the end of the training, participants will feel more confident to recognise the early signs of their stress and distress in the workplace and understand the importance of their mental health and physical health.

The aims of the course are to:

- Understand mental wellbeing and its impact on mental health.
- Recognise the key drivers of mental health in the workplace.
- Understand what's in our control when it comes to wellbeing at work.
- Understand the benefits of the Wellness Action Plan (WAP).
- Recognise typical workplace stress triggers and identify your own.
- Recognise the signs of stress and poor mental health.
- Recognise practical steps to improve or maintain your wellbeing.
- Get signposting for further support if needed.

COURSE: Wellbeing in the Workplace for Managers**DURATION: 3 hours**

Suitable for managers, leaders and HR staff who are keen to promote positive workplace mental wellbeing by taking a holistic approach to managing employees. The course explores how to support employees before, during and after a mental health problem, common problems exacerbated by work, and provides strategies to help improve workplace wellbeing and employee relations.

The course aims to help managers:

- Promote positive workplace mental wellbeing, by taking a holistic approach to managing employees.
- Recognise the early signs of stress and distress in the workplace.
- Feel more knowledgeable about mental health conditions in the workplace.
- Help support your team members to develop a Wellbeing Action Plan.
- Consider how to maintain or regain good mental health and identify strategies to help cope with stress at work.
- Have simple, inexpensive and practical ways to improve mental wellbeing and employee engagement.



For more information please contact us.

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