



Mental Health Awareness Training Programme

- 1** Mental Health First Aid
- 2** Managers Course
- 3** General Awareness Course

Mental Health Awareness Training Programme

So what's in it for you?

All businesses can or are being affected by mental health – retention of good staff and managing sickness absence should always be a priority – at any time one in six workers will experience depression or anxiety in the workplace and this can present challenges for line managers and HR practitioners.

Despite increasing awareness, there is still much stigma attached to people who suffer from mental ill health and much confusion and fear about how to handle the behaviours that can sometimes manifest. So, what does it mean if someone has a 'mental health problem'? What is a 'panic attack' or an 'anxiety attack' and what do we do if someone at work has one or starts behaving strangely?

Training is an important part of staff development and ESRA's training programme has been designed to meet the needs of organisations wishing to improve their ability to support employees / colleagues / clients with mental health issues. Training will help to...

- Retain staff
- Reduce absenteeism and presenteeism
- Demonstrate your commitment to staff and customers
- Understand legal responsibilities under the Equality Act
- Maintain a motivated Workforce
- Decrease risk of Employment Tribunals
- Increase or complement your Corporate and Social Responsibility status

Who is ESRA?

Created in 1980, and based in Redhill, ESRA's services are available to individuals with mental health issues who are looking to access or retain work and also employers who need advice and support in recruiting or retaining valuable staff. We employ trained and qualified advisors who provide structured and impartial advice and guidance sessions exploring training and employment and retention options.

ESRA works in partnership with local employers and organisations, and is committed to changing the way people see mental health and ill health and therefore improving attitudes, removing stigma and reducing symptoms.

Please contact us to discuss your particular training needs.

Mental Health First Aid (up to 15 people)

Length: Two days

Audience: HR practitioners, managers, employees,
volunteers or anyone with an interest

MHFA is valuable in providing education on a range of mental health problems along with reducing stigma and encouraging early intervention. As such it adds constructive support to the NHS Health & Wellbeing Review.

MHFA does not intend to train people to become therapists, but to provide the non-expert with knowledge of the signs and symptoms of a range of mental health problems and the confidence to intervene when a problem is observed – parallel to the competency provided in physical “first aid” programmes.

MHFA was developed in Australia and is now an internationally recognised course. The vision is to have Mental Health First Aid embedded into organisations in the same way that physical ‘first aid’ programmes are.

The aims of Mental Health First Aid are:

- To preserve life where a person may be a danger to themselves or others
- To provide help to prevent the mental health problems developing into a more serious state
- To promote the recovery of good mental health
- To provide comfort to a person experiencing a mental health problem
- To raise awareness of mental health issues in the community
- To reduce stigma and discrimination

All attendees receive a comprehensive MHFA England course manual, as well as a certificate confirming their status as a Mental Health First Aider.

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Managers Course

(up to 15 people)

Length: Half a day

Audience: Managers, HR practitioners

Aims to improve the identification of the early signs and symptoms of common mental health issues. It will also give Managers the tools to provide early intervention and some guidance on managing people with severe and enduring mental health issues.

The course is dynamic and interactive. It will often include a short presentation by a speaker who has experienced mental ill health in the workplace. There will be time for case studies and questions at the end and all attendees will be provided with a Resources Pack.

Covering:

- Definition of Mental Health
- Common Mental Health issues
- Early signs and symptoms in the workplace
- Basic support options for Depression, Anxiety, Bipolar Disorder and Psychosis
- Basic Reasonable Adjustments

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General Awareness Course (up to 25 people)

Length: Half a day
Audience: Employees, volunteers or anyone with an interest

Through interactive and thought provoking exercises and a dynamic presentation, the course aims to improve the understanding of signs and symptoms of common mental health issues, to challenge attitudes and reduce stigma. It will also help people to feel more confident in dealing with and supporting people who suffer from mental ill health. There will be time for questions at the end and all attendees will be provided with a Resources Pack.

This is designed to be an introduction to the subject and is not a replacement for the more comprehensive Mental Health First Aid Course.

Covering:

- Definition of Mental Health
- Stigma
- Depression, anxiety and psychosis
- Support Options
- Challenging Behaviour
- Case Studies

“The course was well run, interesting and very interactive. As nurses within an Insurance Company we found the training invaluable for a number of reasons – one, increasing our knowledge on mental health issues which affect a high number of people who claim Income Protection, giving us confidence to offer individuals encouragement and support and also helping us to recognise that we actually do have a relatively good knowledge, despite not being mental health trained, which was a real boost.”

Carole Keith Rehab Manager, UNUM Limited.

“Sessions on awareness raising were held for 48 of our County wide Hometime, Advocacy and Counselling staff. Both content and method were excellent and have proved an invaluable addition to our many domiciliary lone workers’ tool kits. We have cascaded the training to others who were unable to attend the sessions and cannot recommend ESRA too highly.”

Joy Hunter, Training Manager, Age UK Surrey.

“I found the Mental Health First Aid training invaluable for both myself as a manager and my team of sheltered housing officers. The training and the information provided was extremely practical, easy to understand and to implement. I liked the fact that the course could help us all on two levels, both the personal and the professional – helping us to do our jobs better and to live our lives better.”

Claire Motler, Sheltered Housing and Adaptions Manager, Raven Housing Trust.

General Comments:

Thank you. Have enjoyed the course and feel it should be compulsory.

Very interesting and informative, useful practical advice and information.

This has increased my confidence. Would certainly advocate more of my colleagues attending this course.

Very, very good. Very good explanations and delivery and knowledge. Well delivered, interesting and interactive. Presented with clarity and showing great understanding. Very accessible.

I found this really effective – it was well paced, there was opportunity to raise individual issues, and it was just enough information for the time allowed.

Brilliant. Really good and great for the team and thank you for tailoring some aspects of it to our client group.

Will be very useful and I feel confident now to approach a situation.

opening doors

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