

# Mental health and wellbeing for the workplace



**1 in 4** of us will experience a mental health problem in any given year.

So even in a small team, there's probably someone experiencing a mental health problem right now!

# Mental health in the workplace



Poor Mental Health is recognised as the leading cause of absence in the workplace.

Findings from the National Mind Workplace Wellbeing Index (2020-2021) found that:

- More than **1 in 5** (21%) of employees agreed that they had **called in sick to avoid work**, when asked how workplace stress had affected them.
- **30%** of staff **disagreed** with the statement 'I would feel **able to talk** openly to my line manager if I was feeling stressed'.
- **56%** of employers agreed they would like to do more to improve staff wellbeing but **don't feel they have the right training** or guidance.

Poor mental health costs UK employers **£42bn - £45bn** each year, a cost of up to **£1717** per employee.

(Deloitte & Employers, January 2020)

We're passionate about breaking down mental health stigma in the workplace. This is reflected in our style of training, we want to get people talking and supporting one another.

By choosing us as your training provider not only will you be achieving your training objectives, you'll also help fund our work in the community.

## Richmond Borough Mind can help your organisation to:

- **Improve the overall health and wellbeing** of your employees
- **Increase job satisfaction** among employees
- Enhance employee **engagement**
- **Reduce mental health stigma** and improve the workplace culture
- **Reduce sickness absence** and presenteeism
- Ensure that employees are able to **identify the right support** when they need it

## Why choose us?

We're experienced in supporting corporates, charities, Universities and schools to embed **a culture of supported wellbeing**. Our training workshops, available both online and in person, provide practical, **evidence-based tools** and a safe, **inclusive space** to educate, empower and inspire individuals.

We offer **mental health and wellbeing workshops** on different topics, **Mental Health First Aid courses**, plus we're experienced in designing and developing **bespoke programmes** to your organisation's needs.

With over **60 years** of experience in providing support, **we understand** what can happen when employees start to struggle with their mental health, fear being penalised for discussing it or don't get the understanding and support they need from the team or line manager.



## Mental health and wellbeing course directory

Our courses can be delivered in person or on line as 1 – 1 ½ hour 'lunch and learn' workshops, half day or full day workshops.

We are creative in the use of online platforms and tools to deliver on learning objectives and bring the same energy to the remote workshops as we create in our face-to-face environment.

All of our courses are designed to empower attendees to share their own experiences and knowledge to ensure a rich learning experience. We teach practical tools and exercises that employees are able to implement straight away.

### Topics currently available and their learning objectives:

#### Mental health awareness

- Encourage more confidence to talk about mental health
- **Improve understanding** of mental health stigma and its impacts
- Become aware of different types of mental health conditions (including common and severe mental health conditions and personality disorders)
- Learn **how we can support** someone who may be experiencing a mental health problem, or in or approaching crisis, and signposting to mental health services and support
- Provide **self-help tools** for managing our own mental health

#### Building your personal resilience

- **Understand** what we mean by resilience and why we need it
- Look at the variables that contribute to resilience
- Consider **what gets in the way** of being resilient
- Share tips for **building resilience**

#### Workplace wellbeing

- Increase understanding of mental health and wellbeing
- Increase awareness of the specific **challenges to positive mental health** in the workplace due to the impact of the global pandemic
- Improve confidence in **starting conversations** about mental health, including when there are performance issues
- Understand the importance of proactively looking after your own mental wellbeing

#### It's time to talk. Breaking down mental health stigma in the workplace

- Give an overview of the **impact of mental health stigma** on organisations
- Examine the psychology and look at the reasons mental health stigma still exists, from self-stigma, social stigma and institutional stigma
- Share ways that managers and employees can **communicate** effectively, **seek help** and provide **supportive mechanisms**





### Understanding and managing stress

- Look at the main features of our physiological stress
- Explain **how stress and anxiety differ**
- Discuss how our beliefs and thinking patterns contribute to anxiety
- Share practical tools to help **reduce anxiety**

### Identifying and managing burnout

- Identify **indicators of burnout**
- Look at the impact of factors during the pandemic on our mental health
- Understand the stages of burnout
- Gain tips for **dealing with burnout**

### Understanding and managing anxiety

- Look at the main features of our physiological stress
- Explain how **stress and anxiety differ**
- Discuss how our beliefs and thinking patterns contribute to anxiety
- Share practical tools to help **reduce anxiety**

### Improving your sleep

- Look at what we know about sleep and give an insight into **sleep cycles**
- Suggest some practical tools for **improving our sleep**, incorporating basic concepts of cognitive behavioural therapy: sleep hygiene and sleep retraining

### An introduction to emotional intelligence

- Introduce the concept of **emotional intelligence** and its 5 pillars of self-management, self-awareness, social awareness, relationship management and empathy.
- Share practical tips and tools for improving your own emotional intelligence
- Look at how emotional intelligence translates in the workplace and can **improve people management skills**

### Mental health awareness for parents

- Understand what we mean by mental health
- Learn about some of the **contributing factors** to a child developing mental health difficulties
- Provide an **overview of mental health conditions**, in particular, those that most commonly affect children

### Supporting others

- Invite a conversation about the importance of **clear and effective communication**, the barriers to this and how to overcome them
- Give opportunities to practise active listening and top tips on communicating with a person in emotional distress
- Help us understand how our nervous system is intricately connected to our brains, and how we can learn ways to **respond with greater control** and resilience in times of stress
- Look at ways to **manage emotions** when feeling triggered by another person's behaviour and how to respond effectively to a range of challenging behaviour

### Supporting children with mental health difficulties

- **Improve communication** with your child
- Learn **how to support** a child with a mental health condition
- Help you and your child build resilience



## Mental health and wellbeing course prices

	1 hour "Lunch & Learn"	1 ½ hour	Half Day	Full day
Online	£150	£225	£450	£700
In person	£200	£275	£500	£800

N.B. If travel or overnight stay outside of London is required for any of our courses, these expenses will be in addition to the fees above.

**Please enquire for reduced pricing for charity and voluntary sector organisations.**

We hold public indemnity insurance for all training and services.

Richmond Borough Mind is not VAT registered.

**Book today!**

Email [training@rbmind.org](mailto:training@rbmind.org)



# Bespoke mental health & wellbeing training

We'll work with you to help identify and review your objectives and ensure the training programme is fully tailored to meet your specific learning needs and align content to your organisation's values. Ensuring a quality, personalised product is delivered.

## How it works...

You'll be appointed a training co-ordinator to go through the process with you.

1

Consultation

We'll meet to identify needs and objectives for mental health and wellbeing training and agreement of a schedule to review objectives throughout the project (a full, organisation wide Training Needs Analysis can be supported at an additional cost).

2

Design

We'll map out a training activity plan to support your learning needs, and make recommendations for employee engagement around National Awareness Days.

3

Build

Desk research, collaboration with leading mental health experts and across the Mind Network plus selecting the most appropriate evidence based resources we have will go into creating your training package.

4

Deliver

We have a team of trainers from a range of mental health backgrounds to bring your content to life. We'll select a training team and create our training schedule to reach every employee you would like to attend. We can **deliver workshops** at a time that suits your organisation, both in and out of hours, and **content can be adapted** to suit smaller or larger audiences online, or offline.

5

Evaluate

An evaluation methodology will be developed to assure quality and evidence achievement of objectives.

## Pricing

	1 hour "Lunch & Learn"	1 ½ hour	Half Day	Full day
Standalone session	£300	£450	£900	£1,600
4+ sessions	£180	£240	£550	£1,050

Bespoke workshop prices include 2 hours consultancy to set the brief.

The prices for bespoke training above are for online training delivery. £50 is added for in-person delivery to cover trainer travel and expenses.

**Please enquire for reduced pricing for charity and voluntary sector organisations.**

# Mental health first aid (MHFA) training



(Product of Mental Health First Aid England)

Mental Health First Aid (MHFA) training embeds peer support into an organisation by providing participants with the skills and confidence to recognise the signs and symptoms of common mental health issues and effectively guide a person towards the right support.

Mental Health First Aid  
(Adult or Youth)

Two  
Day

A practical skills and awareness course designed to give you:

- A deeper understanding of mental health and the factors that can affect people's wellbeing, including your own.
- 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 appropriate support

Mental Health Aware  
(Adult or Youth)

Half  
Day

An introductory course designed to increase mental health awareness and give an understanding of how to look after wellbeing and challenge stigma.

On completion of the course, the participant will get a certificate of attendance and a manual to keep and refer to whenever needed.

RB Mind employs an Instructor Member who is approved by MHFA England to deliver the following courses inhouse for your organisation.

Delivery can be in person or online. A minimum number of 8 delegates is required to run the course with a maximum of 16 delegates for in person delivery or 24 delegates online.

## Pricing

Adult mental health first aid (in person or online)	£275 per delegate
Youth mental health first aid (in person or online)	£275 per delegate
Adult mental health aware (in person or online)	£100 per delegate
Youth mental health aware (in person or online)	£100 per delegate

(MHFA 2 day courses RRP £300 excluding hard materials)

N.B. If travel or overnight stay outside of London is required for any of our courses, these expenses will be in addition to the fees above.

We hold public indemnity insurance for all training and services.

Richmond Borough Mind is not VAT registered.

Enquire now:

Email [training@rbmind.org](mailto:training@rbmind.org)



**We've offered confidential support for over 60 years, so people who experience mental health issues don't have to face them alone.**

# About us

## Our services include:

### Psychotherapy and Counselling

Work through your psychological difficulties with a therapeutic style to meet your needs.

### Journey Recovery hubs

Those in imminent mental health crisis can access out of hours support and be helped with creating safety plans to prevent further escalation.

### Carers in Mind

Supporting someone with their mental health can impact on your own wellbeing. We offer emotional support, advice, training, support groups and social activities.

### Peer Group Network

Groups are run by people who have experienced their own mental health problems. Benefit from support and enjoy activities including walking, reading and meditation.

### Richmond Wellbeing Service

Learn how to manage your thinking and improve how you are feeling with short term courses for low mood and more.

### The Wellbeing Centre

Move towards recovery of long term mental health problems through physical, educational and social activities.

### Positive Living Group

Connect with others through therapeutic cooking. Learn how food impacts mental health and how to prepare mood boosting meals.

### Support for children, young people and their families

We run workshops in schools, colleges and youth settings, where we teach coping tools and offer 1-to-1 support. We also run Youth Zone, a drop in centre where young people can chat, chill and connect to support.

For more information about the services we provide, visit [rbmind.org](http://rbmind.org)





# Support us

**As an independent charity we are responsible for raising our own funds to support our services and sustainability.**

## Corporate partnerships and support

Corporate partnerships are a mutually beneficial and rewarding way to support Richmond Borough Mind, engaging your employees with your chosen charity and helping us to reach more people who might be able to benefit from our services

We'll work closely with you to understand your goals and values, and how best we can utilise one another's services. You could have a huge impact on shaping our future. We can support your mental health agenda, give you access to our Mental Health training, create opportunities for staff to tackle mental health stigma and help you bring your corporate social responsibilities to life.

### What are the benefits of becoming a corporate partner?

We're dedicated to supporting corporate partner raise their profile in a way that has a positive impact on your brand and team.

- **Employee engagement**
- **PR opportunities**
- **Social media coverage**
- **Brand association**
- **Recognition for the part you play in changing the lives of people locally**

## Here's how you could support us:

### Charity of the year

Choose Richmond Borough Mind as your partnered charity for 12 months and we'll work closely together to plan fundraising activities, employee engagement, training, awareness raising events and more!

### Team fundraising

Fundraising with colleagues is one of the most fun and engaging ways of supporting any charity. Take part in one of our challenges or organise your own.

### Campaigns

Feel your mission and values match up with ours? Help us raise awareness of mental health in Richmond by partnering with us on your next product or event launch and make it truly unique.

### Corporate giving

Want to fulfil your CSR objectives by donating a share of your profits or a specific amount to Richmond Borough Mind? We'll shout about the direct impact you're having on our services.

### Gifts in kind

Got a product or service that could be of interest to our staff, volunteer or service users? We'd love to hear about any ideas you have for gifts in kind, especially if they have mental health benefits.

### Payroll giving

Encouraging your employees to contribute to Richmond Borough Mind tax-free as part of our payroll giving scheme is a great way to put the power in the hands of your staff.

## Mental Elf 2022 FESTIVE FUN RUN

**Sponsor Richmond's first mental health fun run.**

**2022 see's the launch of Mental Elf - a 5k community run or walk, fancy dress not enforced but strongly encouraged!**

Mental health in Richmond matters, we'll bring together individuals, families, schools and groups to take part and enjoy live music, festive market and more.

**Could you sponsor finishers goodie bags, medals or the finish line?**

**Why not enter a team and show how much mental health matters in your organisation?**



**Whatever the size of your business we'd love to hear from you, whether you're looking for a partnership or have an idea for a one-off event.**

**Contact [Suzanne.Lynn@rbmind.org](mailto:Suzanne.Lynn@rbmind.org)**



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**020 3137 9590**

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