

Wellbeing in the Workplace:

Mental health support for your organisation,
delivered by experts at Bath Mind.



Your guide to Bath Mind's
**Wellbeing in the
Workplace Scheme.**

A specialised and tailored
programme that provides
professional support to
maximise the mental health
and wellbeing potential of
your team.



**Bath & North East Somerset's
local and independant mental
health charity.**

 **Mind Bath**

www.bathmind.org.uk

Charity No. 1069403



Wellbeing in the workplace:

Mental health support for your organisation

Many businesses now see mental health and wellbeing **as a strategic priority**. As we move forward in light of Covid-19, staff wellbeing will be even more important to a company's success and we are pleased to be able to support this with our tailored workplace wellbeing services.

Here at [Bath Mind](#), we can support your organisation and employees through our Wellbeing in the Workplace scheme, which will **maximise the mental health and wellbeing potential of your team** and help identify problem areas, give tools to manage challenges and build resilience.

Bath Mind are a local and independent mental health charity, here to promote and nurture everyone's mental health through the provision of information, activities, advice and support.

Professional

Experienced

Community-driven

Our offer:

Workplace Wellbeing Consultancy for Leaders

Your organisations' approach to workplace wellbeing starts from the top and benefits from a whole-organisation strategy. Research by Deloitte in 2020 found that for **every £1 spent on workplace mental health interventions, a £5 return on investment could be expected**, arising from reduced staff absence and turnover, and increased productivity and workforce engagement.

Our wellbeing consultancy programme supports your organisation at a strategic level and takes you through a step by step process in line with the government-recommended **6 Thriving at Work Core Standards** and help you imbed a sustainable, evidence-based culture change for workplace wellbeing.

The service is led by our mental health consultants, **specialising in organisational development** and includes consultation workshops with your Senior Leadership Team, HR team, line managers and employees. We help you develop a bespoke Workplace Wellbeing strategy and action plan to meet the needs of your organisation. We also offer high-quality training and coaching services, and policy development support, to help you with the roll-out and delivery of your plan.

SLT 'Working Well' Culture Workshops

These workshops can be delivered as either a 90 minute or 2-hour workshop for leaders of your organisation. Content covers promoting a **culture of workplace wellbeing** and meeting **the employers' legal duty of care** under the Health and Safety at Work Act. We will tailor this workshop to suit the needs and structure of your organisation. **Maximum 16 participants.**

Mental Health First Aid courses

Bath Mind is a member of [Mental Health First Aid \(MHFA\) England](#) with qualified instructors offering a range of evidence-based learning, from awareness raising to skill development. The courses **empower people to notice signs of mental ill health**, and encourage them to break down barriers, listen in a non-judgemental way, and signpost to support for recovery.

MHFA courses are accredited and well endorsed nationally.

- **Mental Health First Aid - 2 days - £304 pp**

Qualifies participants as a Mental Health First Aider giving them an in-depth understanding of mental health and the factors that can affect well-being, practical skills to spot the triggers of mental health issues and confidence to step in, reassure and support a person in distress.

- **MHFA Champion – 1 day - £204 pp**

Trains participants to become MHFA Champions, giving them an understanding of common mental health issues, knowledge and confidence to advocate for mental health awareness, ability to spot signs of mental ill health and the skills to support positive wellbeing.

- **Mental Health Aware – half day - £127 pp**

This course raises awareness of mental health and is a great alternative to the full MHFA or 1 day Champion course and can be tailored to the audience, for instance managers or frontline staff. It covers topics such as how to challenge stigma, knowledge of common mental health issues and confidence to support someone in distress or who may be experiencing a mental health issue.

- **Mental Health Skills for Managers - half day - £150pp**

The relationship between managers and their team members is key for the of the whole organisation. This course builds skills in your leaders to feel confident to have mental health conversations as part of their everyday management. Half day face to face or 4 hour live session. Includes certificate of attendance and digital workbook.

- **MHFA Refresh – half day - £127**

A 4 hour 'refresher' session for already qualified Mental Health First Aiders or MHFA Champions who completed their training over 3 years ago.

- **Suicide First Aid – 1 day - £163 pp**

Teaching the theory and practice of suicide intervention skills that can be applied in any professional or personal setting. Participants also have the opportunity to attain 6 QCF credits at level 4 by completing an additional assessment. Also available as a half day lite course.

These adult courses are suitable for anyone over the age of 18 and participants can attend for personal or professional reasons. We run **public and in-house courses**, please get in touch for a quote or ask for our MHFA and SFA brochures for full details on all the courses.

Bespoke training and workshops

Our bespoke training and workshops offer 90 minute, 2 hour, half day or full day training tailored to your needs. This can be anything from a 1 hour overview on Mental Health Awareness, to a full day of in-depth Managers Training. Examples include:

- **Workplace Mental Health Awareness**

Content includes spotting signs and symptoms of poor mental health in the workplace and introducing how to support you and your colleagues wellbeing at work.

- **Supporting Employees Mental Health: A Guide for Managers**

Content includes tools and techniques to have effective wellbeing conversations, the case for culture change on workplace mental health and signposting to professional help.

- **Managing Mental Health in the Workplace: For HR professionals and managers**

Content includes understanding the legal obligation as an employer to create a safe and positive work environment, employees' rights and potential employment claims to avoid.

- **Mental Health Awareness for Frontline staff**

Content includes recognising and responding to the signs and symptoms of poor mental health, de-escalation skills and self-care for you as professionals.

All sessions listed above are designed for a maximum of 16 participants.

We tailor all our bespoke training to fit your organisational needs and we work closely with you to create **relevant and bespoke training packages** that equip staff with the appropriate skills to confidently support workplace wellbeing.

Sessions are interactive including group exercises, case studies and useful resources. Our trainers will sensitively facilitate open conversations on how teams can support each other with their wellbeing.

Additional wellbeing initiatives

- **Mindfulness sessions**

Sessions to introduce your team to the power of simple, mindfulness practices that calm the autonomic nervous system, focus the mind and lift mood. We share the brain science behind mindfulness and help participants start or develop their mindfulness practice for improved wellbeing and productivity.

- **Mental Relaxation session with The Soul Spa**

The Soul Spa offer 20 minutes of a live-streamed guided mental relaxation for your team, a great way to keep your employees mentally fit and motivated.



You can choose from one of their existing classes or ask them to create a bespoke session that would speak to your particular circumstances. They can create sessions to help with focus and creativity, teach people how to access a place of deep mental relaxation or even lead them through an iRest session for a deliberate power nap – a wonderful thing to do just after lunch to ensure an energised afternoon!

- **Wellbeing Coaching – 1-1 or Team**

Book a session with a Bath Mind Wellbeing Coach to act as a listening ear to you or your team. This service offers tips on support and wellbeing strategies, and we will work with you to tailor a coaching package to suit your organisation's particular needs. Bath Mind's confidential coaching service can receive referrals from individuals themselves or HR/Managers seeking to access support for their colleagues.

An initial free, **no obligation** discussion is available.

- **Workplace Mediation**

Bath Mind offers workplace mediation to assist organisations to support employees affected by mental health difficulties. An accredited mediator will work with your HR team to provide a fully confidential resolution service between colleagues, or employees and managers.

Through mediation, we can help colleagues put measures and reasonable adjustments in place which will help employees experiencing poor mental health to remain in employment or return to work.

An initial free, **no obligation** discussion is available.



(Bath Mind) consistently do an outstanding job for us...it is with confidence and pleasure that I can say that I would highly recommend any of the services from Bath Mind.'





How to book

Interested in booking a session?

Head to our [training request booking form](#) to express your interest. A member of the team will be back in touch shortly to discuss and confirm your session.

Please note **this is a chargeable service** and all proceeds go straight back into supporting the invaluable work of Bath Mind in the local community of B&NES.

By choosing our expert team of trainers and consultants here at Bath Mind, you are actively collaborating with us to provide services such as supported living, peer-support groups, crisis lines, befriending calls, 1:1 affordable counselling, welfare benefits advice and much more.

For more information please **contact Hannah Roper** hannahroper@bathmind.org.uk.

Book online

Group discounts

Tailored support



Any questions?

Please [get in touch](#) if you have any queries.

Thank you for supporting our work and helping to support the mental health and wellbeing of our community.

Want to keep updated with training courses and events? [Sign up](#) to our supporters mailing list!



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