



MENTAL HEALTH IN BUSINESS LTD IN PARTNERSHIP WITH THE NORTHERN HOUSING CONSORTIUM

WORKING TOGETHER IN 2021



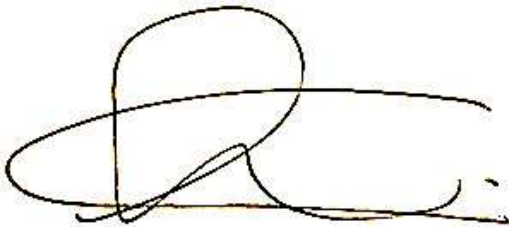
IN PARTNERSHIP WITH NORTHERN HOUSING CONSORTIUM

There has never been a more important time for all businesses and organisations - no matter their size - to have organisational mental health and wellbeing as a top priority.

We are proud to be working with Northern Housing Consortium to extend our organisational mental health training, education and coaching service to all Northern Housing Consortium members.

Members will benefit from a 15% discount on all our services PLUS a free, no obligation, organisational mental health assessment.

Contact our team on info@mhib.co.uk to discuss your unique requirements

A handwritten signature in black ink, appearing to read 'Claire Russell', with a large loop at the top and a horizontal line extending to the right.

Claire Russell
Founder and CEO - MHIB



INTRODUCTION

In the last 5 years, there has been an increasing emergence of work in the area of workplace mental health led by the UK government and a number of organisations such as Business in the Community (BITC), Mental Health First Aid England, Mind and Time to Change among others.

In January 2017 the then Prime Minister, Theresa May, announced that she was commissioning an independent review of how employers can better support all individuals in the workplace to enjoy good mental wellbeing, including those with mental ill-health.

In January 2019 legislative change around Mental Health in the workplace was debated in Parliament, with a cross-party group of MPs overwhelmingly backing a motion to introduce legislation to put mental and physical first aid on an equal footing, otherwise known as 'parity of esteem'.

Legislation or not, there is clearly a moral obligation upon any responsible business owner or leader.

The human cost of mental illness is considerable - and mental health issues caused or made worse by work can have a huge impact on an individual's life.

We now know that the economic costs to employers are far greater than we thought. Over the last 15 years, the Centre for Mental Health has been analysing statistics on the economic and social costs of mental ill-health and has now broken this down by industry

- Poor mental health costs employers between £42 billion and £45 billion a year.
- This amounts to an average cost per employee of **£1652 per year** for organisations in the private sector, rising to as much as £3300 in the finance, insurance and real estate industries. This cost is for ALL employees, not just those who are ill.



Many Employers are already creating healthy, inclusive workplaces but more needs to be done so that employers provide the support needed for employees with mental health conditions”



- Prime Minister Theresa May January 2017

OUR SERVICES.

WELLBEING STRATEGY

Work closely with our team of workplace mental health experts to design a long-term organisational mental health & wellness strategy that perfectly suits your business and complements existing wellbeing initiatives.

POLICY AND DOCUMENT REVIEW/CREATION

We help to review and amend all policies & procedures to align with your mental health & wellbeing policy. We also provide support and guidance to produce a suite of documents that support the implementation of the organisational mental health strategy.

AWARENESS WORKSHOPS

We design and deliver a program of workshops to raise awareness, reduce stigma and help to embed a positive culture of mental wellbeing. Topics can include handling stress at work, managing anxiety, developing resilience, alcohol and mental wellness, nutrition and other lifestyle factors.

COACHING & ONGOING SUPPORT

We provide on-going support to all participants of training courses with us. Additionally, we offer one to one mental wellbeing coaching where we work with individuals to help them develop good mental wellness so they can thrive at work and home.

MEASURING EMPLOYEE WELLBEING

We work with you to create a series of employee wellbeing surveys which are carried out at strategic points during our work together. The surveys will measure employee wellbeing and happiness focusing on key metrics such as; life satisfaction, sense of purpose, feelings of happiness, levels of stress & anxiety and feelings of productivity while at work.



MHFA TRAINING.

Mental Health First Aid (MHFA) training gives people the knowledge and real-world tools to identify, understand and support someone who may be experiencing a mental health issue.

Similar to physical first aid, the aims of Mental Health First Aid are to:

- Preserve life where a person may be at risk of harm to themselves or others.
- Provide help to prevent the mental health issue from becoming more serious.
- Promote recovery of good mental health.
- Provide comfort to a person with a mental health issue.

Our Adult Online MHFA course is fully licensed by MHFA England and all of our instructors are qualified having completed the MHFA England instructor training programme (accredited by the Royal Society for Public Health).

Learning takes place through 4 x 2 ½ hour live training sessions, spread across two weeks, with self-learning activities in between.

What makes our MHFA training unique?

We offer all delegates a 90 min 1-1 follow-up coaching call with a trained well-being coach, along with ongoing support from our experienced team.

On completion, all participants walk away with a Mental Health First Aider certificate, a comprehensive reference manual, a quick reference card for the MHFA Aid action plan and a workbook including a helpful toolkit to support the participants own mental health & wellbeing.

The MHFA England course is built on a robust evidence base and is recognised internationally as the 'industry standard' in workplace mental health training.



The training Claire provided was 100% brilliant & Educational. After every session, I was truly shocked and surprised with how little I knew about Mental Health. The MHFA course has left me wanting to learn more about the world of Mental Health and how I can help with the skill set Claire taught me. Many Thanks to Claire & the team.



— Paul Smyth, Regional Sales Manager, You
Yamaha Motor Finance at Santander
Consumer (UK) plc, 17th, 2021

LINE MANAGERS WORKSHOPS.

Aimed at all staff with line management responsibility, we offer four workshops which are 3 hours in length and can be delivered virtually or in person.

Each workshop is designed to embed the organisational mental health strategy with all line managers and to:

- Help managers understand and fulfil their managerial responsibilities around their team's wellbeing.
- Equip managers to support, communicate and help to establish a healthy workplace wellbeing culture.
- Give line managers the skills, knowledge and resources to identify signs of poor mental wellbeing within the workplace.
- Create adjustments and balance life and work.
- Support team members through life events.
- Effectively manage teams remotely.

Outlines of all four workshops can be provided on request.

After completion, all participants receive a line managers' mental health at work resource pack to help them to support others and help them to take care of their own mental health & wellbeing.

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7 in 10 managers believe there are barriers to supporting the mental health of those they manage. One of those barriers is training, as 3 in 10 say that not having appropriate training is holding them back.

— Mental Health at Work 2019 Report, Time to Take Ownership, BITC



WHAT'S NEXT?

To speak to one of our team about how we can work with your business call 01788340180 or email info@mhib.co.uk



This training was delivered over two days in our office by Claire and Steve from Mental Health In Business Ltd (MHIB). Claire and Steve took their time to present the content calmly and clearly and demonstrated empathy with the participants when discussing individual experiences. Time was taken to ensure the content was being understood, with numerous practical exercises used to embed the learning. Claire and Steve also shared their own personal experiences, adding more colour to the content. Mental Health First Aid training is an important part of building a corporate wellness culture and I would thoroughly recommend MHIB to anyone looking for an MHFA trainer.



— Chief Executive at BIBA, 2020