

A close-up photograph of a vibrant green leaf, likely from a grass or similar plant, covered in numerous clear water droplets. The droplets are of various sizes and are scattered across the surface of the leaf, which shows clear vein patterns. The background is a soft, out-of-focus green, suggesting a natural outdoor setting.

in equilibrium

Call us free: 0800 622 6932

In-house training course details

Mental Health Awareness Training

Overview

This training course outlines the most common mental health disorders and helps managers recognise some of the signs and symptoms. It also raises awareness of the stress response and how it impacts on mental health. The relevance and requirements of the Equalities Act 2010 are also reviewed.

Managers learn the most effective ways of managing someone with either a suspected or diagnosed mental health condition, as well as helping their team cope during times when a member of the team is displaying some of the challenging behaviours associated with the most common mental health conditions.

The purpose of the training is to help managers understand the different behaviours associated with mental health conditions within the workplace, as well as ways of managing and containing those behaviours. It is recognised that managers cannot be expected to have in-depth knowledge of mental health conditions and that a balance must be struck. The management of mental health absence and return to work adjustments is also covered within the course.

Course Objectives

This training course enables managers, supervisors, team leaders etc to:

- Understand the stigma that surrounds mental health
- Increase awareness of their own attitudes to mental health and illness
- Improve understanding of the way stress impacts on mental health
- Recognise and understand some of the most common signs and symptoms of mental health conditions within the workplace
- Distinguish between genuine behaviours associated with a mental health disorder compared to “normal” behaviours
- Acquire the confidence to deal with clients or colleagues who may be experiencing mental health problems
- Apply a range of techniques to manage someone with a mental health condition
- Understand their legal requirements within the 2010 Equality Act

Who should attend

- Any person working with the general public/service industries
- Anyone working in a team environment
- Anyone whose role involves a requirement to be aware of the new Equality Act and its impact on employees with mental health issues

Course Content

Raising awareness of stress and mental health conditions

- What is Pressure? What is Stress?
- The effect stress has on the brain and the body (stress response)
- Signs and symptoms of acute, chronic stress and burnout
- Mental health and burnout
- Acute stress disorder

Types of mental health illnesses and conditions

- Depression
- Major depressive episode
- Generalised anxiety disorders
- Schizophrenia (Psychosis)
- Bi-polar affective disorder
- Asperger's syndrome

Areas of discussion

- An overview of the specific illness
- Common signs and symptoms
- Causes
- Possible interventions/medication
- Helpful hints for managers when supporting a person with the condition
- Managing mental health emergencies

Testimonial

"The Mental Health Awareness course was brilliant as was the trainer - very knowledgeable and a good trainer. Being a trainer myself I know how important it is to be confident in the delivery and have a great knowledge of your topic as there will always be someone that asks an awkward question. The trainer was very good at both and able to answer all the questions we posed.

We now have a greater understanding of all mental health issues and can hopefully make a difference in our company going forward. So please pass on our thanks....., and I would certainly recommend this course to others."

RAC

Fay McNicol - H&S Consultant

Course Content (continued)

Mental Health and the Law

This section covers the main areas of legislation and the impact on businesses, including the implications of the new Equality Act 2010.

Key skills and techniques for managers managing mental health related issues

Practical solutions managers can implement and advice on how to manage conversations with people suffering from a mental health condition.

Using the CUSP™ Framework to help managers manage suspected or diagnosed mental health conditions

Personal Action Planning

“At any one time, one worker in six in the UK is experiencing a mental health problem. Depression and anxiety are the most common, and they affect every workplace in the country, big or small. For too many people, unnoticed and untreated mental distress leads to protracted periods of absence and loss of job and income.”

Professor Bob Grove, Centre for Mental Health joint Chief Executive

Testimonial

“In-Equilibrium recently presented a Mental Health Awareness Training session to a group of our managers who are currently involved in managing such cases. This was exceptionally well received as it provided a lot of practical advice and useful tips on how best we can manage these Individuals. We are now looking to arrange some repeat sessions in order to further enhance our knowledge”

Capgemini Course Delegate

Course Details

Duration: 1 day

Optimum delegate numbers: 12

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