



Equality &  
Diversity UK

*Training • Resources • Network*

# Mental Health Awareness Course

<https://equalityanddiversity.co.uk/mental-health-awareness-course>

The training session will raise your understanding of the issues to be considered when supporting an employee experiencing mental ill-health at work.

## **Business need**

The session has been developed in collaboration with practitioners who are experienced in providing information, advice and practical support for employers on mental health issues.

The session is designed to raise your understanding about mental ill–health, we will look at statistics across the 9 protected Characteristics covered by the Equality Act 2010 preconceptions that exist about mental health, discuss its importance and also explore the impact that mental health issues can have on staff, management, productivity and the workplace in general.

During the training you will explore some of the common signs and symptoms of mental health conditions. As part of the session activities you will have the opportunity to discuss and explore strategies for early intervention and the support that organisations can put in place for employees experiencing mental ill health to help them remain in work and able to carry out effective roles.

Poor mental health in the workplace has real-world business impacts that directly affect productivity, staff attendance and customer service. A recent study has shown that poor mental health costs UK employers £8.4 billion in sickness absence and £15.1 billion in reduced productivity.

On the whole, many of the reasons behind poor mental health may not be work-related, however, it is clear that organisations need to be aware of how to effectively address these issues, support a diverse range of staff and create a culture which enables staff to remain productive and able to carry out their roles effectively.

Mental-ill-health can affect groups and individuals differently depending on their lived environment, culture, religion/belief, upbringing, values, lifestyles, ethnicity, gender, gender recognition and more.

However, one in four of us will at some stage experience mental ill-health. Stress, depression and anxiety are estimated to be the cause of more working days lost than any other work-related illness.

For this reason, it is significantly important that senior leader, management and employers have a basic awareness of mental health issues, their implications for staff and the confidence to know what approaches to take to support employees well-being and to remain productive.

All delegates will receive an electronic certificate of attendance for their participation in the training.

The training is suitable for: Managers, HR and personnel professionals, line-managers, head of department and team leaders.

## **Programme**

This event will cover the following.

- Why is mental health important?
- The impacts of mental health on staff and the workplace
- Mental health by protected characteristic- Equality Act 2010
- How mental health is viewed; exploring the stigmas and misconceptions
- The barriers that make managing mental health issues at work difficult
- Identifying the main mental health conditions, their symptoms and workplace solutions to support staff
- Recognising the signs of mental health issues in the workplace
- Discussions about how to handle issues when they arise
- Creating a culture and environment that supports communication, disclosure and well being
- Meeting individual needs (diversity)
- Supporting employees experiencing distress at work
- Supporting employees to remain in or return to work
- The benefits of having a policy
- The Equality Act 2010 and the need to consider reasonable adjustments

## **How is the course structured?**

The course is run as a 1-day workshop. Delivery is through a mixture of methods and involves delegates in group exercises and discussions. Training is practical and interactive.

## **Cost**

Please see our Costs and Agreement ([www.eduk.uk/docs/eduk-costs-and-agreement.pdf](http://www.eduk.uk/docs/eduk-costs-and-agreement.pdf))