



**Mindmaps  
Wellbeing**

**Mental Health Training &  
Guidance Support Services  
for the workplace**

**By Registered Mental  
Health Nurses**

**01803 659 566**

**[www.mindmapswellbeing.org.uk](http://www.mindmapswellbeing.org.uk)**

# Mindmaps Wellbeing Ltd

## Our Vision

At Mindmaps Wellbeing, our vision is for all organisations to have access to training which addresses the needs of their staff and customers, to provide mental health awareness and understanding.

To achieve this we offer a range of mental health related training and consultancy services to ensure employers are mental health aware in every aspect of their business.

We seek to challenge stigma and discrimination in the workplace related to mental health issues. We encourage employers to create an open and supportive culture where staff feel confident to discuss their mental health with their employer and to feel supported in the workplace, to maintain the mental wellbeing of everyone.

## Is it required by law to have Mental Health First Aid (MHFA) in the workplace?

Currently, legislation for mental health first aid provision in the workplace is not yet in place. The health and safety executives says: "You should consider ways to manage mental ill health in your workplace which are appropriate for your business, such as providing information or training for managers and employees, employing occupational health professionals, appointing mental health trained first aiders and implementing employee support programmes." (see link at the bottom)

The subject was debated in parliament back in January 2019 where unusually all parties were in agreement. - MHFAider's in the workplace should be equal in number to physical first aiders.

## What Makes Us Different?

We specialise in mental health training and consultancy services. All our trainers are highly experienced Registered Mental Health Nurses and Healthcare Educators. Our trainers have extensive knowledge in mental health.

Our trainers are registered with the Nursing and Midwifery Council or HCPC as Mental Health professionals and educators,

Beyond the initial training the aim is to be more than a tick box exercise, but to ensure mental health and wellbeing become integral to the workplace. The importance of providing staff training, gaining knowledge and understanding of mental health. After all it's something that we all have, we can be a long term support solution for all things mental health related in the workplace. We achieve this by providing ongoing support and guidance services. Such as our employee assistance programme or in-house drop in clinics. New services are always under development at Mindmaps Wellbeing as clients needs arise. The latest being the return to work assessments which are now available. If you are looking for a service not listed please contact us to see how we are able to support you requirements.





Do you have a Mental  
Health First Aider, in  
your organisation?



# How we can support you

Our training and consultancy services are here to support you and help manage the wellbeing proactively whilst minimising the impact of mental ill health on work and life.

At Mindmaps Wellbeing we work alongside you to deliver training that complements and enhances your existing wellbeing strategy. Should you not have one we can help you explore the best options for your organisation.



Mental Health First Aid (MHFA) England training courses teach people to spot the signs of mental health issues, offer initial help and guide a person towards support through signposting. We don't teach people to be therapists, but we do give people the tools to effectively listen, reassure and respond to mental ill health, even in a moment of crisis. The aim is to recognise the signs and prevent a crisis with early intervention.

## MENTAL HEALTH IS JUST AS IMPORTANT AS PHYSICAL HEALTH

Quality mental health training, underpinned by a robust wellbeing strategy, gives people the tools to keep themselves healthy and support each other. It can also help to:

- Build employees' confidence to have open conversations around mental health and break stigma.
- Encourage people to access support early when needed, for a faster recovery.
- Empower people to access support early when needed, for a faster recovery.
- Promote a mentally healthy environment, stopping preventable issues and allowing people to thrive and become more productive.
- Embed a long term positive, culture across the whole organisation, where employees recognise their mental and physical health are supported as equal parts of the whole person.



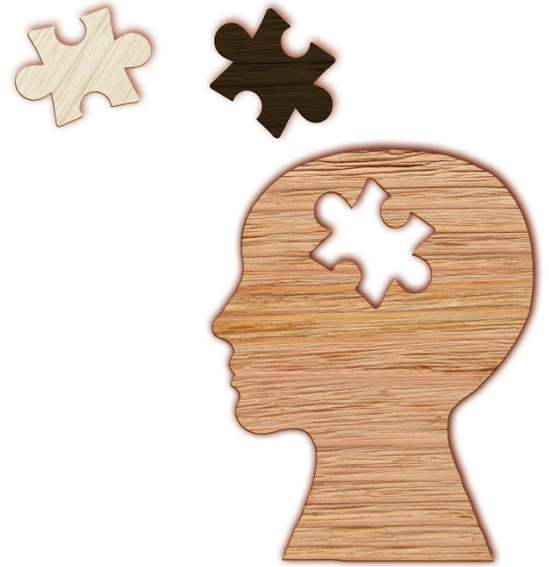


# Training & Guidance Support Services by Mindmaps Wellbeing

**All courses currently available online**

## Mental Health Training Solutions

- Corporate Mental Health Programme
- MHFA England Mental Health First Aid
- Mental Health Skills For Managers
- Mental Health Skills For Staff
- Suicide and Self-harm Prevention
- Understanding Anxiety & Depression
- Understanding Dementia
- Stress Management
- Cognitive Behavioural Therapy (CBT)
- Dialectical Behaviour Therapy (DBT)
- Recovery
- e-Learning modules
- We Focus App -



Proud Winners  
of The South West  
'Biggest Social  
Impact' Award 2020

## Guidance & Support Services

- Mental Health Workplace Policy
- Return To Work Assessment
- In-House Drop-In Clinic
- Mental Health Assessment
- Bridging The Gap - Clinical Support
- MHFAider Guidance & Support
- MHFAider peer support online group moderated by RMHN



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# Adult Mental Health First Aid

Is Mental Health First Aid required by law?

Currently, legislation for mental health first aid provision in the workplace is not yet in place. The health and safety executives says:

"You should consider ways to manage mental ill health in your workplace which are appropriate for your business, such as providing information or training for managers and employees, employing occupational health professionals, appointing mental health trained first aiders and implementing employee support programmes."

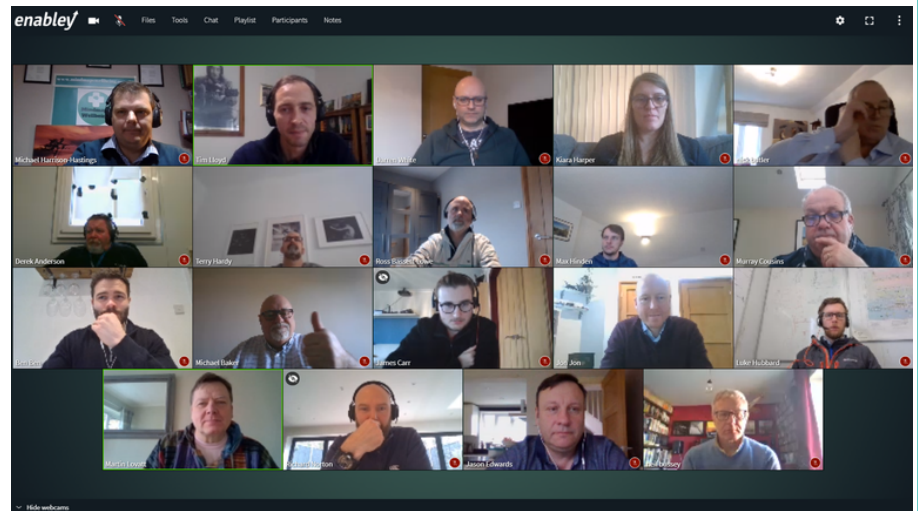
What is covered?

Session 1 -

- Why Mental Health First Aid
- What is Mental Health
- Impact of Mental Health Issues
- Stigma & Discrimination
- What is Depression
- Risk Factors for Depression
- Depression in the Workplace

Session 2 -

- Suicide Figures
- Alcohol, drugs and Mental Health
- First Aid for Suicidal Crisis
- Non-judgemental listening skills
- First Aid for depression
- Treatment & resources for depression
- Self-Care



Session 3

- What is an anxiety disorder
- First Aid for anxiety disorders
- Crisis First Aid after a traumatic event
- Alcohol, drugs and anxiety disorders
- Treatment & resources for anxiety disorders
- Cognitive disorders and CBT
- Personality disorders
- Eating disorders
- Self-Harm

Session 4-

- What is psychosis
- Risk factors for psychosis
- Alcohol, drugs and psychosis
- Schizophrenia
- Bipolar disorder
- Warning signs of developing psychosis
- Crisis First Aid for psychosis
- Treatment & resources for psychosis
- Recovery & building resources
- Action planning using MHFA



**Available Online**



# Skills for Effective Mental Wellbeing Conversations

Our one online Mental Health & Effective Wellbeing Conversations course, is designed to support change in workplace culture by creating a proactive approach to mental health in the workplace, How do you start a conversation? What tools are useful to support wellbeing conversation in the workplace?

## Course Outcomes

- Supporting good mental health in the workplace
- Introduce EAGLE. Mental health action plan.
- Core Skills in effective conversation
- Interpersonal effectiveness – including a listening skills exercise
- Balancing change & acceptance
- Radical acceptance
- Distress Tolerance
- Working with uncertainty
- Emotion interventions
- Wise mind
- Dear man
- Solution focused techniques
- Asking appropriate questions
- The Stress Container
- Self-Care
- Recovery
- The law on mental health for the workplace
- What are Reasonable adjustments



This course wasn't requested on your enquiry but one that has been very popular recently to engage conversation around mental health

**Available  
Online**

# Mental Health Skills for Managers

Our four-hour Online Mental Health Skills for Managers course is designed to equip managers with the understanding and skills to support themselves and their team. The course will assist managers in their roles, by balancing the individual v the business conundrum they face. It also includes a discussion around what is reasonable when making adjustments to cater for someone's mental ill health.

## Course Outcomes

- An understanding of what mental health is and how to challenge stigma
- A basic knowledge of common mental health issues and factors that can affect mental health
- An introduction to looking after your own mental health and maintaining mental wellbeing
- Spotting signs of distress
- Build confidence to open the conversation relating to mental health
- The confidence to support a person who is in distress or who may be experiencing a mental health issue
- Recovery
- Supporting good mental health in the workplace
- Currently, it includes a section on the Coronavirus and why it's effecting our mental health and how we can use coping strategies to assist during this time.

All delegates will receive a Certificate of attendance upon completion of the course.

Available  
Online





# Mental Health Awareness

Our Adult Mental Health Awareness is an introductory session to raise awareness of mental health. This course is perfect for ALL the workforce to attend and gain an understanding of mental health and how it affects us. It opens the door to generate conversations. The idea is to change the culture and stigma associated with mental ill health, and get people to look out for one another. Importantly to know it is okay to talk about your mental health within the workplace and importantly that it is OK to approach the MHFAider for support guidance.

## Course Outcomes

- An understanding of what mental health is and how to challenge stigma
- A basic knowledge of common mental health issues and factors that can affect mental health
- An introduction to looking after your own mental health and maintaining mental wellbeing
- Spotting signs of distress
- Build confidence to open the conversation relating to mental health
- The confidence to support a person who is in distress or who may be experiencing a mental health issue
- Recovery
- Supporting good mental health in the workplace

Available Online



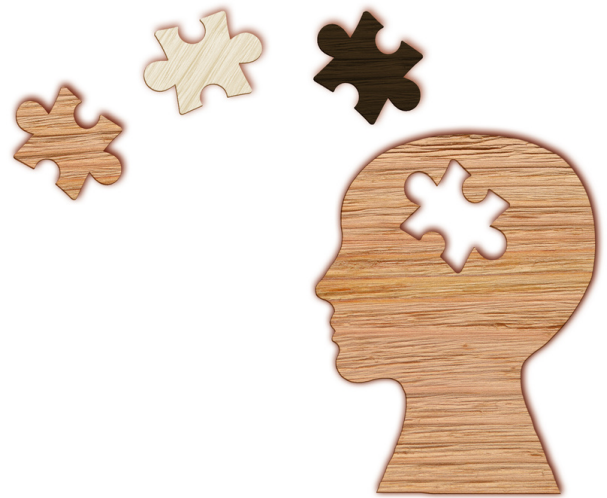
# Mindmaps Wellbeing Ltd

## Workshops

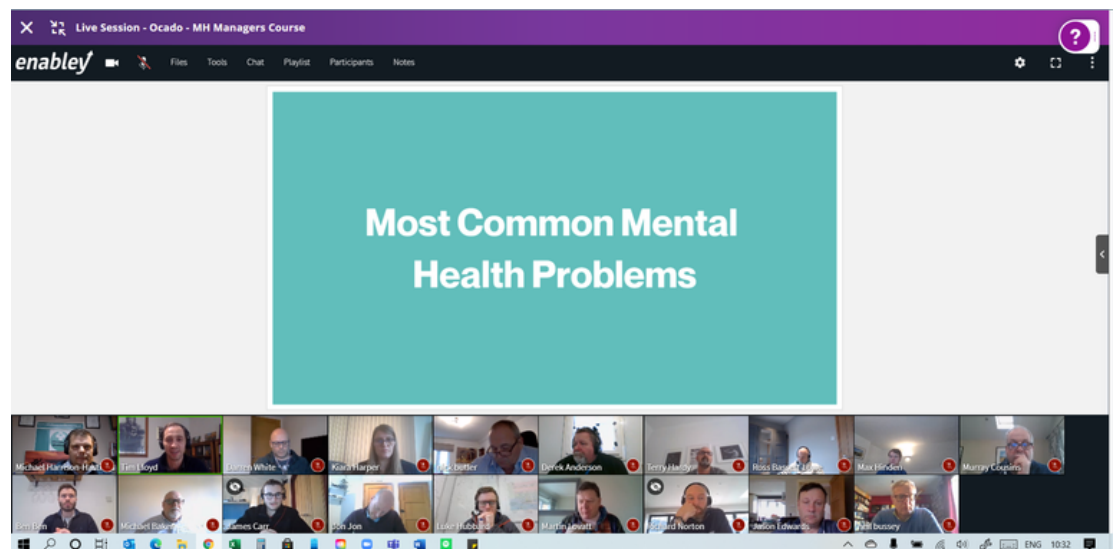
At Mindmaps Wellbeing we have various workshops for specific areas of mental health training. These are half-day interactive workshops written by an experienced mental health professional. If you don't see what you're looking for please just ask as we can often tailor a workshop for your specific industry.

Current Workshops offered include -

- Dementia Aware
- Self-harm & Suicide Aware
- Cognitive Behavioural Therapy
- Dialectal Behaviour Therapy
- Recovery
- Specialist Workshops
- Conference Workshops



Available  
Online



The courses are delivered using a blend of interactive activities, videos, case studies and group discussion, to facilitate an engaging and thought-provoking session.

All delegates receive a certificate of attendance which is emailed along with further information and good practice guides to support their learning after the event.



# Organisation Approach to Mental Health

A cultural change to promote mental health in the workplace is necessary, to improve the outcomes for everyone who is experiencing mental health issues. A whole organisation approach to this ensures that employers, managers and staff are suitably trained to support the needs of those who require the support. For those that attend our courses they will also learn how to look after their own wellbeing.

The organisational approach is essentially to ensure everyone within the organisation not only have some training understanding mental health more positively losing the stigma and discrimination associated with mental ill health, but to also ensure they all know its safe to speak about their mental health and seek help.

We believe that all employers should take the mental wellbeing of their staff and customers seriously. To ensure this, it is important that employers and employees are aware of mental health matters and the impact this can have in the workplace. We feel that to encourage employees to be open about their mental health needs, makes for a healthier, happier and more productive workforce.

An organisation which adopts this approach to mental health awareness enables employers to support their staff effectively, reducing absences, presenteeism and recruitment costs. We highly recommend a proactive approach to positive mental wellbeing in the workplace will provide the best results.

## Why Invest In Mental Health Training For The Workplace?

By tackling stigma and increasing understanding of mental health issues with formalised training evidence shows; Improved Productivity, Reduced; Absence, Presenteeism and Staff Turnover

**The average cost to employers is £1,700 per employee per year**  
The largest contributor to costs is presenteeism

**For every £1 invested the ROI is between £3 - £8**

### This cost varies by industry (Pre-Covid)

Finance / Insurance / Estate Agency	£ 3,300
Information & Communications	£2,250
Professional Services	£2,200
Transport / Distribution / Storage	£2,400
Public Sector - Admin / Defence / Social Services	£2,000
Other Public Sector Services	£1,700
Health Care	£1,600
Other Private Sector Services	£1,500
Education	£1,400
Retail & Wholesale	£1,300
Hotels / Catering / Leisure	£750

Intervention Type	Average ROI	Example Intervention(s)
Reactive Support	3:1	Therapy with a mental health practitioner
Proactive Support	5:1	Mental health workshops, health coaching
Organisation-wide culture / understanding	8:1	Tailored mental health training, personal exercise programme, employee assistance programme.

Deloitte Report January 2020 (pre-Covid)

# Employee Assistance Programme

This service is available for our Gold and Platinum members only. To become a Gold/Platinum member of Mindmaps Wellbeing and gain access to this service, the organisation must firstly have trained a minimum number of their staff with us. This ensures as an organisation mental health wellbeing is being looked after correctly.

## What is the Employee Assistance Programme?

Otherwise, known as 'Bridging the Gap' comes into action when an individual is struggling with their mental health, signposting has been completed and now they are waiting for treatment. Just as with physical health there is a typically long waiting list to be seen by a professional and receive any treatment.

During this time people tend to generally decline in health. It often follows with a period of long term absence as a result. It is estimated the cost of mental health in the workplace amounts to £1000 per employee a year.\*

At Mindmaps Wellbeing we have a team of registered mental health professionals on hand to deliver relatively immediate treatment, avoiding the waiting time. We complete an initial assessment for a fixed fee, this is finalised in a report with our recommendations. If a treatment programme is the best course of action suggested, then this is arranged on an individual basis. This service has proved extremely popular with our customers with the feedback we are receiving as it is good for the wellbeing of the individual who's struggling and now able to be assisted immediately. Naturally it is also good for the organisation as the expectation is for the employee to remain within work where possible, or at the least be absent for a considerably shorter period. Towards the back of the brochure you will find a case study /review from AC Landscapes and Treeworks who have been using our services for around seven months to see its benefits. They believe a life may well have been saved as a direct result from our training combined with this service. (You will be able to see in our case study - testimonial.)





# In-House Drop In Clinic

## Guidance & Support

The drop-in clinic can be used for a variety of supportive activities to promote, encourage and enhance the culture of open access to support with mental health and wellbeing for all employees, volunteers and customers.

The session may be used to offer:

1-1, face to face mental health support to individuals wishing to discuss their mental health, confidentially, with a highly experienced mental health professional.

This service has been shown to improve staff wellbeing, safety and recovery where mental health problems arise and can reduce absences and recovery times.

To provide ongoing support, guidance and supervision to

Mental Health First Aid (MHFA) trained staff. As part of the drop-in clinic, supervision is offered to all staff trained in MHFA to help them to implement and enhance their learning from the course. This session can be used to confidentially discuss any barriers to being an MHFAider in the workplace and explore examples, where they have had any problems implementing the MHFA action plan with an individual.

Further developmental training and updates for MHFA trained staff, to ensure they are kept up to date on any developments in mental health support options and approaches, non-judgemental listening, signposting and resources, risk management and working with diagnosed conditions, for example.

Staff/Volunteer group activity – This could include sessions such as Mindfulness, Yoga, Distress tolerance skills, Managing your mental wellbeing, Stress tolerance skills and many more.

Options: 4 Hour Drop-in Clinic session break-down examples.

Time	12:30-13:00	13:00-13:30	13:30-14:00	14:00-14:30	14:30-15:00	15:00-15:30	15:30-16:00	16:00-16:30
Activity Option 1	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot
Activity Option 2	MHFAider supervision session		Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot
Activity Option 3	MHFAider supervision session		MHFAider training and development session		Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot
Activity Option 4	MHFAider supervision session		Staff/Volunteer group activity		Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot



# Organisations we've Trained & Work with

**AC LANDSCAPES &  
TREETWORKS** UK Ltd.  
*Safety First Safety Always*



South Western Ambulance Service **NHS**  
NHS Foundation Trust



**Environment  
Agency**



yoga for wellbeing



**PKF FRANCIS CLARK**  
Chartered accountants & business advisers

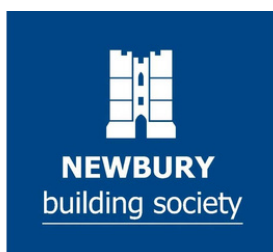


UNIVERSITY OF EXETER  
**STUDENTS'  
GUILD**

**dyson**



St. Boniface  
Veterinary Clinic





# AC Landscape & Treeworks

## Case Study / Testimonial

As a business and as the health and safety director it is our legal requirement to protect the workforce and to provide them with the training to be able to deliver the works in a safe manner. Over the past years the obvious element of training has been focused on the physical side such as the safe use of chainsaws and other machinery. We also have a duty of care towards employees and public. All our employees are provided with the tools to deliver the works as required. Each of these tools, in the wrong hands or in the hands of an individual who may not be focused could lead to catastrophic events.

At the end of 2018 I used the MHFA website to find an approved trainer in the local area and spoke to several individuals and companies to select the right trainer to suit our needs. Tim Lloyd of Mindmaps Wellbeing came up on my search and dropped him an email. Tim sent me his CV, and we had a chat over the phone of what we needed and how he could help. With his background with the NHS I knew this guy was clearing going to know what he was talking about. At the start of 2019 myself and others appropriately selected employees ranging from various levels within the business and different area of the business sat with Tim. The idea was to select employees who would be willing to discuss mental health issues but also coming from various sectors of the business which would hopefully give the employees the opportunity to speak with others outside their business structure.

If I am 100% honest, I had no idea what to expect. I had no idea what I would achieve from the training and how I could relate it back to the business. I knew mental health was and is difficult topic to discuss and from a business perspective we had never had to deal with any

**AC LANDSCAPES & TREEWORX** UK Ltd.  
*Safety First Safety Always*



Perhaps, employees not wanting to admit their mental state or embarrassed to say they have a mental health illness, but I knew it was an area which we needed to improve. With the nature of our works and certainly speaking within our business, we are predominately a male driven organisation. It is notoriously known that men do not talk or hide their thoughts and feelings, breaking this stigma was going to be a challenge.



I left the training and had an hour's drive home to reflect what was discussed and coming to terms that I was now a mental health first aider and what I now needed to do to promote this within the business. We started with safety briefs and talks on site with the teams to discuss the training we had completed, who were the mental health first aiders and what they could bring to the business. Provided numbers and details for them to contact with no judgement or come back. We have also started to deliver, with the assistance of Mindmaps Wellbeing, the half day course for all employees and soon will be delivering the one day for all managers or supervisors. As a business we are treating mental health training as we would with any other first aid courses which are a mandatory for all on site.

Since the training in January of this year we have seen a significant increase in the number of mental health cases with individuals talking about stress and depression. It is difficult as a business to quantify this information as I am confident in that previous year's employees would have not been so open about their mental health and used 'other' reasons for their absence. I strongly believe the training we have been provided has certainly started to break the stigma of mental health and as a business we are now accepting this and ensuring the employee seeks the correct help. We have used Mindmaps Wellbeing to assist these employees and to ensure they are safe to return or if the business can assist the individual back to their full duties.



AC are also wanted to develop our relationship with Mindmaps Wellbeing and are arranging all the mental health first aiders to come together and discuss the cases we have dealt with and how we can improve our mental health awareness throughout the business. Using Tim, we will be able to learn from our previous dealings and develop our internal services where possible.



Without this training and the support of the MHFA approved training provider in Mindmaps Wellbeing I strongly believe that we have not only started to break the stigma of mental health and making it "OK to talk" within the business but with a few cases we have dealt with we have supported individuals through their issues rather than them hiding from the embarrassment of having a mental health problem but also may have saved an individual from taking their own life.

Health and Safety Director  
AC Landscapes & Treeworks UK Ltd



# Meeting The Standard

## MHFA England – meeting Public Health Priorities?

1. Helping people to live longer and more healthy lives by reducing preventable deaths and the burden of ill health associated with smoking, high blood pressure, obesity, poor diet, **poor mental health**, insufficient exercise, and alcohol
2. Reducing the burden of disease and disability in life by focusing on preventing and recovering from the conditions with the greatest impact, including dementia, anxiety, depression and drug dependency
3. Protecting the country from infectious diseases and environmental hazards, including the growing problem of infections that resist treatment with antibiotics
4. Supporting families to give children and young people the best start in life, through working with health visiting and school nursing, family nurse partnerships and the Troubled Families programme
5. Improving health in the workplace by encouraging employers to support their staff, and those moving into and out of the workforce, to lead healthier lives



Public Health  
England

**mhfa**   
mental health first aid england



**We think so..**  
[info@mhfaengland.org](mailto:info@mhfaengland.org)

**Financial  
Services**  
National  
College

Sole Provider  
for Mental Health  
Training & Support  
Services

*Mental Health*

**citb**

Approved  
Training  
Organisation

*'Enlightening, interesting and very engaging. Tim was very knowledgeable, delivering a great course'*



**Mindmaps  
Wellbeing**

*'This was quite simply the best training I've ever had. It will change the way I think about mental health forever. If I need help, I want someone like Tim in my Corner'*



Proud Winners  
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'Biggest Social  
Impact' Award 2020

**MHFA England**  
INSTRUCTOR  
MEMBER



We are  
Registered

**UKRLP**  
UK Register  
of Learning  
Providers

**For a no obligation quotation on how we  
can support the mental health in your  
workplace contact us on the details  
below.**

**Look out for our  
Mental Health & Wellbeing  
Corporate Programme  
Coming Soon**



[www.mindmapswellbeing.org.uk](http://www.mindmapswellbeing.org.uk)



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