



# Expand your knowledge.

With remote training from Rethink Mental Illness.

**Rethink  
Mental  
Illness.**

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“I learnt a lot of practical tools today. Very useful for my work as well as my personal life.”

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## About Rethink Mental Illness

We're Rethink Mental Illness, a leading charity provider of mental health services in England.

We support tens of thousands of people through our groups, services and advice and information.

We train employees, employers and members of the public on how best to support someone affected by mental illness.

All of this work guides our campaigning for the rights of people with mental illness and their carers.

Working alongside the people we support, we are saving lives.



### 5 core messages that drive our work

1

Everyone living with a mental illness deserves to be treated with dignity and respect.

4

By challenging attitudes to mental illness, including tackling stigma and discrimination, we change lives.

2

Mental health needs are just as important as physical health needs. We need to support the “whole person”.

5

Founded over 40 years ago by carers, we have unique expertise in schizophrenia and psychosis, depression, bipolar and personality disorders.

3

People with experience of mental illness are at the heart of everything we do – they run our groups, shape our services and drive our campaigning.



## About our training

There are strong business and moral reasons why all workplaces should be working to create a more open and honest culture when it comes to mental health.

### **We can help your organisation by providing tailored training on:**

- The background knowledge we all need on this topic in order to think differently
- Practical ways employees can promote a better culture at all levels of the business
- Frameworks for having supportive conversations with colleagues
- Tools for managers when supporting the wellbeing of direct reports
- How employees can look after themselves



Undisclosed and unsupported mental ill health in our workplaces costs the UK economy an estimated £45 billion every year. Deloitte, 2020

### About our training

Delegates come away from our training with tools and resources that they can begin using immediately to help your organisation on its journey.

We also offer explicit training for senior leaders.

All of our training has been designed and reviewed with the input of people with lived experience of mental illness. It has been created using robust, evidence-based approaches.

“Very engaging, informative and powerful – Thank you.”

“A hugely valuable training and very relevant, particularly given the current environment – should be mandatory for everyone to attend!”

### Our training formats



**Courses** – 3.5 hours, pre-existing series of modules.



**Bite-sized sessions** – from 30-minutes long, a series of modules available for you to mix and match.

# Mental health awareness

## Modules:

### 1. What is mental health?

**Learning objective:** By the end of this module, delegates will be able to explain mental health as something we all have and evaluate the impact of stigma on society's attitudes to mental health.

**We will cover:**

- The language we use when discussing mental health and mental illness and the impact this has
- The difference between mental health and mental illness
- The fact that we all have mental health
- That everyone's mental health exists on a continuum

### 2. What is mental illness?

**Learning objective:** By the end of this module, delegates will be able to describe some common and less common mental illnesses and their possible signs and symptoms.

**We will cover:**

- Definitions of 'mental illness'
- How common mental illness is
- Signs and symptoms of general mental ill health
- Some common and less common mental illnesses
- Potential causes and treatments

For everyone

3.5 hours  
including  
breaks

### 3. Stigma reduction and cultural change

**Learning objective:** By the end of this module, delegates will be able to identify practical ways they can challenge stigma.

**We will cover:**

- Definitions of 'stigma' and 'discrimination'
- Examples of stigma toward mental illness at work
- How stigma negatively impacts people living with mental illness
- Ways you might challenge stigma in your workplace

### 4. Supportive conversations

**Learning objective:** By the end of this module, delegates will be able to list features of a supportive conversation with a colleague who is experiencing poor mental health.

**We will cover:**

- Reasons people may not speak up about their own mental health/want to ask about someone else's
- Boundaries when supporting others
- Things to try not to do and try to do in a supportive conversation
- Routes to support for crisis and non-crisis situations
- A framework to guide a supportive conversation

### 5. Your wellbeing

**Learning objective:** By the end of this module, delegates will be able to describe what wellbeing looks like for them and identify ways to proactively look after it.

**We will cover:**

- What wellbeing means to you
- The Five Ways to Wellbeing
- The Stress Bucket
- Wellbeing Plans
- One thing you will start or do differently from today



# Mental health in the workplace for managers

## Modules:

### 1. What is mental health?

**Learning objective:** By the end of this module, delegates will be able to explain mental health as something we all have and evaluate the impact of stigma on society's attitudes to mental health.

#### We will cover:


- The language we use when discussing mental health and mental illness and the impact this has
- The difference between mental health and mental illness
- That we all have mental health
- That everyone's mental health exists on a continuum

### 2. What is mental illness?

**Learning objective:** By the end of this module, delegates will be able to describe some common and less common mental illnesses and their possible signs and symptoms.

#### We will cover:

- Definitions of 'mental illness'
- How common mental illness is
- Signs and symptoms of general mental ill health
- Some common and less common mental illnesses
- Potential causes and treatments



Aimed at line managers\*

3.5 hours including breaks

\* This course can also be delivered to non-managers and would be called **Mental Health in the Workplace**

### 3. Mental illness in the workplace: How can managers respond?

**Learning objective:** By the end of this module, delegates will be able to identify key areas where employees might struggle with their mental health and list practical measures they might take to reduce this.

**We will cover:**

- Recruitment
- Presenteeism & Leaveism
- Asking staff about wellbeing
- Confidentiality and its limitations
- Sickness absence
- Return to work
- Reasonable adjustments
- Stress Risk Assessments
- Wellbeing Plans

### 4. Supportive conversations

**Learning objective:** By the end of this module, delegates will be able to list features of a supportive conversation with a colleague who is experiencing poor mental health.

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# Mental health champions



For new and  
existing Mental  
Health  
Champions

3.5 hours  
including  
breaks

Mental Health Champions are employees within your organisation who, alongside their usual roles, have a proactive voice in encouraging an open and positive culture around colleague mental health.

This is a long-term programme that will be embedded into your organisation.

This network of Champions is a brilliant way to raise awareness and drive cultural change where you work.

However, they should be supported to form a network and given clear instructions regarding tasks they are expected, and not expected, to carry out.

As well as training your Champions, we can work with you to help you decide what you want your Champions to do and how you will set up and maintain their support network.

We can also collaborate to create resources for you and your Champions to use for their awareness-raising activities.

## Modules:

### 1. What is a Champion?

**Learning objective:** By the end of this module, delegates will be able to give examples of what Champions will and will not do

**We will cover:**

- Key Champion roles and responsibilities
- Things that are and are not expected of them
- Steps they will take to establish clear boundaries

### 2. What is mental health?

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- Wellbeing Plans
- One thing you will start or do differently from today

### 6. Stigma reduction and cultural change

**Learning objective:** By the end of this module, delegates will be able to identify practical ways they can challenge stigma.

**We will cover:**

- Definitions of 'stigma' and 'discrimination'
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- How stigma negatively impacts people living with mental illness
- Ways you might challenge stigma in your workplace



## 7. Sharing stories of lived experience safely

**Learning objective:** By the end of this module, delegates will be able to describe how to safely share stories of lived experience

**We will cover:**

- Why stories are powerful transformational tools
- What could go wrong when sharing and how we can prevent this
- The different types of stories

## 8. Being a Champion

**Learning objective:** By the end of this module, delegates will be able to describe what their next steps are and what being a Champion looks like at your organisation

**This module is tailored to what you'd like your Champions to do, and we can help you decide this.**

**We could cover:**

- Ways in which they will promote your organisation's benefits e.g. your EAP
- What their next steps are
- What they will be doing on upcoming awareness-raising days



Mental health champions

### Bite-sized sessions

We offer 50 minute modules covering a variety of topics – see our most popular options below.

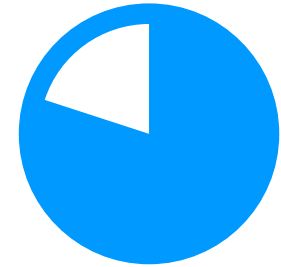
#### General topics

1. Managing stress
2. An introduction to supportive conversations with colleagues
3. An introduction to resilience skills

#### Specific topics

4. Leading the way to a mentally healthy workplace – for senior leaders
5. Your wellbeing as a key worker
6. An introduction to supportive conversations with your service users
7. Your wellbeing when transitioning to new ways of working

### Why 50 minutes?



### We care about your wellbeing

Research by **Microsoft Human Factors Lab (2021)** highlighted the importance of allowing people breaks between virtual meetings.

They found three key takeaways:

- Breaks between meetings allow the brain to “reset,” **reducing a cumulative build-up of stress** across meetings.
- Back-to-back meetings can **decrease your ability to focus** and engage.
- Transitioning between meetings can be a **source of high stress**.

**Ask us about bundles!**

## **FAQs**

### **Are you able to deliver courses remotely or face to face?**

All our training is currently delivered remotely.

### **What software do you use to deliver courses?**

We use Zoom to deliver our training. We have taken careful consideration of a number of different platforms. You do not need a Zoom account to access our training.

### **Are you able to deliver on other platforms?**

As mentioned above, we have found Zoom to be the best option for us in terms of delivering our courses and so would prefer to use this. If you have any concerns or questions, do get in touch.

### **How do I access the course?**

You will be sent joining instructions with your booking confirmation. But essentially, you only need to follow the link that we will send you when your booking is confirmed.

### **Are the courses interactive?**

Our online courses are fully interactive to enhance learning and maintain attention.

### **How much do courses cost?**

Course costs are confirmed at the time of booking and will depend on a few factors. But to give you an idea, a one-hour session is usually £500 + VAT.

### **How many people can attend a course?**

Our optimal group size for a 3.5-hour course is 16 but you are welcome to have up to 20. For shorter sessions, we can accommodate bigger groups.

### FAQs continued

#### **Who will deliver my course?**

Your dedicated trainer will be suitably qualified to deliver your course. Our trainers come from a variety of backgrounds, but all have 'workplace wellbeing' in common! You can ask more about your trainer at any time. You will also have an account manager who will liaise with you ahead of your training.

#### **I need to start late/leave early – is that OK?**

We believe that paying attention to your mental health, and giving yourself the full duration of the course to consider it, is a really important thing to do. However, we understand (now more than ever) if you have other responsibilities or constraints which mean you have to arrive a few minutes late or leave a few minutes early. Please just let your trainer know.

#### **Can I have a copy of the slides before/after the course?**

If you attend our Mental Health Awareness, Mental Health in the Workplace or Mental Health in the Workplace for Managers course you will get an e-pack emailed out to you with lots of helpful information.

#### **Can I record the session?**

We pride ourselves on the safe space we create in our virtual training room for delegates and attendees to share openly and honestly their thoughts and feelings on mental health and/or the workplace. This is one reason we do not allow delegates or clients to record the courses. If you are looking for a recorded session or pre-recorded session, this is not something we offer as standard but we would be willing to discuss your needs and see if we could provide this.

# Get in touch today

For a quote or to hear more about how we can help you, get in touch with the External Training Team at [training@rethink.org](mailto:training@rethink.org) or on **0333 222 587**.

## We also offer:

- Train the trainer
- Consultancy
- An all-staff survey – ‘Snapshot’
- e-Learning

[training@rethink.org](mailto:training@rethink.org)

