Expand your knowledge with training from Rethink Mental Illness

Contents

About us

We're **Rethink Mental Illness.** Our mission is to lead the way to a better quality of life for everyone severely affected by mental illness.

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. 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.

About our training

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

RETHINK Mental Illness.

Mental health awareness

Rethink Mental Illness.

About this course

3.5 hours online or 4 hours in-person

Suitable for all staff

Modules

1. Your wellbeing

2. What is mental health?

3. What is mental illness?

4. Stigma and discrimination

5. Supportive conversations

Mental health awareness

Module 1 – 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

Module 2 – 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

- We all have mental health

- That everyone's mental health exists on a continuum

Mental health awareness

Module 3 – 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

- Black, Asian and Minority Ethnic experiences of mental illness

- Signs and symptoms of general mental ill health

- Some common and less common mental illnesses

- Risk and protective factors

Module 4 – Stigma and discrimination

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

- The impact of stigma

- Ways we can challenge stigma in a workplace

Mental health awareness

Module 5 – 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:

- Things to try not to do and try to do

- A framework to guide a supportive conversation

- Scenarios – having supportive conversations with your colleagues

- Routes to support for crisis and non-crisis situations

Mental health for managers

About this course

3.5 hours online or 4 hours in-person

Suitable for all people managers

Modules

1. Your wellbeing

2. What is mental health?

3. What is mental illness?

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

5. Supportive conversations

Mental health for managers

Module 1 – 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 Stress Bucket

Module 2 – 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 difference between mental health and mental illness
- We all have mental health
- That everyone's mental health exists on a continuum

Mental health for managers

Module 3 – 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

- Black, Asian and Minority Ethnic experiences of mental illness

- Signs and symptoms of general mental ill health

- Some common and less common mental illnesses

- Risk and protective factors

Module 4 – 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:

- Presenteeism & Leaveism

- 1:1s

- Confidentiality and its limitations

- Wellbeing Plans

- Stress Risk Assessments

- Reasonable adjustments

- The legal framework

Mental health for managers

Module 5 – 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:

- Things to try not to do and try to do

- A framework to guide a supportive conversation

- Scenarios – having supportive conversations as a manager

- Routes to support for crisis and non-crisis situations

Mental health champions

Mental Health Champions are employees within your organisation who, alongside their usual roles, raise awareness of mental health and mental illness in various creative ways.

A long-term programme embedded into your organisation.

Creates a network of Champions to raise awareness and drive cultural change where you work.

Champions are supported to form a network and given clear expectations.

Rethink Mental Illness can guide you through the process of defining the work of your Mental Health Champions.

Support from us to create resources to raise awareness of their work.

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Mental health champions

About this course

3.5 hours online or 4 hours in-person

Suitable for your new and existing Mental Health Champions

Modules

1. What is a Champion?

2. Your wellbeing

3. What is mental health?

4. What is mental illness?

5. Supportive conversations

6. Stigma and discrimination

7. Action planning

Mental health champions

Module 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

Module 2 – 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

Mental health champions

Module 3 – 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.

We will cover:

- 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

Module 4 – 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

- Black, Asian and Minority Ethnic experiences of mental illness

- Signs and symptoms of general mental ill health

- Some common and less common mental illnesses

- Risk and protective factors

Mental health champions

Module 5 – 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:

- Things to try not to do and try to do

- A framework to guide a supportive conversation

- Scenarios – having supportive conversations with your colleagues

- Routes to support for crisis and non-crisis situations

Module 6 – Stigma and discrimination

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

- The impact of stigma

- Ways we can challenge stigma in a workplace

Module 7 – Action planning

Learning objective:

By the end of this module, delegates will be able to list the ways they will carry out their Champion role.

We will cover:

- Ways they will reduce stigma, increase understanding and empower wellbeing across the organisation

- They ways they can do this every day, regularly (e.g., at team meetings) and less frequently (e.g., at annual events)

Suicide awareness

About this course

4 hours online or in-person

Suitable for all staff

Modules

1. Looking after yourself

2. Suicide and stigma

3. Spotting the signs

4. Having a safe conversation

Suicide awareness

Module 1 – Looking after yourself

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:

- Whose wellbeing comes first?

- The Stress Bucket

- Wellbeing Plans – planning for your wellbeing during and after this course as well as in future when helping others

Module 2 – Suicide and stigma

Learning objective:

By the end of this module, delegates will be able to identify stigmatising views around mental illness and suicide and challenge them.

We will cover:

- How easy is it to talk about mental illness and/or suicide?

- Attitudes towards mental illness

- Myths surrounding suicide

- Facing multiple stigmas

- Scenarios – practice challenging stigma

Suicide awareness

Module 3 – Spotting the signs

Learning objective:

By the end of this module, delegates will be able to list possible signs that someone might be suicidal.

We will cover:

- What makes 'a life worth living'
- Protective factors
- Risk factors
- Warning signs we might see or hear

Module 4 – Having a safe conversation

Learning objective:

By the end of this module, delegates will be able to describe the features of a safe and helpful conversation with someone who is suicidal.

We will cover:

- Things to try not to do and try to do
- How to 'Ask, Evaluate and React'
- Confidentiality and its limitations
- Scenarios – practice having a safe conversation

Bite-size sessions

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

Rethink Mental Illness.

General topics

1. Managing stress

2. Supportive conversations with colleagues

3. An introduction to resilience skills

"Why 50 minutes?"

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 stress.

Specific topics

1. Leading the way to a mentally healthy workplace – for senior leaders

2. Your wellbeing as a key or frontline worker

3. Supportive conversations with your customers

4. Your wellbeing when transitioning to new ways of working

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Mental health first aid

About Mental Health First Aid (MHFA)

MHFA is designed and accredited by Mental Health First Aid England (MHFAE) who also train and quality-assure their trainers.

We work with MHFA trainers to provide this training in various versions and formats including both the Adult and Youth versions.

Example content:

- Recognising people experiencing poor mental health

- Providing first-level support and early intervention

- Encouraging people to identify and access sources of professional help and other support

- Boundaries and confidentiality

- Self-care

Frequently asked questions

? **Do you deliver courses remotely or face to face?**

Either! We aim to train where it suits you.

? **How will delegates access an online course?**

Delegates join via the Zoom link we provide you with.

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

We use Zoom to deliver our remote training.

? **Are the courses interactive?**

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

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

We have found Zoom to be the best option to deliver courses. If you have any concerns or questions, do get in touch.

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

Our optimal group size for our longer courses is 16 but you are welcome to have up to 20. For shorter (bite-sized) sessions, we can accommodate bigger groups.

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Frequently asked questions

? Who will deliver the course?

Your dedicated trainer will be suitably qualified to deliver your course. Our trainers come from a variety of backgrounds, but all have mental health and workplace wellbeing in common.

? Someone needs to start late/leave early – is that OK?

Our courses are designed to be attended in full. However, we understand that delegates have other responsibilities or constraints which mean they have to arrive a few minutes late or leave a few minutes early, please just let us know.

? Can we have a copy of the slides before/after the course?

If you book our Mental Health Awareness, Mental Health for Managers or Mental Health Champions course, you will get an e-pack emailed out to you containing all the resources from the session.

? Can we record the session?

We pride ourselves on the safe space we create in our virtual training room for delegates and attendees to share openly. This is why we do 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 can discuss your needs for this.

Get in touch today

For a quote or to hear more about how we can help you, email the Training Team at training@rethink.org or call **0333 222 5878**.

We also offer:

• Bespoke training

• Train the Trainer

• Consultancy

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