



Chapter

positive about mental health

BUSINESS MENTAL HEALTH TRAINING



chaptermentalhealth.org



01244 344 409

You've changed the way you work We've evolved the way we support

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Your world,
our world, the business world
has faced some of its biggest challenges to date. With
these challenges Chapter Mental Health has evolved
to ensure we support every one of your people to build
strength and resilience no-matter what lies ahead...

Why Invest in Mental Health?

Research¹ published by Deloitte in 2020 shows that for businesses investing into the mental health of their employees, the average return on that investment is £5 for every £1 spent, with figures as high as £9 for every £1 spent in some cases. Engaging Chapter to provide a bespoke training, coaching and support package to support and improve the mental health and wellbeing of your employees is therefore an essential business investment.

Why Chapter?

With nearly 30 years' experience, Chapter know a thing or two about mental health. By choosing Chapter, a mental health charity, as your provider for mental health training and support, you know that your investment will go beyond providing a worthwhile return within your business; you will also be making an investment in local communities. As a charity, we invest all profits we receive from delivering business services straight back into our community projects, supporting people to better manage their mental health, recover from mental illness, and reach their best potential.

[1] Mental health and employers: Refreshing the case for investment (January 2020)



Working in Partnership

Our partnership approach extends beyond the work we do directly with you, into partnerships with other organisations that will enable us to provide you with a tailor-made support and training package to meet your specific needs.

For example, we can bring in our HR partners to support you in a co-ordinated approach to recruitment and retention, as well as to ensure your policies and procedures support the mental health and wellbeing of your employees beyond the minimum legal requirements in a way that truly makes you an employer of choice. First Aid Training is another area that can be looked at holistically - covering both physical and mental health first aid - so we work with carefully selected partners to allow us to offer you a comprehensive package covering both aspects.

Our bespoke wellbeing solutions can support you with:



Staff retention

Staff turnover caused by mental health issues in the workplace cost UK employers between £3.1bn¹ and £8bn² per year. To help your staff feel valued and you to retain valuable employees in your business, we can support you in creating and implementing workplace systems, procedures and practices that promote mental health and wellbeing. We can also train your staff in individual wellbeing practices and, should anyone be affected by mental ill-health, provide targeted support.



Staff recruitment and onboarding

We can provide consultancy support throughout your recruitment and staff onboarding process, from your advertising and interview processes all the way through to health questionnaires and references-taking. Getting this process right ensures not only that you comply with essential legislation, but that your employer brand is strong and attracts the best candidates into your business.



Leadership and other professional development

Equipping your managers, senior leaders and employees at all levels of the business with the skills and knowledge to recognise symptoms of mental ill-health, offer support where it is needed, signpost to other sources of support and to be sensitive and supportive managers, leaders or co-workers is an essential element of your employees' professional development. Through tailor-made training solutions consisting of a combination of bespoke and accredited courses and workshops, we support you in upskilling your employees, providing them with accredited training certification, improving working relationships and reducing workplace conflict.



Increased productivity

Lost productivity attributed to "presenteeism" caused by mental ill-health has been reported to cost UK businesses anywhere from £17bn² to £29.3bn³. It makes sense to provide your employees with tools and support to help them be at their best while they are at work and to use their leisure time in ways that are conducive to mental wellbeing.



Business growth

Extensive research from the field of positive psychology⁴ shows that when people are mentally well, they are likely to be more creative and better at problem-solving, experience more positive relationships and have a more positive outlook. This, coupled with the increased productivity benefits from having employees who are mentally well, supports business growth. By providing you with bespoke training and support packages to underpin your employees' mental health and wellbeing, we can help you foster a working environment in which employees, and consequently your business, are able to flourish.



Business restructure

From time to time, it is necessary for businesses to undergo restructuring processes and difficult decisions have to be made. During these times, it is more crucial than ever for employees remaining within the business, either in their existing or new roles, to feel valued and supported. It is also important from a corporate social responsibility perspective for the business to support the mental health and wellbeing of those employees who will unfortunately lose out in the process, providing them not only with practical tools to find alternative employment, but also with the mental resilience and wellbeing toolkit to overcome the challenge and allow them to thrive beyond the current circumstances.

Should your business find itself in this situation, we can help you underpin this transition process with bespoke training, coaching and support solutions suited to your specific circumstances.

PASSION LED US HERE

Our business wellbeing solutions :



All training courses can be delivered in person or virtually, for complete flexibility.

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Mental Health First Aid - 2 days - MHFAA

Qualifies you as a mental health first aider, providing an in-depth understanding of mental health and the factors affecting wellbeing. Provides you with the confidence to step in, reassure and support a person in distress.

For groups of 8-16 people.



Mental Health First Aid - Half Day - HALFMH

Gain a wider understanding of how and why positive and negative mental health affects business, identifying the discrimination surrounding mental health problems and begin developing a business case for promoting mental health in the workplace.

For groups up to 12 people.



Really enjoyable course, packed full of information, very informative and thought provoking and will certainly make a difference to how I view mental health. I'd recommend this to anyone feeling that they need to improve their knowledge of mental ill-health.

Sarah, Mental Health First Aid attendee



Mentoring Skills - 4 split days - MS

This course provides participants with the confidence and skills to develop a mentoring relationship. A portfolio leads to an accreditation awarded by Open Awards.

For groups of up to 16 people.



Starting a Conversation - 2 hours - MIH

Equipping you with the skills to start a conversation, this workshop takes the fear out of making the first steps in supporting someone with their mental health. Participants learn how to approach someone they're concerned about and gain an understanding of what help and support is available.

For groups of up to 12 people



Mental Health Awareness - 2 hours - MHA

A really helpful awareness session covering:

Why is our mental health important, what influences our mental health, the most common mental health problems and ways to support wellbeing.

For groups of up to 12 people



Mental Health Lunchtime Seminar - 1 hour - MHAF

An overview of mental health, which helps you gain an understanding of what affects our mental health and feel more confident in approaching and beginning to support someone with a mental health issue.

For groups up to 20 people



Mentoring Skills Awareness - 3 hours - MSA

An introduction to the skills of mentoring with a focus on mentoring individuals with mental health issues. Course includes exploring the boundaries of a mentoring relationship, and a basic mentoring model.

For groups of up to 12 people.

How can we support your business?

Book an exploratory call with Frederika Roberts, our Business Wellbeing expert.

Call 01244 506211



Our Wellbeing Training Facilitator

Frederika Roberts

Frederika has owned and managed SMEs (Recruitment, Social Media Marketing, Speciality Food) and been a teacher before moving into the field of positive psychology - the science of wellbeing. She has been working as a trainer, lecturer, speaker and consultant in this area for nearly a decade and joined Chapter Mental Health in 2020. She has presented at positive education and positive psychology conferences worldwide in addition to delivering training in the private and public sector.

She is also the published author of "Recipe for Happiness" and "For Flourishing's Sake" and co-author of "Character Toolkit for Teachers" and the "Character Toolkit Strength Cards", and is frequently interviewed by regional and national broadcasters and asked to provide comment on happiness, wellbeing and resilience for various publications.

Frederika holds an MSc in Applied Positive Psychology, is European Representative of IPPAed (the Education division of the International Positive Psychology Association) and is undertaking a Doctorate in Education.



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