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MENTAL HEALTH FIRST AID TRAINING



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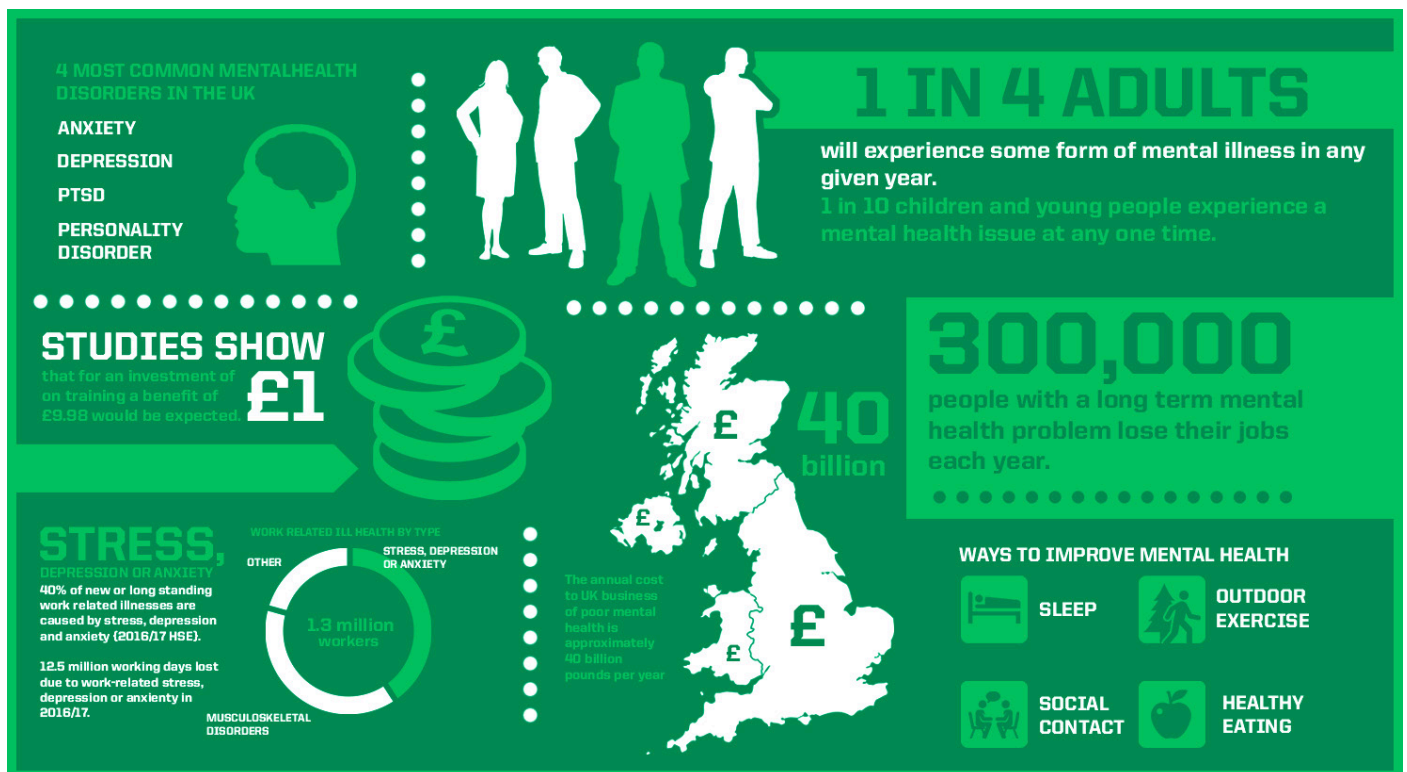
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THRIVING AT WORK

Mental Health in the UK

In recent years there has been a call from all areas of society to change the way we view and deal with mental health issues. This is particularly relevant in the workplace. A report (Thriving at work) has been commissioned by the UK government to assess the current state of mental health across the UK workforce. The findings of the report have been a wakeup call for both employers and the government alike.



MENTAL HEALTH CORE STANDARDS

What can be done to improve the current levels of mental health?

The 'Thriving at work' review* gives recommendations in the form of six core standards. The review believes that these core standards can be implemented quickly by all small, medium and large organisations across the UK.

* <https://www.gov.uk/government/publications/thriving-at-work-a-review-of-mental-health-and-employers>

Mental health core standards

- 1) Produce, implement and communicate a mental health at work plan;
- 2) Develop mental health awareness among employees;
- 3) Encourage open conversations about mental health and the support available when employees are struggling;
- 4) Provide employees with good working conditions and ensure they have a healthy work life balance and the opportunities for development;
- 5) Promote effective people management through line managers and supervisors;
- 6) Routinely monitor employee mental health and wellbeing.

Training

But where to start? Ouch are now offering a wide range of training to support organisations in their implementation and monitoring of the core standards recommended by the review.

The programme has been designed to provide an appropriate level of skills and information to allow individuals to carry out their role in the implementation of a mental health at work plan.

What is Mental Health First Aid?

MHFA came to England in 2007 and was launched under the Department of Health: National Institute of Mental Health in England

(NIMHE) as part of a national approach to improving public mental health.

Mental health education empowers people to care for themselves and others by reducing stigma through understanding. Ouch hope to break down barriers to the support that people may need to stay well, recover, or manage their symptoms – to thrive in learning, work and life.

Mental Health First Aid (MHFA) is a training course which teaches people how to identify, understand and help someone who may be experiencing a mental health issue.

MHFA won't teach you to be a therapist, but it will teach you to listen, reassure and respond, even in a crisis – and even potentially stop a crisis from happening.



MH AWARENESS TRAINING: 1/2 DAY



MH Awareness Training

This half day course is an introductory three-hour session and has been designed to raise awareness of mental health.

On completion of the course delegates will have:

- An understanding of what mental health is and how to challenge stigma
- A basic knowledge of some common mental health issues
- An introduction to looking after their own mental health
- Confidence to interact with someone in distress or who may be experiencing a mental health issue
- Insight into the one day MHFA Champion and two-day Mental Health First Aider courses.

Course content:

- What is mental health?
- Mental and emotional wellbeing
- Mental health continuum
- Stress vulnerability and stress container
- Thinking distortions

- Stigma and mental health issues
- Supporting people in distress
- Take Ten Together toolkit
- Helpful resources
- Useful statistics
- Recovery
- Mental health conditions
- Depression
- Anxiety disorders
- Psychosis and schizophrenia
- Bipolar disorder
- Eating disorders
- Mental health and risk: suicide and self-harm

The training is delivered by an experienced and qualified “Mental Health First Aid” instructor, using a combination of: presentations, group discussions and workshop activities.

On completion of the course each delegate will receive a MHFA reference manual and a MHFA awareness certificate.

This course can be delivered at the client's venue with a ratio of one trainer per 16 delegates.

MHFA CHAMPION : 1 DAY COURSE

MHFA Champion Training

Our one day mental health awareness and skills course qualifies delegates as an Adult MHFA Champion.

MHFA champions are able to provide support to both management and co-workers. By having MHFA champions at all levels of the workforce, organisations will be more able to meet their goals regarding, the health and wellbeing of their of employees.

On completion of the course MHFA champions will have:

- An understanding of common mental health issues
- Knowledge and confidence to advocate for mental health awareness
- Ability to spot signs of mental ill health
- Skills to support positive wellbeing

Course content:

Session 1

- About Mental Health First Aid
- About mental health and stress in the workplace
- Stigma and discrimination
- Depression
- Anxiety disorders
- Other mental health issues (eating disorders, self-harm, psychosis)

- Early warning signs of mental ill health
- Alcohol, drugs and mental health

Session 2

- Applying the Mental Health First Aid action plan
- Action 1: Approach the person, assess and assist with any crisis
- Suicide
- Action 2: Listen and communicate non-judgementally
- Action 3: Give support and information
- Action 4: Encourage the person to get appropriate professional help
- Action 5: Encourage other support mechanisms
- Recovery
- Building a mentally healthy workplace

The training is delivered by an experienced and qualified "Mental Health First Aid" instructor, using a combination of: presentations, group discussions and workshop activities.

On completion of the course each delegate will receive a MHFA reference manual and a MHFA champion certificate.

This course can be delivered at the client's venue with a ratio of one trainer per 16 delegates.



MH FIRST AIDER (ADULT): 2 DAY

Our two-day mental health first aid course qualifies you as a “Mental Health First Aider”.

On completion of the course MH First Aiders will have:

- An in depth understanding of mental health and the factors that can affect wellbeing
- Practical skills to spot the triggers and signs of mental health issues
- Confidence to step in, reassure and support a person in distress
- Enhanced interpersonal skills such as non-judgemental listening
- Knowledge to help someone recover their health by guiding them to further support including self help resources whether that's self-help resources, through their employer, the NHS, or a mixture of different support strategies.

Session 1

- Why Mental Health First Aid?
- The Mental Health First Aid action plan
- What is mental health?
- Impact of mental health issues
- Stigma and discrimination
- What is depression?
- Symptoms of depression
- Risk factors for depression
- Depression in the workplace

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 and resources for anxiety disorders
- Cognitive distortions and CBT
- Personality disorders
- Eating disorders
- Self-harm

Session 2

- Suicide figures
- Alcohol, drugs and mental health
- First aid for suicidal crisis
- Non-judgemental listening skills
- First aid for depression
- Treatment and resources for depression
- Self-care

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 acute psychosis
- Treatment and resources for psychosis
- Recovery and building resources
- Action planning for using MHFA

The training is delivered by an experienced and qualified “Mental Health First Aid” instructor, using a combination of: presentations, group discussions and workshop activities.

On completion of the course each delegate will receive a MH First Aider reference manual and a MH First Aider certificate.

This course can be delivered at the client's venue with a ratio of one trainer per 16 delegates. This course is available via an on-line learning hub with a ratio of 1 trainer per 16 delegates.

MH FIRST AIDER (ADULT): 2 DAY (ONLINE BLENDED LEARNING)

The on-line course covers the same content as the 2 day face to face option, but in a way which is designed to increase flexibility and accessibility for delegates.

The On-line Mental Health First Aid course is interactive and is delivered through slides, video clips, activities, discussion and case studies which you will explore as a group to deliver studies, which we exported and reinforced with embed learning. The course utilises the MHFA England on-line learning hub to facilitate individual learning activities and a series of live sessions. Individual learning will be based on a combination of videos, workbook activities and reading. This can be done at your own pace in advance of each live session. The live sessions are led by one of our Ouch trainers approved MHFA England Instructors.

Process



Individual Learning

The course on the On-line Learning Hub, will direct you through all the individual learning activities. Please make sure to complete all the activities you need to in advance of each live session. Once a live session has taken place, the next set of activities you need to complete will be made available. The activities include reading through pages of your MHFA Course Manual, watching videos and answering some reflective questions. Ensure you allow enough time to complete these activities between sessions.

It is important to recognise that this course covers material which you may find emotionally triggering. Your self care is important and your safety throughout is our priority. Please consider identifying someone who could potentially support you during or after the course if you need it. Please take some time to identify this person before the course starts.

The training is delivered by an experienced and qualified “Mental Health First Aid” instructor, using a combination of an on-line learning hub, group discussions and workshop activities.

On completion of the course each delegate will receive a MH First Aider certificate.

This course is available via an on-line learning hub with a ratio of 1 trainer per 16 delegates.

MHFA (ADULT) REFRESHER: 1/2 DAY

Invest in your organisations Mental Health First Aiders and MHFA Champions and retain their knowledge with regular refresher training.

This MHFA refresher course will support your Mental Health First Aiders and MHFA Champions by:

- Refreshing their knowledge
- Updating their awareness regarding current protocols and advice
- Provide the opportunity to practice applying the Mental Health First Aid action plan
- Discuss any incidents/experiences they may have had since their last period of training

As your organisation updates the knowledge of your physical first aiders, updating the knowledge of your Mental Health First Aiders is a great way to demonstrate your organisation's pledge to treating mental health and physical health equally. The course will support your organisations Mental Health First Aiders and MHFA Champions giving them and you the confidence that they are performing their role safely and effectively.

Course Content

- Stress Container, protective and risk factors
- Core principles of ALGEE actions
- Symptoms of depression
- Helpful Resources for depression and anxiety
- Suicide warning signs
- First aid for suicidal crisis
- First aid for severe psychotic episodes

MHFA recommend that students attend a refresher course every three years.



The training is delivered by an experienced and qualified "Mental Health First Aid" instructor, using a combination of: presentations, group discussions and workshop activities.

On completion of the course each delegate will receive a MH First Aider refresher certificate.

This course can be delivered with a ratio of 1 trainer to 16 delegates in-house for clients or individuals can attend open course dates.

MHFA (YOUTH) AWARENESS: 1/2 DAY

Youth Mental Health First Aid (MHFA) courses are for anyone who works with, lives with or supports young people aged 8-18.

The course will provide you with knowledge and confidence to identify common signs of mental health issues in young people.

The course will also enable you to provide initial first aid for any crisis and help you to guide them towards the support they need.

This course is not designed to teach you to be a therapist, however it will teach you to listen, reassure and respond, appropriately to any young person experiencing difficulty.

This course also aims to give you some insight to help you to look after your own mental health, thus setting an example for young people. By starting these conversations, we hope to support you to create a mentally healthy environment for your family, school, peer group or community.

Course Content

- Common mental health issues affecting young people, including depression, anxiety, eating disorders and psychosis
- Skills to work more effectively with young people experiencing mental health issues
- Methods to support young people experiencing mental health issues

MHFA recommend that students attend a refresher course every three years.



The training is delivered by an experienced and qualified “Mental Health First Aid” instructor, using a combination of: presentations, group discussions and workshop activities. On completion of the course each delegate will receive a MH Youth Awareness certificate.

This course can be delivered with a ratio of 1 trainer to 16 delegates in-house for clients or individuals can attend open course dates.

MH FIRST AIDER (YOUTH) 2 DAY

Our Youth MHFA Two Day course qualifies you as a Youth Mental Health First Aider.

Youth Mental Health First Aiders have:

- An in depth understanding of young people's mental health and factors that affect wellbeing
- Practical skills to spot the triggers and signs of mental health issues
- Confidence to reassure and support a young person in distress
- Enhanced interpersonal skills such as non-judgemental listening
- Knowledge to help a young person recover their health by guiding them to further support – whether that's through self-help sites, their place of learning, the NHS, or a mix –engaging with parents, carers and external agencies where appropriate
- Ability to support a young person with a long term mental health issue or disability to thrive
- Tools to look after their own mental wellbeing

Session one:

Youth Mental Health First Aid

- About Youth Mental Health First Aid
- Context: England's child health care policy
- About mental health – facts and figures
- Risk factors for mental ill health
- Protective factors for mental health
- Preventing mental health issues and promoting wellbeing
- The Youth MHFA action plan: ALGEE

Session three:

Suicide and psychosis

- About suicide
- Risk factors and warning signs for suicide
- First aid for suicidal crisis
- About psychosis
- Risk factors and warning signs of psychosis
- Types of psychotic disorders
- Crisis first aid for acute psychosis
- The MHFA action plan for psychosis: ALGEE

What to expect:

We limit numbers to 16 people per course so that the instructor can keep people safe and supported while they learn.

Learning takes place across four manageable sessions. Through a mix of group activities, presentations and discussions, each session is built around a Youth Mental Health First Aid action plan.

Everyone who completes the course gets:

- A Youth MHFA manual to refer to whenever they need it
- A workbook including some helpful tools to support their own mental health
- A certificate of attendance to say they are a Youth Mental Health First Aider

Session two:

Depression and anxiety

- About depression – facts and figures
- Risk Factors, Signs and symptoms
- About anxiety disorders – facts and figures
- Signs and symptoms
- Risk factors
- The MHFA action plan for depression and anxiety: ALGEE

Session four:

Self-harm and eating disorders

- About self-harm – facts and figures
- Risk factors
- Signs and symptoms
- The MHFA action plan for self-harm: ALGEE
- About eating disorders – facts and figures
- Different types of eating disorders
- The MHFA action plan for eating disorders
- Recovery

WHAT TO DO NOW?

The structure and format of an organisations MH Plan should be commensurate with the level of risk and resources available. Below is a brief overview of guidance for employers found in: Annex A of the “Thriving at work” Review.

| Core standards | Guidance |
|---|---|
| 1) Produce, implement and communicate a mental health at work plan | Allocate a person with the appropriate level of knowledge, skills and authority to oversee the mental health at work plan. The plan should outline the approach to improving and protecting all employees, including any awareness and training. |
| 2) Develop mental health awareness amongst employees | Provide peer support (MH Champions), training and information for all employees. |
| 3) Encourage open conversations about mental health and the support available when employees are struggling | MH awareness is a great way to encourage open conversations. Ensure procedures/ systems are in-place to support struggling employees. NB managers need to be aware of different MH conditions and how to provide immediate and on-going support i.e. wellness action plans. |
| 4) Provide employees with good working conditions and ensure they have a healthy work life balance and the opportunities for development. | Creating good working conditions for employees can help to prevent new MH problems and support those with existing conditions to get on in work and thrive. |
| 5) Promote effective people management | Ensure all employees have a regular conversation about their health and well-being with their line manager. Ensure line managers are trained and supported to achieve their role effectively. |
| 6) Routinely monitor employee mental health and well-being | Ways of measuring staff well-being will vary depending on employer size. Typically it will include: Staff surveys, sickness absence data, mood trackers etc. |

Ouch deliver training for individuals on our open course or in-house at your premises. If you would like further information on the training or support offered by Ouch, please contact one of the team via email: office@ouchtt.co.uk or call on: 0800 389 1314.



OTHER OUCH COURSES

