

MENTAL HEALTH IN THE WORKPLACE FOR MANAGERS

One or two day course

This course aims to illuminate the last taboo in the workplace - mental illness at work.

It is aimed at line managers, supervisors and team leaders, to familiarise themselves with mental health issues so that they can support mental well-being in the workplace:

ACAS Chief Executive, John Taylor, says:

'The stumbling block at the moment is that many employers and managers shy away from dealing with mental illness at work because it can be hard to pin down and it is a very sensitive matter to deal with.'

People tend not to want to talk about mental illness because they think it is something disturbing that it is easier to avoid.

But we all need to develop a new way of looking at mental health and break down the taboo. There needs to be a willingness to discuss mental health and a culture where employers understand it and try to help their employees recover from mental illness.'

John Taylor April 2012

COURSE OBJECTIVES: To give managers the tools to support and enable mental well-being in the workplace.

By the end of the course, participants will have

- ***gained more knowledge about mental health***
- ***be more confident about picking up on signs of mental ill-health & distress in the workplace***
- ***acquired an overview of the Disability Discrimination Act 1995 & the requirements of the Equalities Act 2010***
- ***understood the concept of reasonable adjustments in the workplace and explored how this might feed into their practice as managers***
- ***received input about resources available to support those suffering from mental distress.***

COURSE CONTENT

SESSION ONE: GROUND RULES & SETTING THE SCENE

SESSION TWO: THINKING, FEELING & BEHAVING

Aim: To enable participants to understand and empathise with the ways mental distress can affect a person's inner world and outward behaviours.

SESSION THREE: CAUSES

Aim: To explore the many and varied causes of mental distress & ill-health.

SESSION FOUR: CLINICAL DIAGNOSTIC CATEGORIES ON POWERPOINT & DVD

Aim: To explain and explore the clinical categorisation of mental ill-health and associated symptoms

SESSION FIVE: BECOMING ALERT TO EARLY WARNING SIGNS

Aim: To enable managers to understand and pick up early warning signs of mental distress and ill health

SESSION SIX: STRATEGIES FOR EARLY INTERVENTION

Aim: Managers practise & discuss intervention techniques they can use having noticed signs of mental distress and ill-health in the workplace.

SESSION SEVEN: UNDERSTANDING & PUTTING INTO PRACTICE REASONABLE ADJUSTMENTS

Aim: Participants discuss and define ways they, as managers, can support staff suffering from mental distress in order to alleviate that distress and/or aid return to work.

SESSION EIGHT: FINDING WAYS TO CREATE AN EMOTIONALLY HEALTHY WORKPLACE

Aim: The participants discover ways that they can make small but significant changes in their workplace that create a healthy working environment.

**Jessica McKoen
Mental Health Trainers & Associates
2012**