Getting to grips with Mental Health
Prevention, Intervention and Action
Getting to grips with Mental Health Prevention, Intervention and Action

The latest CIPD Absence Management Report (2014) cites increases in stress related absence across all sectors, with the highest incidence being seen in the public sector. Considerable organisational change and restructuring within the public sector has resulted in shrinking resources set against a backdrop of rising client expectations. Our organisations are under extreme pressures to do more with less; to be innovative in our service delivery; and to work in partnership with others for maximum benefit.

There is a compelling business case for investing in employee wellbeing, not only in terms of people being present at work, but also in terms of their level of engagement and performance. Key to achieving high levels of employee wellbeing and engagement is the behaviour and skills of managers and leaders.

Mental wellbeing conversations

Supporting senior leaders and managers to conduct those important mental wellbeing ‘conversations’ is essential to any modern organisation serious about workplace wellbeing.

“Creating a culture where it’s ok to have this type of conversation sends a valuable message about your organisation’s values. This training is an important tool to help develop a culture where we can start to normalise these conversations.”

HR Manager, South Staffs Council

Managers’ legal obligations

The management of mental health in the workplace is also a health and safety and equality issue, covered by legislation. Managers have a legal obligation to both support employees with mental health concerns and to manage stress levels in the workplace. This responsibility can cause managers themselves concern, as they often feel unsure about what exactly they are expected to manage, as well as feeling ill-equipped to manage it.

Working with local authorities and our Resilience and Wellbeing Consultant, Sara Rawstron, WME has designed a one day programme specifically for managers. They will develop a level of understanding and confidence that will enable them to not only get to grips with mental health, but to proactively take steps to prevent, intervene and act appropriately.

1 in 6 people will experience mental stress, anxiety or depression at some point in their working career. A focus on mental health and wellbeing is essential if employers are to ensure their workforce is both able and prepared to meet current and future challenges.

“If an employee raises the issue of stress at work, or has a condition that is exasperated by stress, the employer must respond appropriately.”
Aims and Objectives

‘Getting to grips with Mental Health – Prevention, Intervention and Action’ is a one day workshop aimed at those who manage others; it will empower managers to address stress and mental health related concerns in a proactive and enlightened manner resulting in a positive outcome for the organisation, the manager and the individual.

At the end of the workshop managers will have:
✔ developed a knowledge and understanding of what stress is and how to identify the signs of stress in employees,
✔ gained an overview of mild and severe mental health conditions,
✔ an understanding of the business case for why organisations should invest in employee wellbeing,
✔ an understanding of their legal role and responsibility in respect of managing workplace stress and responding to employees with stress or mental health conditions,
✔ a clear understanding of the manager competencies required to prevent and better manage stress at work,
✔ a simple framework to conduct a preventative ‘team stress/wellbeing risk assessment’ with their own or another team,
✔ soft skills to conduct a ‘reactive stress/wellbeing risk assessment’ with an individual member of staff and monitor their ongoing performance, and
✔ an ability to effectively signpost employees to sources of support and encourage their use.

This workshop is designed to be delivered within a client organisation, referencing local policies and practices to ensure learning is meaningful and quickly embedded into workplace actions. It will be delivered by Sara Rawstron, a highly experienced wellbeing consultant and trainer.

Sara’s experience includes:

Working in a large local authority where she led work that resulted in an overall reduction in stress related sickness absence of 5%.
Working with a range of public and private sector organisations providing advice and training on employee wellbeing.
Delivering the Resilience & Brilliance programme for WME.

Costs

This one day programme is delivered to a group of 14-16 managers and preparation will include the review of your policies to frame the content delivery to your managers.

Day Rate:
• £850 + VAT per one day programme (WME Subscribing Member)
• £1,200 + VAT per one day programme (Non WME Subscribing Member)
WME fees are inclusive of expenses.

Discounts for multiple days:
• 10% discount for 2 days booked at the same time
• 15% discount for 3 or more days booked at the same time

This programme is delivered in-house and the content can be varied to focus on any particular or local issues. You will be required to provide Sara with an electronic copy of your own policies relevant to the delivery programme at least 1 month before the scheduled date of your workshop and to provide hard copies for all delegates on the day.

If you have a particular requirement we will be happy to discuss this with you and explore a suitable solution and price.

Make a booking

To make a booking please visit our website and complete a ‘Booking Request’ form, we will then contact you to discuss your requirement including any bespoke elements and agree a date.
West Midlands Employers offers a range of services aimed at the public sector to support performance improvement both at an individual and organisational level, helping you to make the best use of your greatest resource - your people.

**Accelerate:**
<Steps to Leadership>
for new and aspiring line managers to develop the skills and competencies to become effective leaders.
[www.wmemployers.org.uk/stepstoleadershipaccelerate](http://www.wmemployers.org.uk/stepstoleadershipaccelerate)

**Catalyst Future Leaders**
is an exciting personal development programme tailored to grow tomorrow’s senior public sector leaders.
[www.wmemployers.org.uk/catalyst](http://www.wmemployers.org.uk/catalyst)

**Hot Topics**
A series of workshops covering the essential elements of supervision and line management.
[www.wmemployers.org.uk/hottopics](http://www.wmemployers.org.uk/hottopics)

**Aspire Business Partnering**
delivered by the CIPD to help HR and OD professionals develop the business skills and personal profile necessary to challenge and influence organisational direction and drive positive work culture.
[www.wmemployers.org.uk/aspire](http://www.wmemployers.org.uk/aspire)

**HR/OD Consultancy Services**
covering a wide range of support needs including help and guidance with HR projects.
[www.wmemployers.org.uk/consultancy-support](http://www.wmemployers.org.uk/consultancy-support)

**Transcend**
is our highly successful Executive Leadership Programme for aspiring chief executives, supported by those already in the top job.
[www.wmemployers.org.uk/transcend](http://www.wmemployers.org.uk/transcend)

**WM360**
is our online service providing public sector organisations with access to a 360 feedback review for employees.
[www.wmemployers.org.uk/wm360](http://www.wmemployers.org.uk/wm360)

**WMJobs.co.uk**
a public sector focussed, competitive online recruitment and resourcing portal and jobs board attracting over 3.2 million visitors per year.
[www.wmjobs.co.uk](http://www.wmjobs.co.uk)

**Coaching and Mentoring**
is a highly effective way of raising awareness and driving performance at all levels of an organisation through structured conversations.
[www.wmemployers.org.uk/coachingandmentoring](http://www.wmemployers.org.uk/coachingandmentoring)

**Resilience and Brilliance**
a group of workshops that focus on the use of positive psychology and practical techniques that enhances personal effectiveness and leadership.
[www.wmemployers.org.uk/resilienceandbrilliance](http://www.wmemployers.org.uk/resilienceandbrilliance)

**Skills Gyms**
[www.wmemployers.org.uk/skills-gyms](http://www.wmemployers.org.uk/skills-gyms)

---

[www.wmemployers.org.uk](http://www.wmemployers.org.uk)
**T:** 0845 352 7010  **E:** info@wmemployers.org.uk