

# MENTAL HEALTH FIRST AID TRAINING FOR MANAGERS



## Course Objective

This training course aims to equip managers with the knowledge and skills necessary to recognise, respond to, and support employees experiencing mental health challenges. By fostering a supportive work environment, managers can enhance overall team well-being and productivity.

## COURSE CONTENT



### INTRODUCTION TO MENTAL HEALTH

- Understanding mental health and its importance in the workplace.
- Common mental health conditions and their impact on employees.



### RECOGNISING SIGNS AND SYMPTOMS

- Identifying early warning signs of mental health issues.
- Understanding the difference between stress and mental health conditions.



### MENTAL HEALTH FIRST AID ACTION PLAN

- Learning the ALGEE action plan: Assess, Listen, Give reassurance, Encourage professional help, Encourage self-help.
- Practical applications of the action plan in various scenarios.



### SUPPORTING EMPLOYEES

- Effective communication techniques for discussing mental health.
- Providing initial support and guidance to employees in distress.
- Building a culture of openness and trust.



## CREATING A SUPPORTIVE WORK ENVIRONMENT

- Strategies for promoting mental well-being in the workplace.
- Implementing policies and practices that support mental health.
- Encouraging work-life balance and stress management.



## RESOURCES AND REFERRALS

- Identifying and utilising internal and external resources.
- Knowing when and how to refer employees to professional help.

## COURSE FORMAT



### DURATION

1 day (8 hours) or 2 half-day sessions (4 hours each).

### DELIVERY METHOD

Available as face-to-face training or virtual sessions.

### INTERACTIVE ELEMENTS

Group discussions, exercises, case studies, and practical activities.

## BENEFITS FOR MANAGERS

1

Enhanced ability to support employees' mental health.

Improved team morale and productivity.

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3

Reduced absenteeism and turnover rates.

Strengthened leadership skills and confidence in handling mental health issues.

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