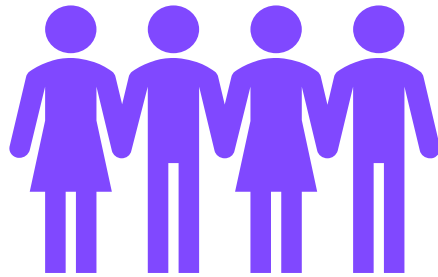




**Workplace Wellbeing
Taster Session**

**Mike Jeffries,
Training Manager**

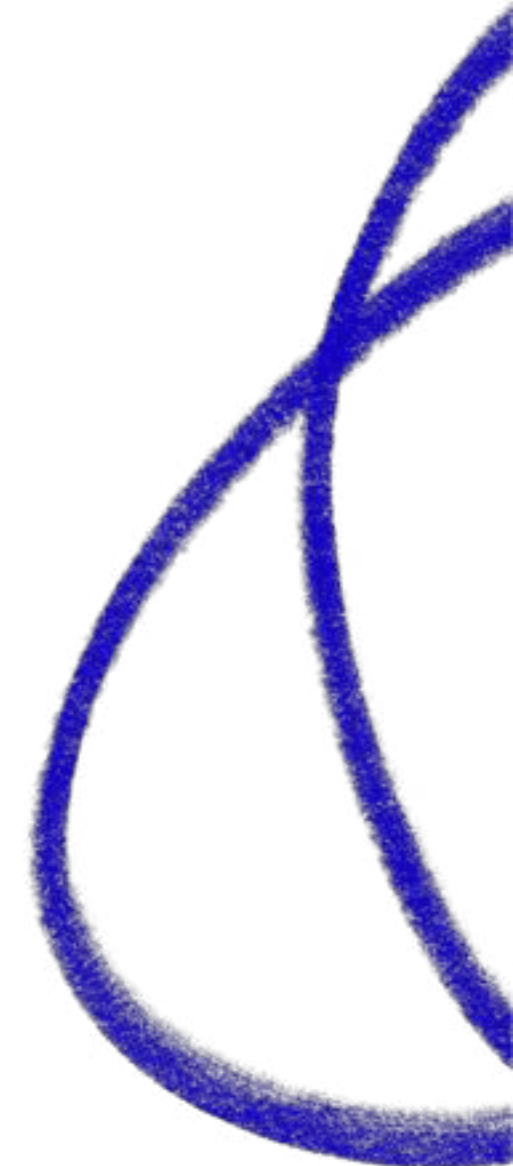
About Birmingham Mind



We provide support to
over **25,000** people each
year.



Another **1,500** through
our wellbeing training



Our Vision

**“Better Mental Health
for All”**

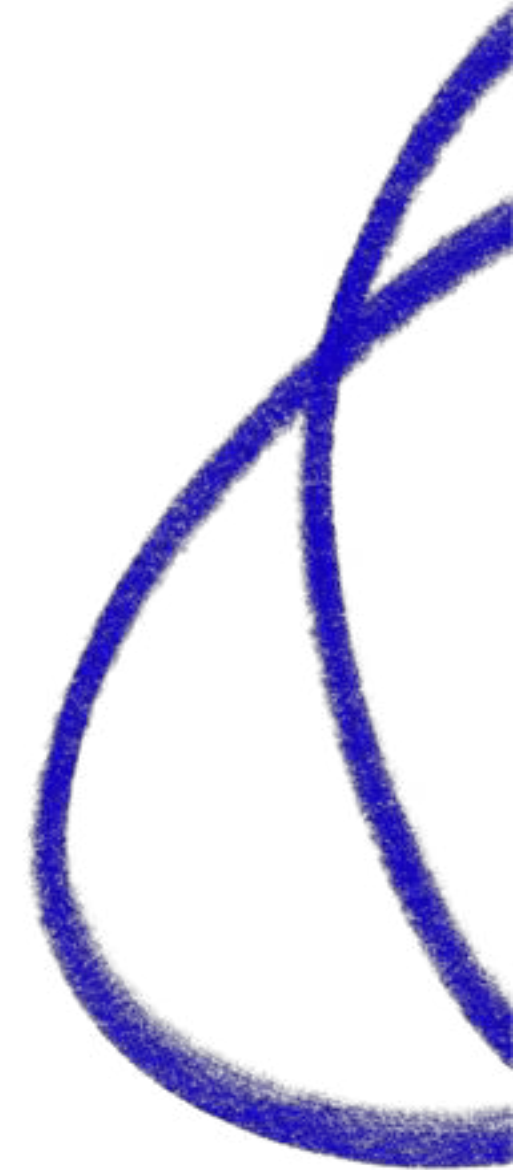


- **A brief taster,**
- **What we can offer.**



Mental Health & employers: The case for investment - pandemic and beyond

- Analysis by Deloitte (March 2022), finds that poor mental health costs UK employers up to **£53 - 56 billion** each year. This is a **rise of 26%** since 2019!
- The research also looks at how employers can tackle this problem, finding that it pays to support employees' mental health. On average, for every **£1 spent** on supporting their people's mental health, employers **get £5.30 back** on their investment in reduced presenteeism, absenteeism and staff turnover – Helping to tackle retention issues.



Mental health warning signs

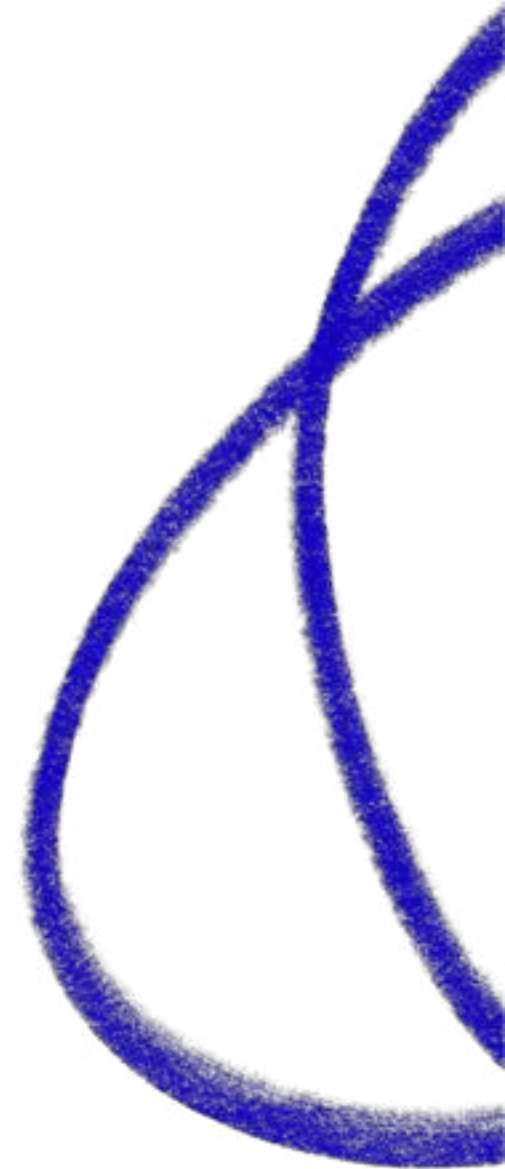
**So, what are we looking out
for amongst our people?**

The next few slides focus on signs we
can look out for whilst
remembering we're all individuals.



Risk factors to consider:

- Pre-existing mental health condition or experience of;
- Caring for someone with mental or physical health issues;
- Experiencing any form of bullying or abusive behaviour;
- Facing any form of discrimination;
- Bereavement;
- Facing any major life change (Leaving home/transition to Uni/
Change in family circumstances/ Change in where you work! How
you work! What you do!);
- **No definite here – But increased likelihood!**



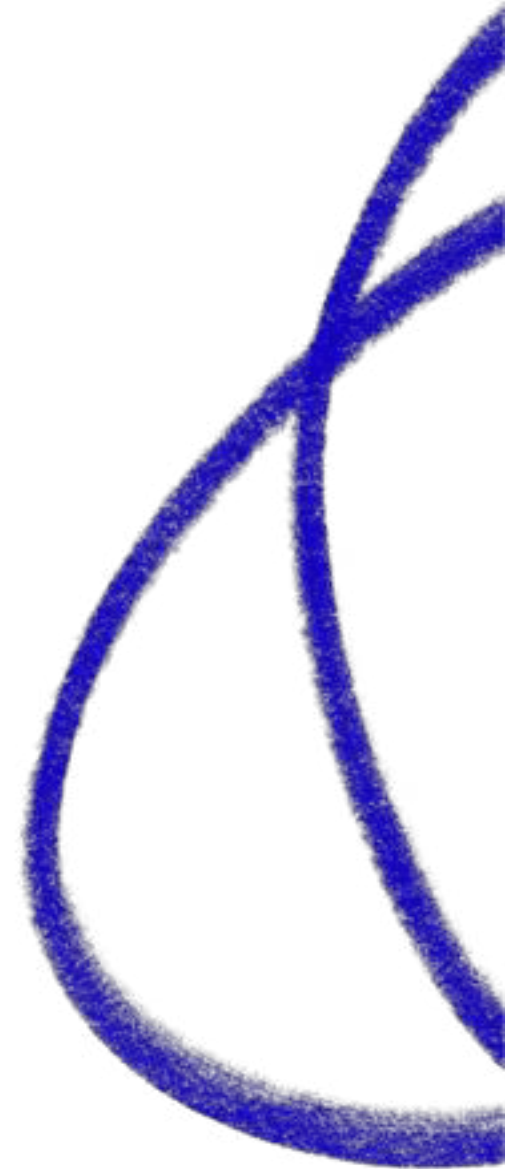
So, what are we looking for?

- Changes in behaviour/attitude/appearance/mood that are significant for that person,
- Perhaps seeking constant reassurance, frequent self criticism,
- Absenteeism,
- Presenteeism,
- Morale problems.



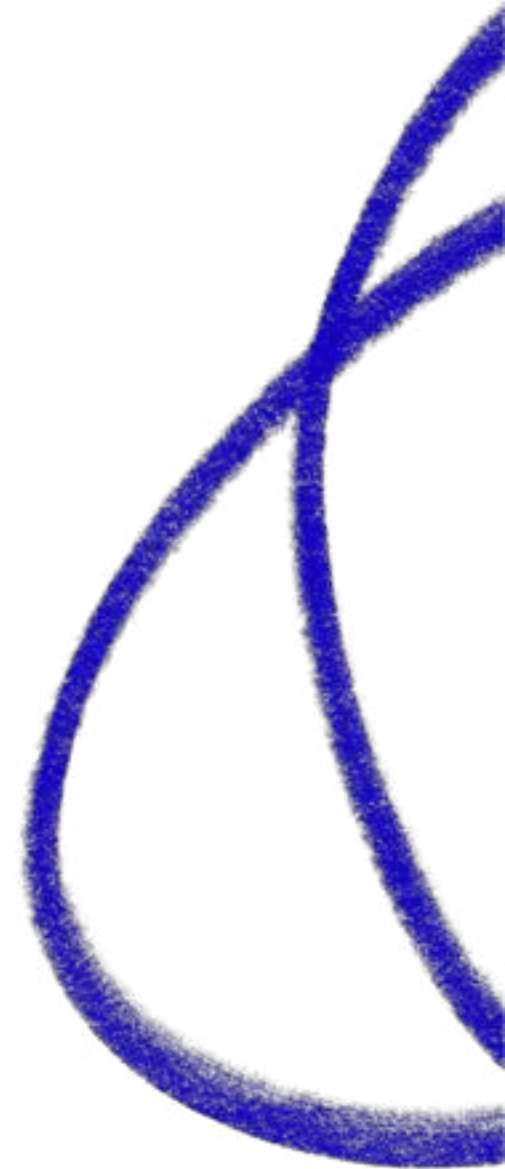
And what can that look like in a work place?

- Lack of co-operation
- Safety problems
- Frequent complaints of being tired all the time
- Complaints of unexplained aches and pains
- Alcohol and/or other drug misuse
- A lack of interest in the future
- Giving away possessions or putting affairs in order



Presenteeism – what is it then?

- Presenteeism was traditionally defined as an employee coming into work when not physically or mentally fit. The term has now been broadened to include employees who are at work but simply disengaged.
- US study put the costs of health-related presenteeism alone at more than ten times that of absenteeism.
- Presenteeism is particularly common in organisations where a culture of long working hours is the norm.



**How can we have
the Mental Health
conversation?**

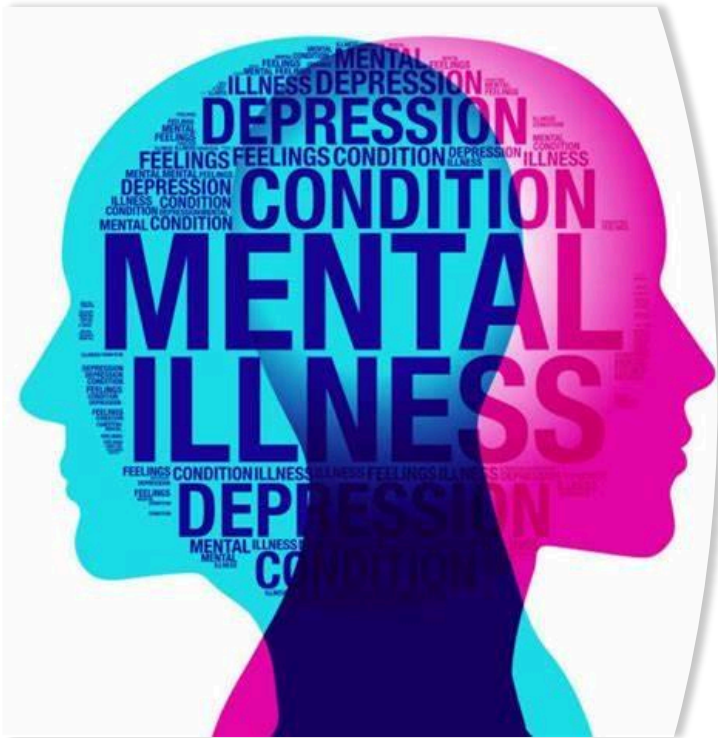


Activity:

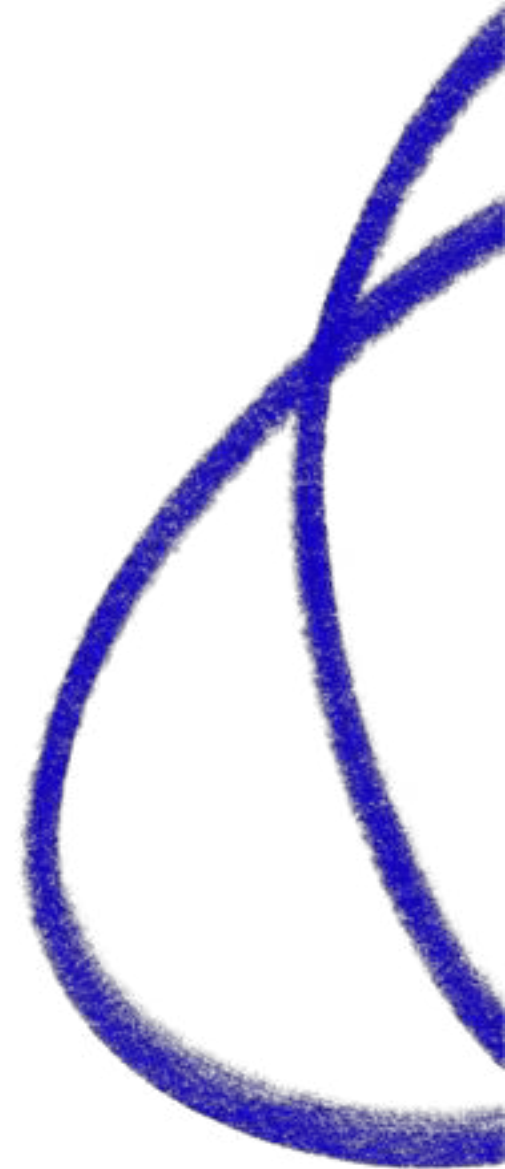
- Discuss in pairs or threes: what stops us talking about mental health at work?
- We will discuss as a whole group after 5 minutes or so.



How do we talk to people about their or our own mental health?



- The more Mental Health is talked about and raised as an issue the more people feel they have permission to ask for help – We need this as our symptoms often lead us to do the opposite!
- To help we need to be: Persistent, Honest and Try different ways or offer others that might just have a different way of getting through to the person.





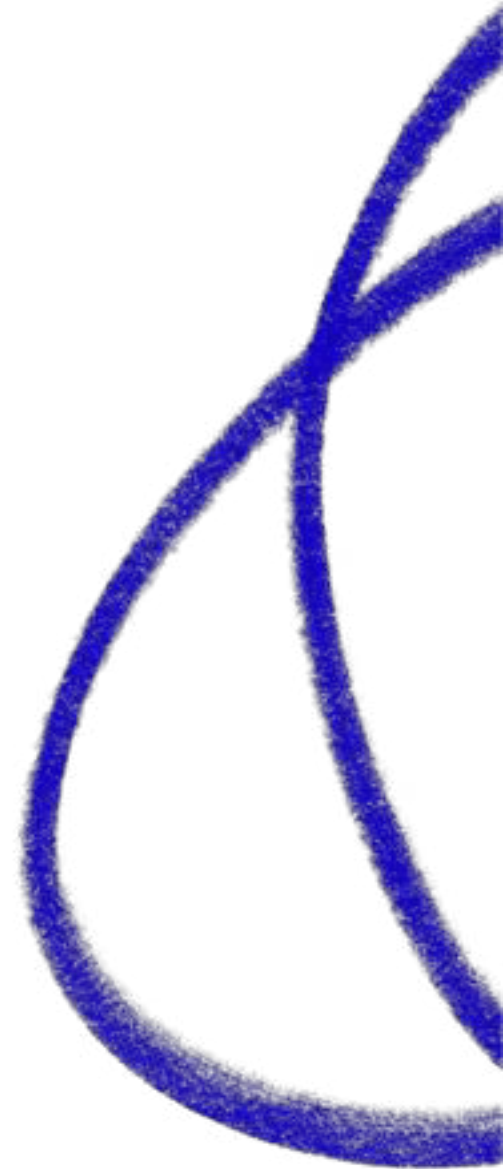
ASTON VILLA
FOUNDATION

Train With Us

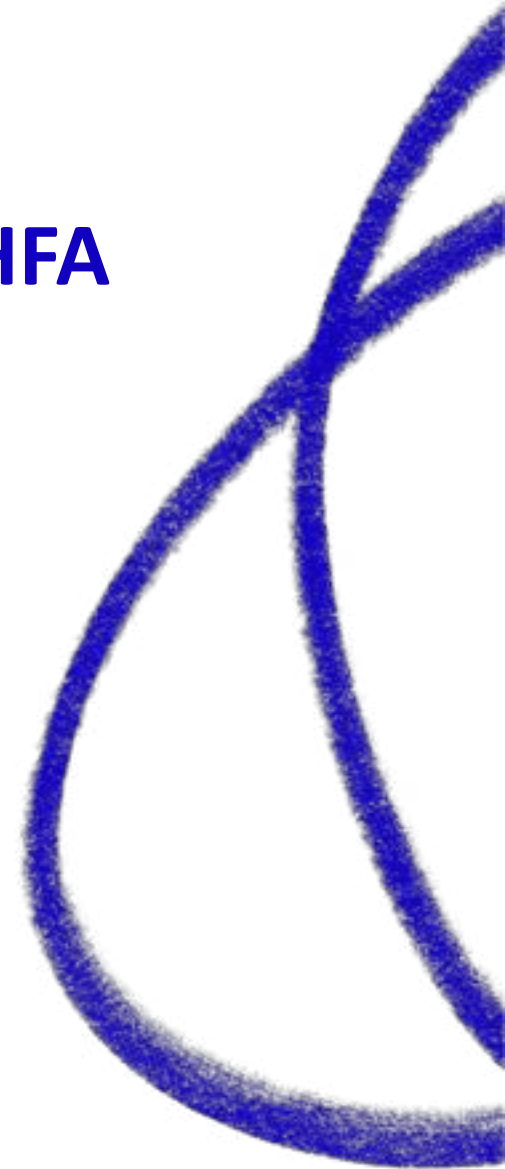
Open Access and
Workplace

Mental Health
First Aid Training

 mind Birmingham



Aston Villa Foundation film about our MHFA training partnership:



Partnership with The Aston Villa Foundation delivering MHFA courses at Villa Park



Excellent course - well paced and presented. Wide range of attendees - different ages, genders, backgrounds who brought personal experiences with them and felt they could be shared. The trainers created a safe, secure environment and encourage discussion whilst still maintaining the course agenda and timescales which is great skill. Interest and energy levels maintained throughout difficult and challenging subjects handled very professionally.

I think that Aimee and Mike compliment each other well in their training styles. Mike provides a breadth of experience which I am sure Aimee will over time too but together they are a strong combination

Loved the course, both trainers were fab!

Mike had a lovely soft tone and kindness about him - instantly felt at ease. Aimee was confident and clear in her delivery, very impressive for someone so young. Course was well spaced out - lots of group discussion and participation. Videos and case studies were engaging and kept the energy up between theory. Great venue and lovely staff - the gentleman on the door of the North Stand was sooo lovely and welcoming.

Well organised course providing relevant information, guidance and opportunities to discuss common MH themes using case studies.



ASTON VILLA
FOUNDATION

MHFA England
INSTRUCTOR
MEMBER

mind
Birmingham



- 11 courses a year
- 2 x instructors from Aston Villa Foundation and Birmingham Mind
- Corporate box at Villa Park
- Eclectic mix of delegates on open access course

"Working with Birmingham Mind has allowed us to seamlessly achieve our goal of having 10% of our workforce trained as Mental Health First Aiders. The consistency of using the same trainers and knowing the high standards delivered means all of our employees receive the same level of training. With more Mental Health First Aiders visible within the business, we have been able to engage in more open conversations around mental health and has supported us in continuing to embed mental health and wellbeing within our culture."

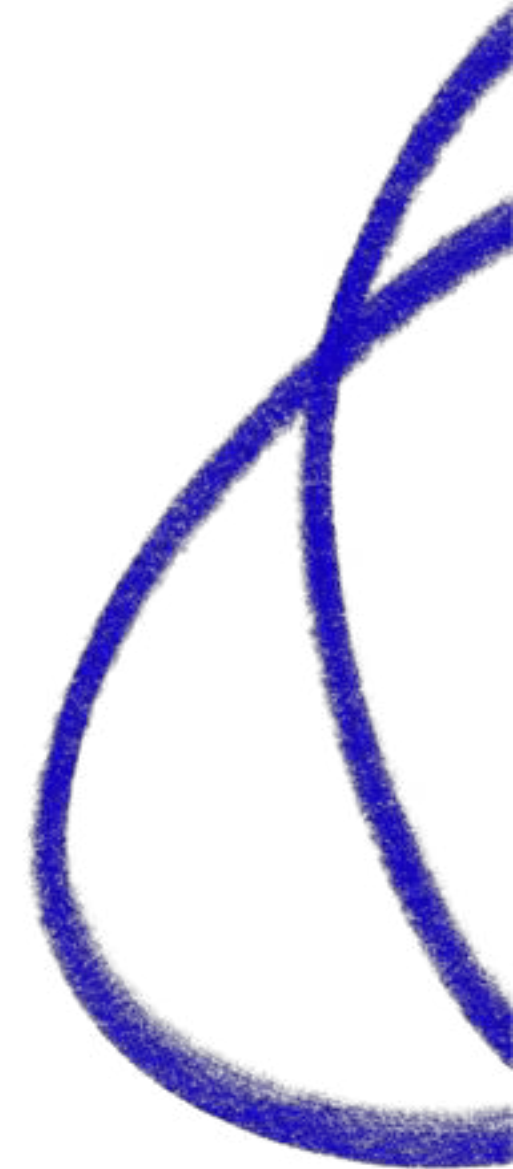
Matt Higgs, HSE Manager

Highway Traffic Management continue to Mind their mental health.



Highway Traffic Management continue to Mind their mental health.

- **Mates In Mind** reported that:
- 48% of construction workers have taken time off work due to unmanageable stress
- 91% of those surveyed felt overwhelmed.
- 26% expressed suicidal thoughts.
- A third of construction workers suffer with elevated levels of anxiety every day.
- Over two thirds of construction workers believe there is a stigma surrounding mental health which stops them from talking about it.



Bradley's story

"I truly believe that at that moment in time when I was in my darkest time, if the HTM depot and stores were not there, I don't think I'd be here".

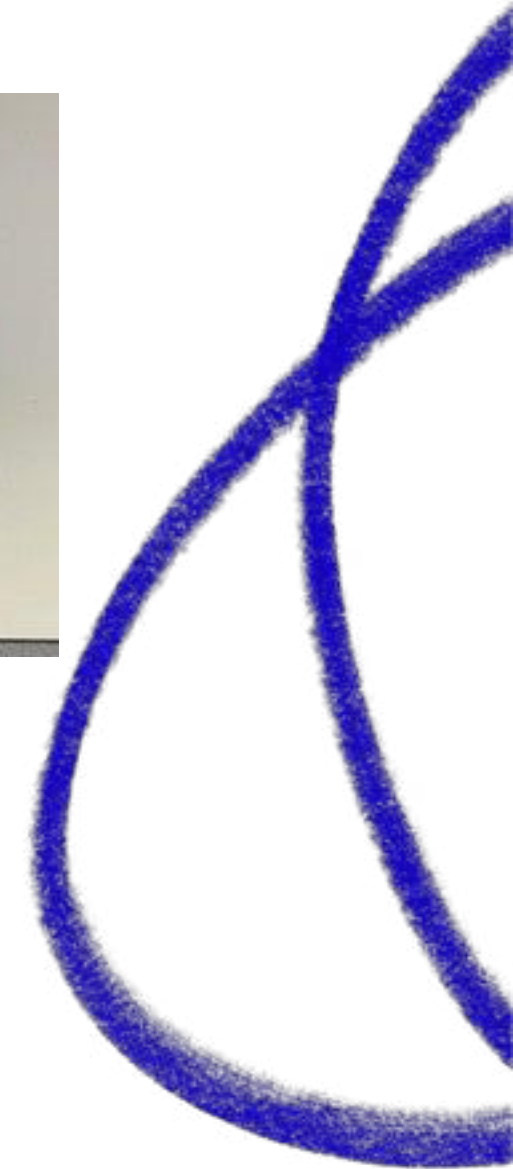
Bradley has now returned to his operational role out on the road and progressed his career.

Bradley attended a Mental Health First Aid course delivered by Birmingham Mind and has gone on to become a qualified mental health first aider.



What we can bring into your workplace. In person or online:

- Short taster sessions/ lunch & learn events.
- Half day or full days of training designed to your needs.
- Line manager training.
- Webinars /Hybrid sessions.
- Mental Health First Aid training courses, ranging from half day Aware – Full two days Mental Health First Aid course.
- Pool of trainers/instructors.



**Training work
rooted in over 60
years of being a
Mental Health
Charity.**



**Helping to
support the
services we
offer here in
Birmingham.**

**BIRMINGHAM & SOLIHULL
24/7 MENTAL HEALTH**

HELPLINE



0121 262 3555



Web chat | birminghammind.org



help@birminghammind.org



**Birmingham Wellbeing Hub, Link Street,
Bullring & Grand Central, B5 4BS**

The background is a solid blue color. Overlaid on this background is a white, hand-drawn circular pattern. The pattern consists of several overlapping circles and arcs, creating a complex, geometric design that resembles a stylized globe or a network of connections. The lines are thick and have a slightly grainy, chalk-like texture.

Questions?

Thank you so much for
your time investment
today!



Contact us:

If you are considering expanding or developing your mental health programme and workplace wellbeing offer in your organisation, please contact training@birminghammind.org for more information about our training offer.

