



Mental health training

HR, L&D and Head of People get in touch because they want their management to be more confident with mental health in the workplace knowing what to do and say, how to spot the signs and how to create a supportive environment for early intervention.

That is exactly what I support with through training. I offer accredited courses such as mental health first aid and can provide tailored management workshops and presentations. Read on to find out more.

If you are interested in any of my services please contact me at matt@claritywalk.co.uk

Benefits of investing with us

1. Great ROI of 1:5 for every pound spent.

Poor mental costs UK employers £33-42 billion per year from increased mistakes big or small, increased absences, lower productivity and higher staff turnover. Having the skills to provide early intervention and implement support measures reduces costs leading to higher profitability.

2. Training is practical for day to day use.

Your team are not GPs, counsellors or mental health professionals so it's important that training delivered is practical for day to day use and highlights professional boundaries where additional support is needed. This reduces reliance on those supporting, builds trust and protects their time and wellbeing.

3. It's not boring

There is nothing worse than death by powerpoint where team members feel like it was just a box tick exercise. This is why all training, workshops and presentations delivered are engaging using a variety of teaching methods and a lot of personality.

4. Follow up support

Nobody should be left confused or unsure how to apply course teachings and this is why I offer follow up support where participants can reach out with any questions, discuss situations and get reassurance.

5. Additional benefits

If extra CSR and some PR sounds good then you also help fund our community projects which reduce isolation. We can also provide free training to help your organisation set up structured walking groups for staff and community benefit.



Matt brings passion, lived personal experience, knowledge and a determination that employers embrace colleague mental health and breaking the taboo that so often surrounds it. I would urge employers to reach out, connect and hold a conversation with Matt and Clarity Walk to ensure they too recognise their duty or care in this all too important aspect of work. Engaging, amusing and committed to L&D. Our mental health first aid training flew by so quickly!

Chris Mathieson - Head of People at Grampian Housing

Matt delivered a Mental Health training course for Practice Managers and middle management to provide them with the skills and tools to support their teams. Matt is always very professional in his approach and provides an interactive session that he relates to personal experiences. Matt's delivery style is always sensitive to the topics being discussed and his audience. We have had great feedback from our teams from Matt's training..

Nicola Logan - Head of HR at Clyde Munro dental



Accredited

Mental health first aid for management (1.5 days)

Mental health first aid (1 day)

Mental health awareness (1/2 day)

Non accredited

Tailored management workshop (1/2 day - Full day)

Tailored presentation/keynote speaking (Up to 1 hour)

Read on to find out more about each course



Mental health training for management (1.5 days)

This course is specifically for managers to equip them with the skills and knowledge needed to know what to do and say to support their team's mental health. We roleplay scenarios so management are prepared and confident if a team member says "I'm depressed" or "I'm suicidal" and any other situation they are likely to come across.

What it covers:

The course covers a range of relevant topics including:

- How to build mental resilience for your team
- How to identify warning signs for team members through informal evaluations, reviews, check-ins, performance reviews.
- Understanding mental health conditions and how it can impact team members
- How to effectively manage common mental health scenarios management can experience, including crisis
- Making reasonable adjustments to support your team members
- How to reduce and manage workplace stress for your team
- How to conduct mental health risk assessments to identify and manage risks

Assessment: Summative practical assessment is ongoing by the instructor each day, along with a written assessment on each day. Professional discussion if online.

Qualification gained: Level 3 Award in Supervising First Aid for Mental Health (RQF)/ Award in Leading First Aid in Mental Health at SCQF Level 6. Valid for 3 years.

How it can be delivered: In-person at your venue or online. This course can support up to 16 participants in-person or online.

Follow up support is offered to qualified first aiders to ask any mental health questions and talk through situations to provide reassurance and support.

Investment: Starting at £255 per person. Travel/accommodation costs will apply if there is significant travel required outwith Inverness.

NOTE: A minimum of 5 participants is needed to run this course. If you are looking to send less than this higher costs will incur.



First aid for Mental Health (1 day)

Comprehensive training for team members and supervisors that provides detailed knowledge on a range of the most common mental health conditions and action steps needed to support individuals in and out of crisis.

We roleplay common scenarios first aiders are likely to experience to help prepare for real life situations.

What it covers:

The course covers a range of relevant topics including:

- Mental health basics and how to build mental resilience
- Providing advice and starting a supportive mental health conversation
- How to identify the mental health warning signs
- Understanding mental health conditions and how it can impact team members
- How to support someone in crisis
- How to reduce mental health risks in the workplace

Assessment: Practical demonstration of the First Aid for Mental Health Action Plan and a multiple-choice question paper. Professional discussion if online.

Qualification gained: A Level 2 Award in First Aid for Mental Health will be issued to the learner, subject to successful assessment. Valid for 3 years.

How it can be delivered: In-person at your venue or online. This course can support up to 16 participants in-person and online.

Follow up support is offered to qualified first aiders to ask any mental health questions and talk through situations to provide reassurance and support.

Investment: Starting at £180 per person. Travel/accommodation costs will apply if there is significant travel required outwith Inverness.

NOTE: A minimum of 5 participants is needed to run this course. If you are looking to send less than this higher costs will incur.



Mental health awareness accreditation - half day (4 hours)

Introductory level mental health training which we recommend for team members to increase confidence and competence to recognise, understand and have the skills to start a conversation and be able to signpost a person towards professional help.

Participants will have the opportunity to roleplay common scenarios to help prepare for real life situations.

What it covers:

The course covers a range of relevant topics including:

- Mental health basics and how to build resilience for work
- How to identify the mental health warning signs
- Awareness of mental health conditions
- How to start and guide a supportive mental health conversation

Assessment: Multiple choice question paper /professional discussion

Qualification gained: Level 1 Award in Awareness of First Aid for Mental Health (RQF)/ Award in Awareness of First Aid for Mental Health at SCQF Level 4. Valid for 3 years.

How it can be delivered: In-person at your venue or online. This course can support up to 16 participants in-person or online.

Investment: Starting at £150 per person. Travel/accommodation costs will apply if there is significant travel required outwith Inverness.

NOTE: A minimum of 5 participants is needed to run this course. If you are looking to send less than this higher costs will incur.



Management mental health workshop (1/2 day - full day)

Our bespoke Mental health workshops are tailored for your management needs to build confidence around mental health situations.

Workshops are designed around outcomes you want to achieve and can be delivered in-person or online.

Ideas of course content for your management workshop:

- Management skills for mental health
- How to build mental resilience for your team in your profession
- How to identify warning signs for team members discussing informal evaluations, reviews, check-ins, performance.
- How to start a supportive conversation with a team member who is struggling
- Discussion about common mental health scenarios management can experience and how to manage them.
- How to reduce and manage workplace stress
- How to make reasonable adjustments as a manager
- Understanding mental health risks and how to conduct a mental health risk assessment

Workshop content will be discussed with you and we will plan accordingly. Once planned we will require your feedback to make adjustments and get approval before delivery.

Workshop capacity: 20

Investment: Starting at £1000 for up to 6 participants 1/2 day. Additional costs apply for more participants and length of day. Travel/accommodation costs will apply if there is significant travel required outwith Inverness.

Get in touch to discuss your needs and get a quote.

Looking for a workshop for team members? We can also design a workshop for them. Get in touch to discuss.



Mental health presentation (up to 1 hour)

A tailored presentation that aims to empower staff members to gain a better understanding of mental health and how they can take positive action to support themselves or someone they know.

Presentations are designed around outcomes you want to achieve and can be delivered in-person or online.

Ideas of what you can build presentations around:

- Managing stress in the workplace
- How to build resilience and become adaptable for any situation
- Recognising warning signs for yourself and team members
- How to start a mental health conversation
- How to digitally detox for a healthy mindset
- How to reduce mental health risks in the workplace

Audience members will receive a PDF which highlights the key lessons from the presentation with clear action points to improve their mental health and wellbeing.

Investment: Starting at £350



Contact Matt at

Matt@claritywalk.co.uk to discuss your training needs