

The MHFAider effect

Celebrating the people transforming
how we talk about and support
mental health



MHFA England



Association
of Mental Health First Aiders



A foreword from our Chair

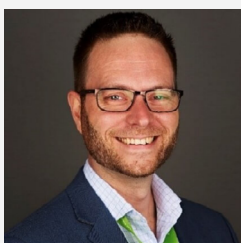
Every day, MHFAiders® are transforming how we talk about and support mental health. Each one represents a commitment to care – not only for others, but for our workplaces, our communities, and ourselves.

This report captures the MHFAider effect, helping us understand the impact of that commitment more deeply. It shows the ripple of confidence, skill, and care that begins with high-quality training and continues through ongoing support with the Association of Mental Health First Aiders®.

Evaluation is at the heart of this progress. Through thousands of voices in our annual MHFAider Insights Survey, we see where MHFAiders feel strong, where they feel supported, and where we can go further. We also see the difference MHFAiders make in workplaces and communities across England – the conversations started, the stigma challenged, the lives changed, and saved.

I'm proud to see the Association and MHFA England® continue to grow as an inclusive community where MHFAiders build confidence and feel supported. Every MHFAider trained and every conversation started moves us closer to a nation where everyone's mental health matters.

The MHFAider effect is real, and together, we'll keep it growing.



Andy Ward

Chair,
Association of Mental Health First Aiders

The MHFAider effect at a glance

Mental health first aid in action



90%

of MHFAiders say they actively
use their skills at work

91%

agree MHFAiders challenge
stigma

Almost

90%

say MHFAiders save lives

95%

feel proud to be an MHFAider

92%

agree MHFAiders contribute to healthier,
more productive workplaces

85%

also use their skills outside their
organisation

*"It was insightful,
emotional, and a good
base to start reflecting
on not only the
workplace but self-care
and time out for me.
The course has changed
my life and will save
someone else's."*

MHFAider, construction sector

Behind each statistic is a person choosing to make a difference. These findings show how MHFAiders are translating training into meaningful action. They paint a clear picture of a growing movement, rooted in the belief that mental health conversations should be part of our everyday.



The Association advantage:
Members who stay connected through the Association report higher confidence and stronger wellbeing outcomes than non-members.

The power of skills in action

Where MHFAiders use their skills

Most MHFAiders use their skills in multiple settings:



Workplace

88%

Personal life (family/friends)

78%

Community

33%

Voluntary roles

22%

85% of MHFAiders use their skills outside their workplace, from community groups to family circles. Training doesn't stay within corporate walls – it becomes a key skillset that strengthens connections and builds the confidence to reach out early.

Most common issues MHFAiders support people with



Workplace stress
and anxiety



Low mood or symptoms
of depression



Relationship or
bereavement challenges



Financial concerns



Frequency of use

Nearly three quarters

use their skills a few times monthly

One in two

use them weekly or more – that's hundreds of thousands of supportive conversations happening each week

MHFAiders are applying what they've learned in both personal and professional settings. These conversations show mental health first aid is more than training. It's a movement grounded in understanding and early intervention.

"Helping people who are vulnerable, being aware of my own health, and how it can impact others – it's been a revelation."

MHFAider, local government



The Association advantage:

Members are more likely to keep their MHFA skills active and up to date – turning one course into lasting confidence and care .

Confidence, skill, and care

Strength and compassion sit at the heart of every MHFAider's journey.

95%

feel proud to be an MHFAider

8/10

average confidence in supporting others

Most say

their role has increased their ability to listen, understand, and respond to others

Nine in ten

agree their role has a positive impact on those they support

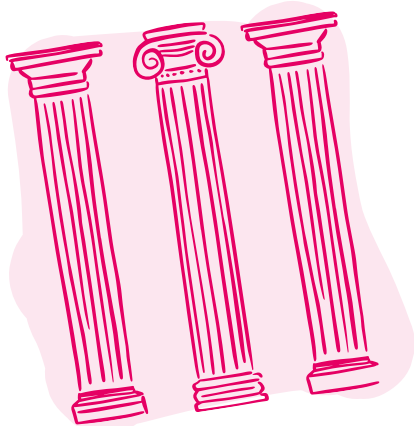


Training builds lasting knowledge and awareness. These are qualities that ripple through families, communities, and workplaces. MHFAiders describe a shift not only in skill, but in perspective. They listen more deeply, connect more openly, and act when it counts.

Almost all MHFAiders (**96%**) say they plan to complete MHFA Refresher training, showing how seriously they take keeping their skills and knowledge up to date. Being an MHFAider is a commitment, not just a one-time role.

"The course gave me renewed confidence. I realised my views and experiences are valid and that I can make a real difference."

MHFAider, manufacturing sector



The Association advantage:
Members report higher confidence in supporting others and greater belief that their role has a positive impact compared with non-members.

The workplace impact



MHFAiders are shaping the future of mentally healthy workplaces.

Supported

83% agree MHFAiders help support their organisation's mental health



Recognised

71% say their workplace recognises MHFAiders' impact



Connected

55% have an MHFAider network at work



When MHFAiders are supported and integrated into wellbeing strategies, the return on investment is clear: A culture where people thrive.

- 92% agree MHFAiders contribute to healthier, more productive workplaces
- 75% feel supported by their workplace in their MHFAider role

These results show progress – and potential. Organisations are seeing the benefits, but there's still room to strengthen recognition and advocacy for MHFAiders within workplace wellbeing strategies. We must always remember it's not just about having MHFAiders, it's about valuing them too.

"Rather than wait for people to come to me, I've encouraged talk and prevention. Management are now using me to help."

MHFAider, production sector



The Association advantage:

Members are more likely to say MHFAiders improve wellbeing and productivity in their workplace – showing how ongoing support strengthens real-world results.

Raising standards and driving change



MHFAiders want a future where every workplace takes mental health as seriously as physical health.

90%

believe MHFA training should be a legal requirement in every workplace, as physical first aid is

88%

support national standards to guide consistent, effective implementation

This appetite for change reflects a confident, responsible movement that values quality and accountability. MHFAiders know that when training is delivered well, with clear standards and proper support, the impact is transformative.

“Having the right training and structure in every workplace could change how we care for each other at work.”

Association member, NHS sector



The Association advantage:
Members are more likely to support national standards for MHFA, reflecting their commitment to quality, consistency, and accountability.



The Association advantage



The Association of Mental Health First Aiders is England's first and only membership body for Mental Health First Aiders, supporting MHFAiders long after they've completed their course.

97%

feel proud to be a member

86%

feel supported in their MHFAider role
by the Association

82%

agree their membership benefits
help them carry out their role with
confidence, skill, and care

98%

plan to renew their membership
through MHFA Refresher training

When describing the Association, members used the words that reflect its purpose:

Learning **Reassurance**
Connection **Belonging**

Through exclusive access to a wide range of resources, the Association helps turn learning into lasting impact – helping MHFAiders feel confident to provide support where it's needed most.

"Being part of the Association means I never feel alone in this work. I always have something new to learn or share."

Association member, higher education

The future of Mental Health First Aid



These insights show the human power behind our mission. MHFAiders are changing culture one conversation at a time. They're creating workplaces that are more open and better equipped to support wellbeing.

The next step is to ensure that every organisation can embed mental health support confidently and consistently. That means:



Training more MHFAiders and refreshing skills regularly



Building effective networks with clear roles



Recognising and valuing MHFAiders' contribution



Backing quality standards so support is consistent everywhere

This is how we'll build a future where every workplace protects, promotes, and prioritises mental health.

"I used my MHFA skills to support my brother through a crisis. It gave me tools I didn't have before. That's life-changing."

Association member, private sector





Reflections from our Chief Executive

The MHFAider effect is a powerful reminder of what's possible when people are trained, supported, and connected. MHFAiders are transforming how we talk about and support mental health, and in doing so, they're changing and saving lives.

These insights reinforce what we already know: Ongoing support matters. The more MHFAiders feel valued, recognised, and confident, the greater their impact – wherever they are. We'll use the findings to shape how we continue to evolve the Association and strengthen our support for MHFAiders everywhere.

As we look ahead, our focus is clear. We must continue raising standards, recognising and valuing MHFAiders, and building a future where mental health is supported with the same confidence and care as physical health.

To every MHFAider, Association member, and Instructor Member who shared their voice in this report – thank you. Your commitment keeps this movement growing and our collective impact expanding.

Together we make it matter.



A handwritten signature in black ink that reads "S McIntosh".

Sarah McIntosh
Chief Executive,
**MHFA England and
Association of Mental Health First Aiders**

Next steps

The MHFAider effect shows what's possible when people are trained, supported, and connected. If you're inspired to start your own journey, you can take MHFA England training to build the skills and confidence to support others in your workplace, community, or home.

Find out more at mhfaengland.org.

If you're already an MHFAider, there are ways to continue your journey:



Join the Association

Be part of an inclusive community with a collective power to raise awareness and understanding of mental health stigma.

[Find out how to join](#)



Refresh your skills

Keep your knowledge sharp with the MHFA Refresher or Youth MHFA Refresher course.

To organise your course, get in touch with your original Instructor Member or the individual who organised your MHFA training.



Share your story

Tell us how you're making mental health conversations matter using [#MyMHFAiderStory](#) or by emailing stories@mhfaengland.org.

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