



MHFA England

Supporting employee mental health



MHFA England

MHFA England © 2025

Contents

Welcome	3
Training and consultancy	4
What employers say	6
What employees say	8
Consultancy	9
How MHFA England can help	10
Training	11
Adaptable training framework	13
Training for the whole organisation	14
Training for designated staff at all levels	16
Training for people managers	21
Useful resources	27
Contact us	28

Welcome

We're MHFA England®, a social enterprise. Our vision is of a nation where everyone's mental health matters.

We all know that investing in wellbeing is good for business. Practical mental health skills and awareness training is a key component for creating a safe, healthy workplace where the mental health and physical health of employees are valued equally. It gives people the skills to spot the signs of poor mental health, the confidence to start a conversation, and the knowledge to signpost to support.

Improving workplace mental health remains the biggest positive change any organisation can make. But with so many implications, it can be impossible to know where to start. MHFA England isn't just the national authority on mental health first aid. We're workplace mental health experts too, delivering inclusive, market-leading, and evidence-based mental health training and consultancy. We've had nearly two decades of experience as the leading provider of mental health training, coupled with research and data about what organisations and their employees need and want.

Our [training](#) and [consultancy](#) is here to support you to manage health and wellbeing proactively, minimise the impact of mental ill health on your business and your people, and promote and maintain healthy workplaces.

We'll work alongside you to understand the needs of your organisation and support you to implement training that complements strategy, if you have one. If you don't, we'll get you started on that journey and support you along the way. Each organisation's culture is unique and creating change around mental health is a complex task that requires a multi-tiered approach, which our team of experts is positioned to support.

Together we create mentally healthy workplaces where people, communities, and business thrive.



S McIntosh

Sarah McIntosh,
Chief Executive, MHFA England

Poor mental health costs

Poor mental health costs UK employers up to £51 billion each year. But for every £1 spent by employers on mental health interventions, they get back £4.70 in reduced absence, presenteeism, and staff turnover

(Deloitte, 2024)

[Learn more about MHFA England's training](#)

Training and consultancy



Expertise in workplace mental health

We have provided expert consultancy and training to over 20,000 workplaces. Our whole organisation approach means we support you to embed training as part of your overall wellbeing strategy.



Tailored delivery

We take the time to understand your organisation and can tailor our training to ensure it reflects the sector and environment you work in. Our courses are delivered by dedicated Associate instructors who are individually paired to your delivery, ensuring they have the sector expertise relevant to your workplace.



Flexible delivery

We provide flexible delivery with our online, onsite, and digital learning options, bringing quality mental health training to your staff, no matter where they are based.



Evidence-based

Grounded in research and rigorously tested, our courses are developed with input from clinical experts and those with lived experience of mental health issues.



Workplace consultancy

We will work collaboratively and take time to understand your culture, building on your strengths and recommending areas for improvement. Together, we'll build cultures where wellbeing and productivity flourish hand in hand.



Meet the core standards

Help meet the recommended core standards for a healthy workplace as set out for all employers in the Government's [Thriving at Work](#) report.



Social enterprise

As a social enterprise we reinvest our profits into providing quality mental health training to those who need it most. That includes the NHS and community groups supporting young people.



Licensed provider

We are the only provider of licensed Mental Health First Aid Instructor Training in England, accredited by the Royal Society for Public Health.



More than just a course

Post-training support is central to MHFA England's philosophy. MHFA training doesn't stop when the course comes to an end. With MHFA England, we offer continuous support for MHFAiders® - well beyond their initial certification through membership of the Association of Mental Health First Aiders®. We are the only provider in England offering a full support package like this.



International network

We are the only training provider in England that is part of MHFA International, an international network allowing us to support both national and multi-national organisations ensuring a consistent approach to training.

Core standards

1. Produce, implement and communicate a mental health at work plan
2. Develop mental health awareness among employees
3. Encourage open conversations about mental health and the support available when employees are struggling
4. Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development
5. Promote effective people management through line managers and supervisors
6. Routinely monitor employee mental health and wellbeing

[\(Thriving at Work: The Stevenson/Farmer review of mental health and employers\)](#)

Research and evaluation shows that MHFA England courses make a lasting difference in people's knowledge and confidence around mental health. [Click here](#) to explore our evidence base.

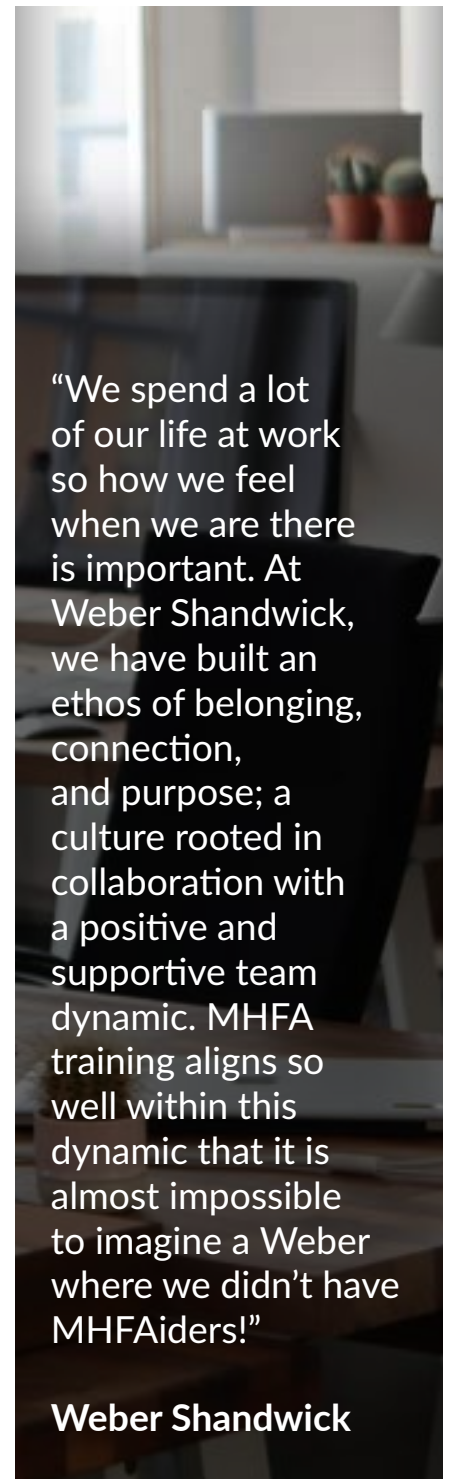
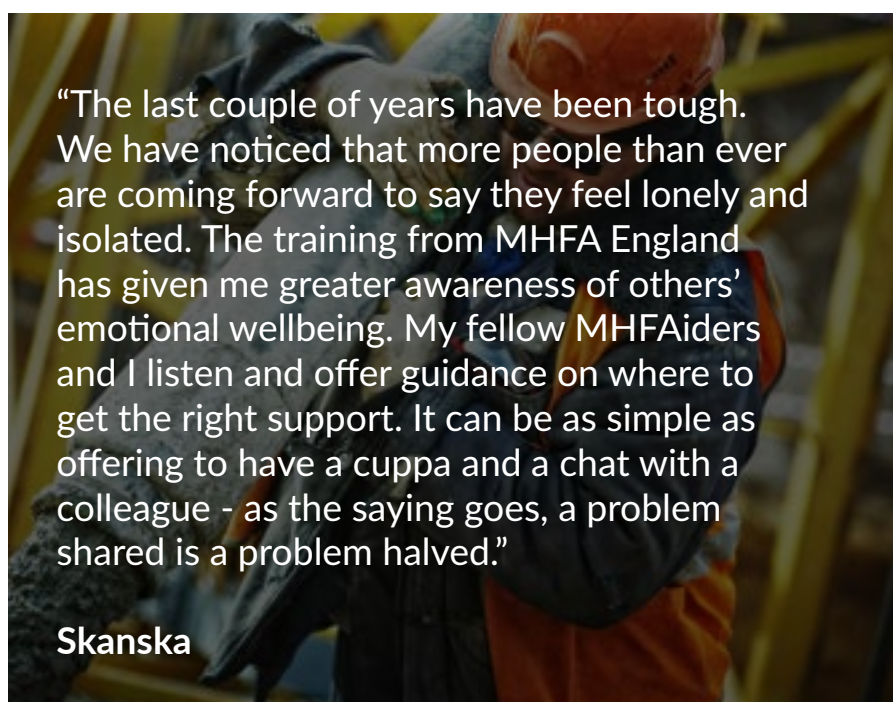
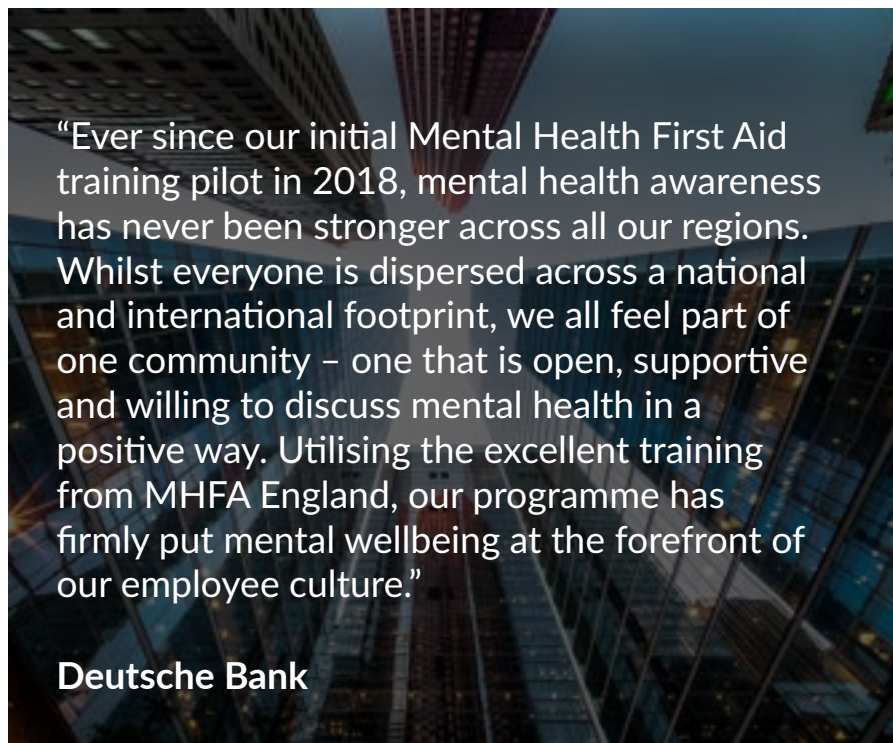


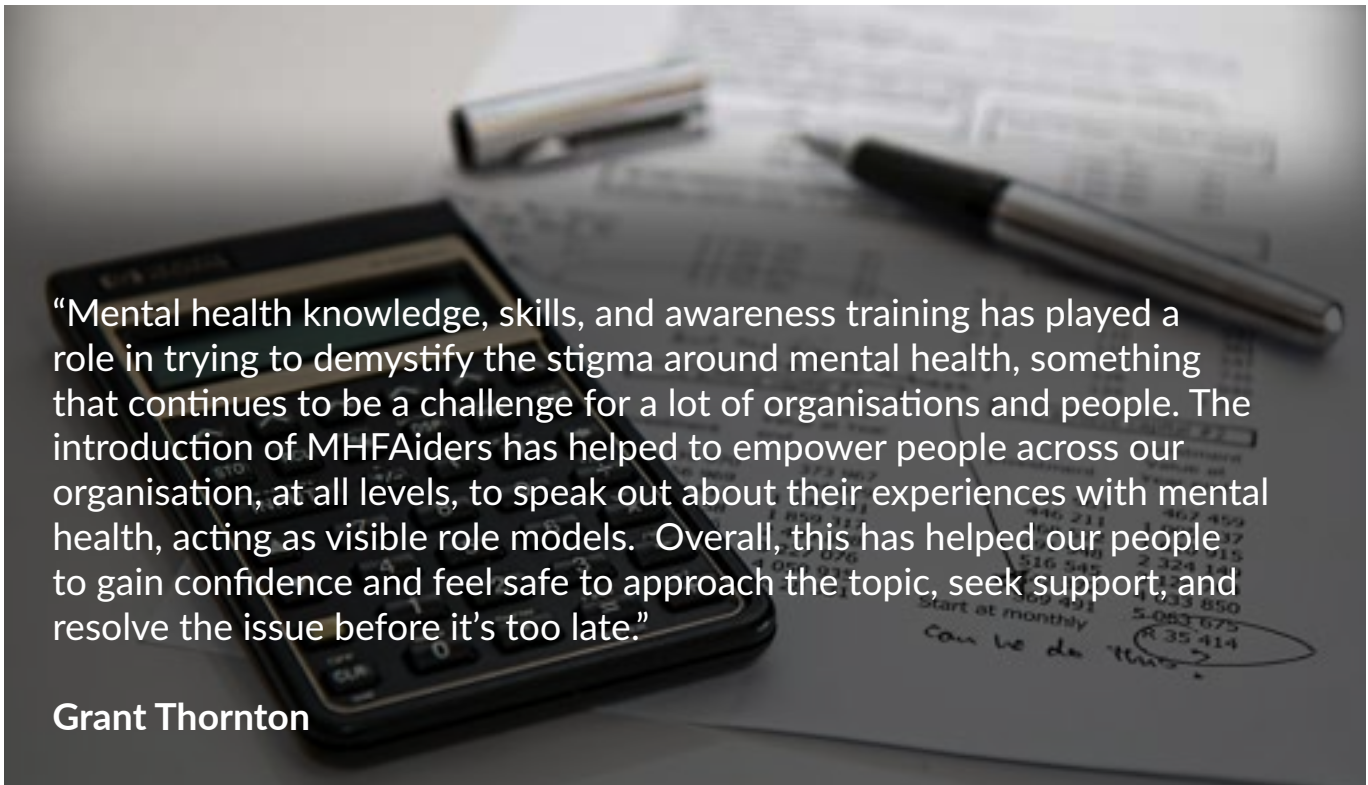
What employers say

See how organisations are using MHFA England training. Click on a quote to learn more, or see all:

[Written case studies](#)

[Video case studies](#)





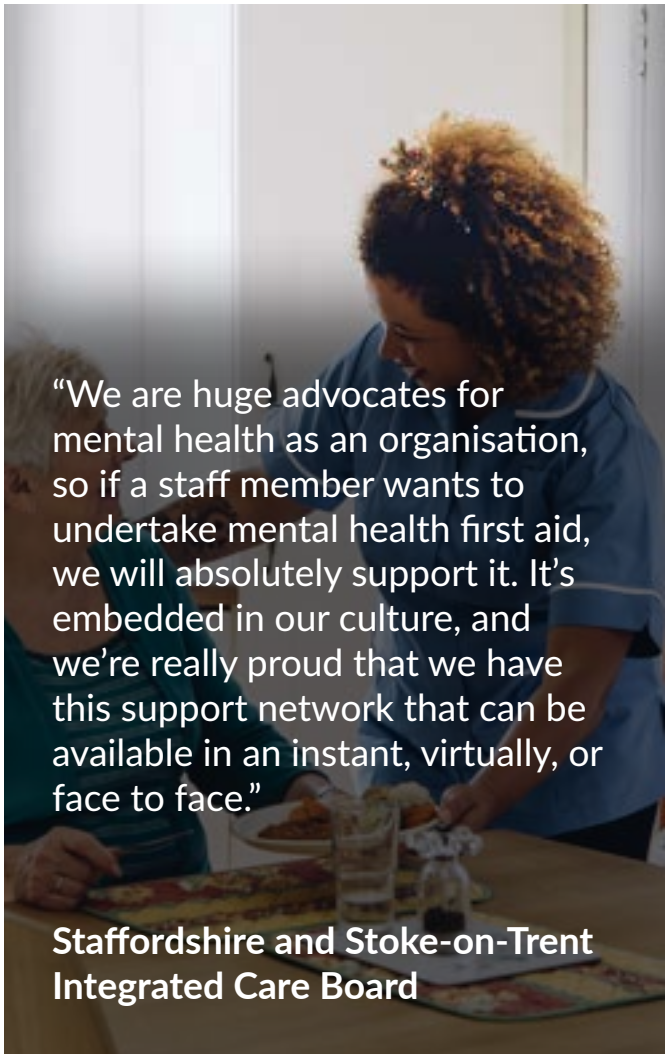
“Mental health knowledge, skills, and awareness training has played a role in trying to demystify the stigma around mental health, something that continues to be a challenge for a lot of organisations and people. The introduction of MHFAiders has helped to empower people across our organisation, at all levels, to speak out about their experiences with mental health, acting as visible role models. Overall, this has helped our people to gain confidence and feel safe to approach the topic, seek support, and resolve the issue before it’s too late.”

Grant Thornton



“We’ve found that more people are actively seeking support. Our engagement survey has shown a reported increase in managers supporting employees. Across the organisation, there are managers equipped to support their colleagues. Mental health-related absences have stabilised, and there’s a much more open culture to discuss mental health at all levels.”

HCA Healthcare



“We are huge advocates for mental health as an organisation, so if a staff member wants to undertake mental health first aid, we will absolutely support it. It’s embedded in our culture, and we’re really proud that we have this support network that can be available in an instant, virtually, or face to face.”

Staffordshire and Stoke-on-Trent Integrated Care Board

What employees say

“The MHFA course was worthwhile both professionally and personally. I gained invaluable skills and tools that I can use to support others.”

“I found the MHFA course really insightful. The instructors leading the course were very knowledgeable and clearly very passionate about mental health. It was inspiring and made me want to make a difference.”

“The MHFA course provided an opportunity for reflection. It has enabled me to consider myself first, while being able to relate and identify signs and symptoms in others. By being able to identify potential problems, it creates improved confidence in the support that I can offer other people.”

“Excellent delivery, very engaging, knowledgeable, lots of real-life experience. I hope more senior leadership team take away the value of MHFA England and make it mandatory across the company.”

“Our tutor was knowledgeable and delivered the training in a very interactive way. The participants had great input into the course that made peer learning extremely valuable!”

“The course was very well structured, and everyone was open about their experiences with mental health”.

“A fantastic opportunity to learn the correct methodology to lessen the impacts of poor mental health. I will take and introduce many of the aspects learned on the course to my personal and professional life”.

“Learning about mental health has changed the way I think about the subject as a whole and understand the stigma related to it. It has helped me to be a more patient and understanding person all around”.

Consultancy

The way we live and work has shifted and highlighted the need to understand how work and workplace culture can both impact and improve your employees' mental health.

Our consultancy supports workplaces to promote the mental health and wellbeing of their people.

Born from decades of experience, our consultancy brings together world class experts, robust research, and lived experience to help you understand and meet the mental health needs of your organisation.

Having worked with over 20,000 organisations, we understand the nuances of workplaces and the barriers you may be facing. We know how to implement excellent training, robust systems, and practical policies to improve the wellbeing of your workforce.

We work collaboratively with you to find the most effective way forward for your organisation's unique needs.



How can MHFA England help?

Evaluate your approach

We use data-driven analysis to understand your employees' experiences to identify what is working and where engagement can be increased.

We listen without judgement to give you an honest evaluation of your company culture and the collective mental health of your employees, offering valuable insights for improvement and growth.

Build and develop your wellbeing strategy

The Chartered Institute of Personnel and Development's recent report showed that "50% of workplaces don't have a wellbeing strategy". We are the experts in building strategies that are people focused and align with your business objectives. We will work with you, step by step, to create an actionable strategy that suits your needs.

Empower and build people manager capability

People managers create the golden thread between an individual's objectives, the team's plan, and the business' vision and mission.

If we want our organisations to succeed, we must prioritise our people, empowering our managers to succeed.

Engage senior leadership

Culture change starts from the top. Our consultancy will help you involve your senior leaders, so they are engaged in creating a culture where wellbeing fuels performance.

Review and communicate wellness policies

Comprehensive wellness policies help make up a robust wellbeing strategy.

We will work with you to find the best ways to communicate and engage your people with your policies so that everyone can thrive and access support when they need it.

Evaluate your wellbeing initiatives

Our comprehensive evaluation and assessment process will evaluate your current wellbeing initiatives and provide you with clear, data-driven recommendations tailored to your needs.

Connect training with your wellbeing strategy

We know that mental health training is only one part of the workplace wellbeing approach.

We'll work with you to listen to your employees' needs and understand your training requirements, whether that is MHFA for front line staff, training for your managers, or Suicide First Aid courses.

Connect wellbeing to all corners of your organisation

Your approach to wellbeing shouldn't be considered in isolation.

We will help you connect wellbeing with all your HR policies from equity, diversity and inclusion, leadership, recruitment, and ways of working through to learning and development.

Supporting you along the way

We support and guide organisations on their journey towards a healthier and more productive workplace, whatever their size or sector.

Wherever your starting point, we are there, every step of the way, supporting you to support your people. Together, we'll build cultures where wellbeing and productivity flourish hand in hand.

Training

MHFA England training gives people tools to support themselves and each other, so everyone can talk about mental health and seek help when needed. We teach people to spot the signs of mental ill health and guide a person towards support. We don't teach people to be therapists, but we do teach people how to respond in a crisis, and how to reach out before a crisis happens.

- Protect employee mental health through prevention and early intervention
- Embed culture change across the whole organisation
- Develop your managers' skills and knowledge to have effective mental health conversations with their teams
- Build employees' confidence to have open conversations around mental health and break the stigma
- Encourage people to access support early when needed, for a faster recovery
- Empower people with a long term mental health issue or disability to thrive in work
- Promote a mentally healthy environment, allowing people to thrive and become more productive
- Become a member of the Association of Mental Health First Aiders, England's first and only membership body for Mental Health First Aiders and largest community of its kind (as part of our Mental Health First Aid course).



Legislation for Mental Health First Aid

Legislation for Mental Health First Aid provision in the workplace is not yet in place. [The Health and Safety Executive](#) says:

“You should consider ways to manage mental ill health in your workplace which are appropriate for your business, such as providing information or training for managers and employees, employing occupational health professionals, appointing mental health trained first aiders and implementing employee support programmes.”

Training is the foundation to a healthy workplace

Educating people about mental health helps to open up conversations, break down stigma, and encourage mental health resilience. It can also ensure people are aware of how to access help, allowing for quicker recoveries and more positive outcomes.

Who to train

Everyone who completes a course gets a certificate of attendance.

Mental Health First Aid, MHFA Champion, and Mental Health Aware courses provide:

- A manual to refer to whenever they need it
- A workbook including a helpful toolkit to support their own mental health

In addition, MHFAiders get the benefit of joining the Association of Mental Health First Aiders with automatic 24/7 digital support through the MHFAider Support App®, and exclusive access to a wide range of resources and learning opportunities to grow confidence in the workplace.

Delivery options

Courses are delivered online, in-person or onsite at your workplace, by an experienced Associate Instructor Member. Our quality assured Associates have been recruited due to their diverse business backgrounds, experience in mental health, and their ability to engage and motivate attendees.

Online Mental Health First Aid deliveries take place through the MHFA England Online Learning Hub, or on a platform of your choice, as live training sessions. Our Online Learning Hub provides a platform for an inclusive and flexible learning experience for your employees.



Our training can be delivered in-person or onsite at your workplace, by an experienced Associate Instructor Member



Our training can be delivered via our Online Learning Hub or on a platform of your choice, as live training sessions.

[Learn more about MHFA England's training](#)



Adaptable training framework

We know that there is no one-size-fits-all solution and this mindset underpins everything we do with you and your people. Our adaptable training framework allows you to build solid foundations to improve your workplace wellbeing or continue to layer mental health knowledge, awareness, and skills throughout your organisation.

Click on a course name to go to more information:

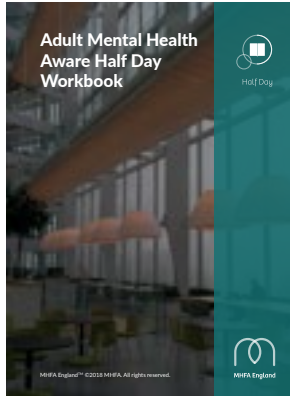
Training for the whole organisation	
Mental Health Aware	Tackle stigma with awareness across the whole organisation, to empower people to take up the other initiatives you are putting in place. Learn more
Mental Health Introduction	Introduce employees at all levels across your organisation to the topic of mental health.
Suicide Prevention Training for Organisations	Build the foundation of suicide prevention, intervention, and postvention across your organisation to tackle stigma and build confidence to intervene with people at risk of suicide.
Training for designated staff at all levels:	
Mental Health First Aid	Practical skills to spot signs of people experiencing poor mental health, be confident to start a conversation, and signpost a person to appropriate support. Plus receive three years of membership to the Association of Mental Health First Aiders. Learn more
Youth Mental Health First Aid	Gain the knowledge, awareness, and skills to spot the signs of a young person aged 8 to 18 experiencing poor mental health, the confidence to start a conversation, and the tools to safeguard and signpost to appropriate support. Plus receive three years of membership to the Association of Mental Health First Aiders. Learn more
MHFA Champion	Gain knowledge and confidence to provide Mental Health First Aid for the most common signs of mental ill health amongst your people. Learn more
MHFA Refresher	Update mental health knowledge, awareness, and skills every three years. Learn more
Training for people managers:	
Mental Health Knowledge for Managers	Change the culture around mental health by providing knowledge and a framework for wellbeing conversations. Learn more
Mental Health Skills for Managers	Give managers practical skills and confidence to have supportive face-to-face or remote conversations with their teams about mental health and wellbeing. Learn more
Supporting Team Mental Health and Performance	Help people managers build thriving, mentally healthy teams that perform at their best. Learn more
Mental Health First Aid for Managers	A tailored MHFA course designed for people managers. Managers are equipped with mental health knowledge to lead with empathy, recognise signs of poor mental health and provide first-level support, and early intervention.

Training for the whole organisation

Mental Health Aware



Format: Four-hour session available online or face to face.



[Learn more](#)

Employees are three times more likely to thrive if they work in a company that offers mental health support, according to AXA's Mind Health Report. Help make wellbeing part of everyday conversation with our Mental Health Aware course. Employees will learn to challenge stigma, manage stress, and gain the confidence to talk about mental health.

What's covered?

- Defining mental health
- Factors that affect mental health
- Challenging stigma
- Prevalent mental health conditions
- Recovery from poor mental health
- Self-care and resilience
- Useful statistics and resources

Suicide Prevention Training for Organisations



Format: Two sessions, covering seven hours of learning.



[Learn more](#)

Samaritans and ONS data suggest that around 1 in 20 people in the UK experience suicidal thoughts at any given time. Our Suicide Prevention Training for Organisations helps mitigate risks, enhances support networks, and fosters a culture of mental wellbeing throughout your entire workplace.

This course equips your teams with the confidence to recognise warning signs and respond with care. Learners gain the skills to take meaningful, appropriate actions to create a workplace where support happens early and stigma is reduced.

Suicide Prevention Training for Organisations is delivered in partnership between MHFA England and Junah Ltd. MHFA England and Junah have years of experience working within the suicide prevention space.

What's covered?

- Language and definitions
- The mental health continuum
- Risk and protective factors
- Understanding suicide
- Suicide prevention, intervention, and postvention
- Self-care



Format: One-hour live session online.

Introduce employees at all levels across your organisation to the topic of mental health with this introductory mental health workshop. It is a time and cost effective way to reach all employees to encourage them to start thinking about mental health and how it can impact them in the workplace. We limit numbers to 100 people per course so that the instructor can keep people safe and supported while they learn.

What's covered?

- What is health?
- Our mental health journey
- Helpful and unhelpful language
- Your Stress Container
- Early warning signs of poor mental health
- Barriers to help-seeking
- How to begin a conversation
- Take 10 Together toolkit
- Where you can go to develop knowledge, skills and improve your confidence further

Training for designated staff at all levels

Mental Health First Aid



Format: Available as a two-day face-to-face session, or as a flexible online delivery.



[Learn more](#)

A mentally healthy workplace is good for wellbeing and as Deloitte have reported poor mental health costs employers £56 billion every year, it's good for business too.

By training your people to have mental health first aid skills, they'll learn to be a first point of contact for someone who may be experiencing poor mental health. From day-to-day wellbeing conversations to crisis situations, this two-day course provides the knowledge and skills to confidently support colleagues when they need it most and signpost to further resources.

With our Mental Health First Aid course training continues long after the course comes to an end, with continuous support provided for your MHFAiders well beyond initial certification. MHFAiders are invited to become members of the Association of Mental Health First Aiders, so you can be confident they have the tools they need to carry out their roles effectively.

What's covered?

- Defining mental health
- The MHFAider role
- Prevalent mental health conditions
- Stigma and discrimination
- Active listening
- Mental Health First Aid action plan
- Crisis first aid
- Helpful and unhelpful language
- Recovery and lived experience
- Self-care and resilience
- MHFAider Support App

Sector specific:

In response to client requests for more bespoke content and courses relevant to their sectors, we have created the following tailored options:

MHFA for NHS is a tailored version of our existing MHFA course suitable for the NHS sector. [Learn more](#)

MHFA for Financial Services is a tailored version of our existing MHFA course suitable for the finance sector. [Learn more](#)

Recognising that one size doesn't fit all, our tailored courses are designed specifically for those in the sector addressing the unique pressures of your workplace. This makes the impact longer lasting, implementation more strategic, and gives you a better return on investment.

If you're interested in tailored training for your sector and you aren't part of the NHS or financial services sector, we can still help.

Get in touch at: workplace@mhfaengland.org

Mental Health First Aid cont.



Association
of Mental Health First Aiders

[Learn more](#)

Association of Mental Health First Aiders

Members receive exclusive access to a wide range of resources, from training and qualifications to events and research.

This includes:

- **The MHFAider Support App.** Access to features such as a 24/7 text support service, signposting to a national database of health services, and insights that teach critical self-care skills
- **Access to the MHFA England Online Learning Hub.** This includes resources such as course manuals and MHFAider guides
- **First-hand insights.** Learn from real people sharing their honest and lived experiences of mental health conditions
- **Online networking.** Invites to exclusive quarterly webinars to help your MHFAiders carry out their role with confidence, skill, and care
- **Monthly newsletters.** MHFAiders will be kept up to date with all the latest news from our community



[Learn more](#)

RSPH Level 3 Award in Mental Health First Aid

Want to build your MHFAiders' confidence even further? Test your employees' knowledge with an internationally recognised qualification, RSPH Level 3 Award in Mental Health First Aid.

Why get an MHFAider qualification with us?

Our internationally recognised RSPH Level 3 Award in Mental Health First Aid will give you a chance to demonstrate your commitment to mental health first aid in the workplace, allowing your employees to continue their learning journeys and build their knowledge as MHFAiders with a practical eAssessment.

Our Mental Health First Aid qualification is the only one of its kind to be endorsed and supported by the world's oldest public health body, Royal Society for Public Health (RSPH).

Cost

The RSPH Level 3 award in Mental Health First Aid practical eAssessment is a separate and optional assessment following the course. It will incur a cost of £99 including VAT per MHFAider, to register and complete the qualification.

Format: Four sessions, each 3.5-hours long, available for face-to-face or online delivery.



[Learn more](#)

Record levels of young people are struggling with their mental health. In 2024, the number of referrals to mental health services increased to 120,000 a month, compared to around 40,000 a month in 2016 (Department for Health and Social Care). Academic pressures, social media, bullying, poverty, inequality, and the lack of timely professional mental health support available are all contributing factors.

Those who work with young people can probably spot when they are struggling but may not know how to best help. As key figures in young people's lives, the Youth MHFA course will equip your people with the knowledge, awareness, and skills to spot the signs of a young person experiencing emotional distress and poor mental health, start a conversation, and safeguard and signpost to appropriate support.

Like the MHFA course designed for adults, Youth MHFA training continues long after the course comes to an end. Once learners have completed the course, they will be invited to become a member of the Association of Mental Health First Aiders – England's first and only membership body for Mental Health First Aiders. The Association ensures they have everything they need, including exclusive support and benefits, to feel confident when supporting others.

What's covered?

- Defining mental health
- The Youth MHFAider role
- Stigma and discrimination
- Understanding the adolescent brain
- The Youth MHFA action plan
- Active listening
- Helpful and unhelpful language
- Common mental health conditions
- Crisis first aid
- Recovery and lived experience
- Self-care and resilience
- MHFAider support and benefits

Youth Mental Health First Aid cont.



[Learn more](#)

Association of Mental Health First Aiders

Following the course, learners will receive exclusive access to a wide range of resources when they join the Association of Mental Health First Aiders. This includes:

- **The MHFAider Support App.** Access to features such as a 24/7 text support service, signposting to a national database of health services, secure conversation journalling to make reflective notes while protecting confidentiality, and insights that teach critical self-care skills
- **Access to the MHFA England Online Learning Hub.** This includes resources such as course manuals and Youth MHFAider guides
- **First-hand insights.** Learn from real people sharing their honest and lived experiences of mental health conditions
- **Online networking.** Invites to exclusive quarterly webinars to help Youth MHFAiders carry out their role with confidence, skill, and care
- **Monthly newsletters.** Youth MHFAiders are kept up to date with all the latest news from our community



Format: One-day session available online or face to face.



[Learn more](#)

Organisations we work with have seen increases of up to 75% in referrals for mental health issues to their occupational health services, showing staff are more likely to seek help after mental health training. Strengthen and prioritise the wellbeing strategy in your organisation by building a network of MHFA Champions. Your people will gain the skills, knowledge, and confidence to have a conversation about mental health, challenge stigma and lead the way to a mentally healthy workplace.

What's covered?

- Defining mental health
- The role of an MHFA Champion
- Mental health and stress in the workplace
- Challenging stigma and spreading mental health awareness
- Prevalent mental health conditions and how they affect people
- Spotting the early signs of poor mental health
- An introduction to having helpful, open conversations
- Providing support, both day-to-day and in a crisis
- Self-care best practice and building resilience
- Useful statistics and resources



Format: Four-hour session available online or face to face.



[Learn more](#)

Did your MHFAiders train three or more years ago? Just like physical first aid, keeping up to date with the latest mental health knowledge will help your people perform this vital role confidently and effectively.

Once your Mental Health First Aiders have completed their MHFA Refresher course, they will be certified for three years and will be invited to become or stay a member of our Association of Mental Health First Aiders – making sure they have everything they need to feel confident when supporting others.

What's covered?

- Reflections on the MHFAider role
- Helpful and unhelpful language
- Practice applying the Mental Health First Aid action plan
- Self-care and resilience refresh
- Up-to-date resources and further learning

Training for people managers

Mental health is the leading cause of long-term workplace absence and the second highest for short-term absence. When wellbeing suffers, performance does too. But when employees feel psychologically safe and supported, they perform at their best.

Managers hold the key. Nearly 70% of employees say their manager affects their mental health as much as their partner – more than doctors or therapists.

Yet fewer than 29% of organisations provide mental health training. Where training exists, 73% of managers feel confident discussing mental health and signposting support.

The gap between manager influence and manager training is widening, and it is costing employees their wellbeing and damaging business performance.

That's why our updated people managers training portfolio is essential for every workplace. Refreshed with relevant content, specific scenarios, and legal guidance, our courses equip managers and leaders with the confidence, skills, and tools to:

- Spot early signs of poor mental health before they impact wellbeing and performance
- Hold empathetic yet clear conversations that balance compassion with accountability
- Create psychologically safe environments where employees feel valued, supported, and able to contribute at their best
- Understand policies, practices, and occupational health legislation

Our full portfolio

Supporting Team Mental Health and Performance: Performance-focused training which supports managers to boost wellbeing and productivity. Managers learn how to create psychologically safe environments and have the tools to work with their people to build mentally healthy, performing teams.

Mental Health Knowledge for Managers: Digital learning which is flexible, practical and accessible on a computer, mobile or tablet. The course includes seven modules which give managers the mental health knowledge to support their employees and have effective conversations.

Mental Health Skills for Managers: Skills-based training which develops confidence in real-world conversations using the mental health conversation cycle. The course empowers managers to empathetically respond to challenging situations related to mental health in the workplace.

Mental Health First Aid for Managers: A bespoke MHFA course designed for people managers. Managers are equipped with mental health knowledge to lead with empathy, recognise signs of poor mental health and provide first-level support, and early intervention.



Format: Four-hour session available online or face to face.



[Learn more](#)

Performance-focused training which supports managers to boost wellbeing and productivity. Managers learn how to create psychologically safe environments and have the tools to work with their people to build mentally healthy, performing teams.

What's covered?

- The impact of people managers on mental health and performance
- Understanding the relationship between stress, pressure, and performance
- Spotting the signs of poor mental health
- How to talk to your team about mental health
- Addressing poor performance and mental health together
- Creating a psychologically safe workplace

Personalisation

We'll work with you to tailor the course to your organisation's language, context, and needs, setting specific learning outcomes that align with your goals.

Mental Health Knowledge for Managers



Available online as a set of self-directed digital learning modules.

[Learn more](#)

Digital learning which is flexible, practical, and accessible on a computer, mobile or tablet. The course includes seven modules which give managers the mental health knowledge to support their employees and have effective conversations.

What's covered?

- Supporting employee mental health
- Understanding inequality
- Managing workplace stress
- The mental health conversation cycle
- Understanding reasonable adjustments
- Managing performance
- Balancing life and work

Format: Four-hour session available online or face to face.



[Learn more](#)

Skills-based training which develops confidence in real-world conversations using the mental health conversation cycle. The course empowers managers to empathetically respond to challenging situations related to mental health in the workplace.

What's covered?

- The importance of knowing your team
- Spotting the early signs of poor mental health
- Preparing for and having mental health conversations
- Wellbeing and stress in the workplace
- Self-care and resilience

Sector specific:

In response to client requests for more bespoke content and courses relevant to their sectors, we have created the following tailored options:

Mental Health Skills for Managers for NHS is a tailored version of our existing Mental Health Skills for Managers course suitable for the NHS sector. [Learn more](#)

Mental Health Skills for Managers for Financial Services is a tailored version of our existing Mental Health Skills for Managers course suitable for the finance sector. [Learn more](#)

Recognising that one size doesn't fit all, our tailored courses are designed specifically for those in the sector addressing the unique pressures of your workplace. This makes the impact longer lasting, implementation more strategic, and gives you a better return on investment.

If you're interested in tailored training for your sector and you aren't part of the NHS or financial services sector, we can still help.

Get in touch at: workplace@mhfaengland.org

Format: Available as a two-day face-to-face session, or as a flexible online delivery.



[Learn more](#)

The cornerstone of our refreshed people manager training portfolio, this flagship MHFA course is designed specifically for managers. It equips leaders with the knowledge to lead with empathy, recognise signs of poor mental health, and provide first-level support and early intervention.

What's covered?

- Defining mental health
- The MHFAider role
- Prevalent mental health conditions
- Stigma and discrimination
- Active listening
- Mental Health First Aid action plan
- Crisis first aid
- Helpful and unhelpful language
- Recovery and lived experience
- Self-care and resilience
- MHFAider Support App

Our connected courses

Recognising that one size doesn't fit all, our courses are designed to complement one another so you can plan your training to suit your managers and their specific challenges, as well as the organisation's needs.

Course	Supporting Team Mental Health and Performance	Mental Health Knowledge for Managers	Mental Health Skills for Managers	MHFA for Managers
Level	Foundational	Foundational	Developmental	Comprehensive
Audience	People managers already in the role, managers interested in team-level support, and performance conversations	Managers wanting to build foundational knowledge and mental health awareness in a flexible format	For any people manager We recommend that you complete Mental Health Knowledge for Managers first if you have no prior mental health training	Audience: Managers who want to become workplace MHFAiders®, supporting themselves, individuals, teams, and the organisation
Length	One day (2 x 3.5 hours)	3 hours (7 x 25 min modules)	Half day (4 hours)	Two days (4 x 4 hours)
Format	Instructor-led (online or face to face) Recommended 12 learners (max. 16 learners)	Self-led digital learning (online modules) Unlimited learners Annual license term for ongoing use	Instructor-led (online or face to face) Up to 16 learners	Format: Instructor-led (online or face to face) Up to 16 learners
Key outcomes	Balance wellbeing with performance, while understand key polices, reasonable adjustments and apply legislation	Understand responsibilities, spot signs, signpost support	Confident one-to-one conversations, practise empathy, respond to challenges	Comprehensive MHFA knowledge, awareness, and skills to support colleagues

Equip your managers to protect wellbeing and performance – talk to our workplace mental health experts today.

[Talk to us about your organisation's training needs](#)

“We wanted our less experienced people managers to feel able to open up conversations about mental health with team members. This course was really helpful in laying down the foundations to give our managers both the skills and the confidence to start these potentially difficult conversations.

The trainer was excellent and for a course that was delivered all online, it was still as interactive as if you were there in person. They kept us engaged with all of us drawing on a shared whiteboard and group work in breakout rooms to role play potential scenarios. We were impressed with how slick the online experience was and appreciated how attentive MHFA England were before the course to understand our needs.”

Octopus Energy



Useful resources

Strategic guidance

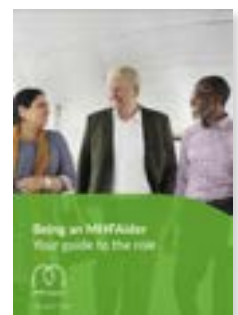
[Implementing MHFAiders: Guide for employers](#)

This guide will take you through the key considerations to help you embed positive, sustainable cultural and behavioural change.



[Being an MHFAider: Your guide to the role](#)

This guide for trained employees outlines what they can expect from the role of being a designated Mental Health First Aider at work.



Toolkits

Explore our [selection of toolkits](#), guidance and resources specifically designed to support workplaces to embed mental health tools and strategies in their organisation.

Download our free digital resources for mental health awareness and tips, which can help to create a culture where it's OK to talk about mental health:

[My Whole Self](#)

[Every Mind Matters](#)

[Self-care tools](#)



Contact us

Get in touch with our workplace mental health experts to learn more and to discuss your organisation's requirements.

Telephone: 0203 928 0760

Email: workplace@mhfaengland.org

Website: mhfaengland.org





MHFA England