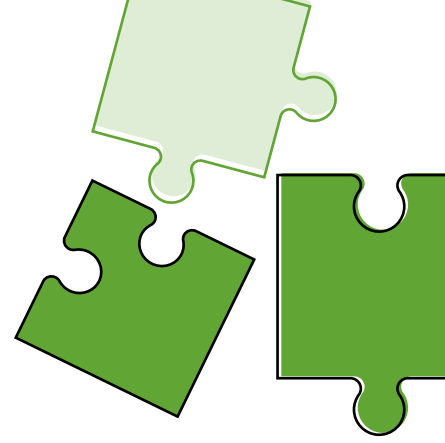


Five tips to build a thriving MHFAider network



MHFAiders® are having life changing and life saving conversations each day. To succeed in their role, they need the support of their workplace and a thriving community. MHFA England® has developed some top tips to help you build your MHFAider network.

1 Define the role – and bring it to life

Set clear expectations with a written policy that outlines:

- What MHFAiders can and cannot do
- The importance of boundaries and self-care
- Time commitments, confidentiality, and safeguarding
- The support available from the Association of Mental Health First Aiders®

2

Ensure leadership buy-in from day one

Secure visible support from senior leaders and managers and agree their role too. Make a clear business case for:

- Having a senior leader accountable for the network
- Regular reporting on the network's impact
- Improved employee engagement and trust
- Cost savings: Employers see an average return of £5 for every £1 invested in wellbeing
- Reduced absence, better retention, and healthier workplace culture
- MHFAiders as part of your wider wellbeing strategy, not the only solution



3

Recruit intentionally and inclusively

Representation matters. Recruit a diverse network of MHFAiders:

- Consider gender, ethnicity, sexuality, seniority, and location
- With empathy, resilience, and availability for the role
- Make sure your network reflects the organisation they're supporting
- Give people the opportunity to opt out, temporarily or permanently if they need to



4

Create structure, support, and community

Avoid tokenism. Set your MHFAiders up for success with:

- Regular network meetings
- A named MHFA® lead
- Opportunities for peer learning
- Support to signpost people to, such as employee assistance programmes, occupational health etc.
- Support available for MHFAiders too
- Access to the MHFAider Support App®, exclusive Association of Mental Health First Aiders webinars, and resources
- 24/7 text support through Shout for advice, reassurance, and wellbeing
- MHFA Refresher training every three years



5

Make the network visible and accessible



Too many MHFAider networks are hidden in plain sight:

- Develop a plan to regularly communicate about the network and other support available
- Build trust by being clear about what the network of MHFAiders does, and the role of MHFAiders
- Share contact details widely throughout the year— on posters, email signatures, and your intranet
- Host a launch event and regular drop-ins
- Encourage your managers to signpost to them
- Include MHFAiders in inductions and return-to-work packs



The [Implementing MHFAiders: Guide for employers](#) and [Being an MHFAider: Your guide to the role](#) are full of further advice to successfully embed MHFAiders into your organisation.

Talk to MHFA England's workplace team for help creating an effective MHFAider strategy, developing your policies and implementing and evaluating your network. Together we can transform how we talk about and support mental health in the workplace.



#ThisIsCommunity

@MHFAEngland

Learn more at mhfaengland.org or contact us [here](#).