

# Whole organisation training framework



We believe the most effective way to create a healthy working environment is to train people in mental health awareness and skills at a blend of levels throughout your organisation. Every workplace is different but here is an adaptable framework that, in our experience, has the greatest sustainable impact.

## Mental Health Aware

Ideal for: **Whole organisation**  
Length: **Half day**

Lay the groundwork by introducing the idea of talking about mental health. This will tackle stigma, empowering people to utilise the other initiatives and supports you are putting in place.

## MHFA Champions

Ideal for: **Line managers**  
Length: **One day course**

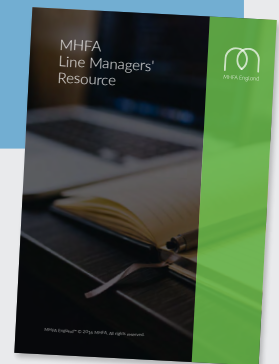
Equip all line managers with the skills and confidence to spot when someone on their team is struggling, and to know how and when to offer support.

## Whole organisation: Mental Health Aware

## Line managers: MHFA Champions

## Designated Mental Health First Aiders

## MHFA Instructor



## Mental Health First Aiders

Ideal for: **Staff at every level who are interested**  
Length: **Two day course**

Demonstrate your commitment to equality between mental and physical health by training an equal number of Mental Health First Aiders as physical first aiders.

## MHFA Instructor Training

Ideal for: **HR; training department**  
Length: **Seven days training spread over six weeks**

Make the change sustainable by training an employee as an MHFA instructor who can keep delivering courses to suit the needs of the organisation.