



### Thriving at Work Mental Health at Work Intervention Summary

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| <b>Name of intervention</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <i>Mental Health First Aid (MHFA) Training</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>What does it aim to achieve?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <p><i>Provided by MHFA England, MHFA Training aims to:</i></p> <ul style="list-style-type: none"> <li>• <i>Build employees' confidence to have open conversations around mental health and break the stigma</i></li> <li>• <i>Encourage people to access support early when needed, for a faster recovery</i></li> <li>• <i>Empower people with a long-term mental health issue or disability to thrive in work</i></li> <li>• <i>Promote a mentally healthy environment, stopping preventable issues and allowing people to thrive and become more productive</i></li> <li>• <i>Embed a long-term positive culture across the whole organisation, where employees recognise their mental and physical health are supported as equal parts of the whole person</i></li> </ul> |
| <b>What evidence supports it?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <i>MHFA Training courses are written by experts, grounded in research, and tested by people with lived experience of mental ill health. MHFA England are the only provider of licensed Mental Health First Aid Instructor Training in England which is accredited by the Royal Society for Public Health.</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Costs</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>Costs vary depending on the location and instructor, estimates per person are:</p> <ul style="list-style-type: none"> <li>• Two-day courses: £300 - <i>Recommended</i></li> <li>• One day courses: £200</li> <li>• Half day courses: £125</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Effort levels</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <i>Medium</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Links to resources</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <p>MHFA England web-site - <a href="https://mhfaengland.org/">https://mhfaengland.org/</a><br/> MHFA England 2019 Impact Report - <a href="https://mhfaengland.org/mhfa-centre/research-and-evaluation/social-impact-report-2019/">https://mhfaengland.org/mhfa-centre/research-and-evaluation/social-impact-report-2019/</a><br/> MHFA England research and evaluation - <a href="https://mhfaengland.org/mhfa-centre/research-and-evaluation/">https://mhfaengland.org/mhfa-centre/research-and-evaluation/</a></p>                                                                                                                                                                                                                                                         |
| <b>Local sponsor</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <p><i>Organisation: Triodos Bank UK</i><br/> <i>Email: <a href="mailto:thrive.bristol@bristol.gov.uk">thrive.bristol@bristol.gov.uk</a></i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <p><b>Local case study</b></p> <p>We've put over 10% of our co-workers through the two-day MHFA Training over the last 3 years. During the same period of time our mental health agenda has grown and matured, largely due to the passion and capability of this group of people. Our MHFA Community are available to provide one on one support with co-workers who are experiencing difficulties with mental health personally or in their home life, directing them to professional support and resources available at work and in their local area. The community has also raised awareness of mental health throughout our business by sharing their personal experiences in business wide meetings, leading activities during national events linked to mental health and forming a Mental Health Committee which has developed our first Mental Health Action Plan which will build on the great work already complete.</p> <p>The MHFA Training gave this group the tools and language needed to have a respectful and productive discussion of mental health with our wider co-worker population. It's hard to see how we would have achieved the same positive impact to date around mental health without investing in the training up front.</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

| <b>Links to Thriving at Work Core Standards?</b>                                                                                  |   |
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| Produce, implement and communicate a mental health at work plan                                                                   | N |
| Develop mental health awareness among employees                                                                                   | Y |
| Encourage open conversations about mental health and the support available when employees are struggling                          | Y |
| Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development | Y |
| Promote effective people management through line managers and supervisors                                                         | N |
| Routinely monitor employee mental health and wellbeing                                                                            | N |