

Workplace Wellbeing



About Wirral Mind



We're Wirral Mind, a local mental health charity established in 1967 to help people in our community achieve better mental health.

Our aim is to normalise conversations around mental health, tackle stigma and discrimination, raise awareness, promote understanding, and support our community to live mentally healthier lives.

Our training team provides support for employers to help raise mental health awareness. We do this through training courses, workshops, awareness talks, and advising on better mental health policies and practices.

**Mental health is everybody's
business**

We all have mental health, just as we all have physical health. Considering how much time we spend working, it's not surprising that our jobs can have a significant impact on our mental wellbeing. Mind's research shows that work is the biggest cause of stress in our lives. Even more than money problems.

Stress can stop people from doing their best. We can help your organisation understand how best to support people and create a mentally healthy workplace.

How can we help you?

There are lots of reasons why organisations come to us for support. Some are looking to upskill and empower their line managers. Some are looking for a speaker to deliver a talk to inspire and motivate. Lots are not sure where to start. We can work with you to create a plan and guide you on your journey towards better mental health for all. We have a range of training and workshop packages that have been developed specifically to help employees create supportive and efficient workplaces.

Why work with us?

- We are experienced in mental health and we know what it takes to create a mentally healthy workplace
- Our trainers bring lived experience and mental health expertise
- Our expert trainers create and facilitate safe spaces for meaningful discussions to take place
- Our training equips learners with the knowledge, skills and confidence to support wellbeing
- We reinvest all our income into our charitable work, so by investing in your organisation, you're also investing in better mental health and wellbeing for others



We're proud to share that our Workplace Wellbeing services have achieved **Enhanced Status** through Mind's Quality Assurance Framework (QAF), recognising our training as trusted, high-quality, and rigorously assessed.

The QAF highlights our thorough approach and reassures clients that our materials are relevant and of an excellent standard.

Why is it important?

Poor mental health at work can impact on our concentration, our productivity, and our relationships with our colleagues. Our research tells us that 57% of people have experienced poor mental health whilst working for their current employers, and 30% of people in the workplace have been diagnosed with mental health problems.

The financial impact of poor mental health on UK employers is significant. Poor mental health costs employers £110bn every year. That's an average of £2,400 per employee, and is made up of 3 components: [absenteeism](#), [presenteeism](#), and [staff turnover](#). Around 10% of employees took time off work last year due to poor mental health, with 45% of these absences lasting over a month.

BT Group saved £3 for every £1 invested in its mental wellbeing programme through reductions in absenteeism and turnover (Worksafe, 2026)

Every employer depends on having healthy and productive employees. Valued and supported staff are more likely to perform at their best.

If you want to attract and retain committed employees, prioritising the mental health of your staff needs to be a core part of your organisation. Research suggests that only 53% of organisations have a standalone workplace wellbeing strategy.

Improving mental health knowledge, tackling stigma, and improving policies, practices and culture will enable your staff to thrive

Meet the Team

A big hello from Wirral Mind's Training Team!

We're passionate about workplace mental health and wellbeing, and we're here to guide you on your journey towards better mental health for all.

Not sure where to start? Contact us on 0151 512 2200 or email us at learning@wirralmind.org.uk.



RACHEL

Hi, I'm Rachel, the Training Manager at Wirral Mind. With over 20 years of experience in adult mental health since graduating with a degree in Psychology in 2005, I bring extensive knowledge and expertise to my role. I hold a Level 3 Award in Education and Training and am also a qualified Mental Health First Aid Instructor.



HANNAH

Hi, I'm Hannah. I recently graduated with a Master's degree in Health Psychology in 2025 and have joined Wirral Mind in an administrative role. I'm looking forward to bringing my academic knowledge into a practical setting, supporting the team, and engaging with the wide range of workshops and activities that Wirral Mind offers.



Our training courses:
There's a course for everyone

Mental Health Awareness Training

About this course:

Mental health problems are among the top three causes of workplace absenteeism, and organisations perform better when staff are healthy, motivated, and feel valued and supported—leading to higher wellbeing, stronger commitment, and improved performance.

Our Mental Health Awareness training challenges myths about mental distress, providing clear, practical information to help people support themselves and others. Participants gain the knowledge, skills, and confidence to talk about mental health and respond to those who may be struggling, through interactive sessions delivered in a supportive, open environment.

This half-day session can be delivered in-person or online. Face-to-face training includes course material and resources for you to take away with you. Online training will include online resources and materials to access at your convenience.

Learning outcomes:

After the training, we anticipate you will:

- Have an increased knowledge and understanding of mental health issues
- Be able to recognise the signs and symptoms associated with mental health problems
- Have an increased confidence to support both yourself and others with mental health and wellbeing

Length of course: Half-day (3.5 hours)

Number of learners: Minimum 8 to maximum 16

Mental Health in the Workplace

Line Manager Training

About this course:

The way you manage and support staff who are experiencing a mental health problem can be key in shaping how they cope and recover. Line managers play a crucial role in supporting staff as they are the first official contact between the employer and the individual employee.

The aim of this training is to increase your skills and confidence, to promote mental health and wellbeing in your workplace, and provides you with practical strategies to support employees who are either experiencing, or are at risk of experiencing, mental stress whilst also encouraging you to look after yourself.

This one-day session is a combination of a live session and self-directed learning modules, which can be delivered in-person or online.

Learning outcomes:

After the training, we anticipate you will:

- Understand how poor mental health affects us all, including most prevalent mental health problems, contributing factors, effects on productivity, and the cost of mental ill-health
- Recognise signs and symptoms of stress and mental ill-health
- Feel confident having conversations with staff about mental health and wellbeing
- Be able to develop strategies to support staff's mental health and wellbeing
- Be able to signpost to and/or access appropriate resources and support services

<u>Module 1:</u> Self-directed learning ahead of the live session	Resources will be emailed to individual learners the morning of the training.	Approx. 2 - 2.5 hours
<u>Module 2:</u> Live session facilitated by one of our trainers 1pm - 4pm	If online, the Zoom link will be emailed to individual learners the morning of the training, along with the handouts they will need for the live session.	3 hours
<u>Module 3:</u> Self-directed learning following the live session	Resources will be emailed to the individual learners for the end of Module 2. An evaluation form will also be sent with Module 3 to be completed and returned to the training department.	Approx. 1 hour

Length of course: Full day (approx. 7 hours)

Number of learners: Minimum 8 to maximum 12

“For every £1 invested in mental health training, businesses see an average return of £5 through improved productivity and reduced absence.”

Suicide Prevention Training

Suicide is preventable, yet in England 13 people kill themselves every day

About this course:

Suicide has a devastating impact on families, communities, workplaces, and the wider economy. There is no single cause or solution, so prevention requires a collaborative, evidence-based approach. Suicide prevention is everyone's responsibility.

This one-day session is designed for frontline community workers who have regular contact with the public. It aims to build understanding of practical suicide prevention approaches, increase awareness of available local support, and develop the skills and confidence needed to have clear, direct, and supportive conversations.

The training is made up of both self-directed learning modules and a live session hosted on Zoom. Self-directed learning is based on a combination of videos, workbook activities, and reading, which should be completed before and after the live Zoom session.

Participants will leave the session better equipped to recognise warning signs, respond appropriately, and signpost individuals to relevant services. The course also encourages ongoing reflection and learning to help embed these skills into everyday practice.

Suicide prevention is everyone's responsibility

<u>Module 1:</u> Self-directed learning ahead of the live session	Resources will be emailed to individual learners the morning of the training, to be completed ahead of the live session that afternoon. We aim to send this by 9.30am.	Approx. 2 - 2.5 hours
<u>Module 2:</u> Live session facilitated by one of our trainers 1pm - 4pm	The Zoom link will be sent to the individual learners the morning of the training along with handouts they will need for the live session.	3 hours
<u>Module 3:</u> Self-directed learning following the live session	Resources will be emailed to the individual learners for the end of Module 2. An evaluation form will also be sent with Module 3 to be completed and returned to the training department.	Approx. 1 hour

Length of course: Full day (approx. 7 hours)

Number of learners: Minimum 8 to maximum 10

“60% of employees say they’d feel more motivated and more likely to recommend their organisation as a good place to work if their employer took action to support mental health and wellbeing.”

Mental Health First Aid



MHFA England

About this course:

Mental Health First Aid (MHFA) is an internationally recognised training course which teaches people how to spot the signs and symptoms of mental ill health and provide help on a first aid basis. MHFA won't teach you to be a therapist, but just like physical first aid, it will teach you how to listen, reassure, and respond, even in a crisis. Adult MHFA courses are for everyone ages 16 upwards.

Every MHFA course is delivered by a quality assured instructor who has attended the MHFA England Training Programme accredited by the Royal Society for Public Health and is trained to keep people safe while they learn.

Research and evaluation show that taking part in a MHFA course:

- Raises awareness and mental health literacy
- Reduces stigma around mental health problems
- Boosts knowledge and confidence in dealing with mental health issues
- Promotes early intervention, which enables recovery

This course is a combination of presentations, discussions, and activities, which can be delivered as two full days face-to-face, or four half days online.

All training includes hard copies of course materials posted ahead of the sessions. Please allow at least ten days' notice before attending the course. Materials are not available online and required to participate.

This course is available to book individual places. Please contact the training department for available dates.

Learning outcomes:

The two-day Mental Health First Aid course is a practical skills and awareness course designed to give you:

- A deeper understanding of mental health and the factors that can affect people's wellbeing, including your own
- Practical skills to recognise the early signs and triggers of mental health issues
- Confidence to step in, reassure and support someone who may be experiencing distress
- Enhanced interpersonal skills such as non-judgemental listening and empathy
- Knowledge of common mental health conditions and how they may affect people in the workplace
- The ability to start supportive conversations about mental health with colleagues
- Guidance on how to respond appropriately in a mental health crisis
- An understanding of how to signpost people to professional help and other sources of support
- Strategies to help maintain your own wellbeing while supporting others
- A clearer understanding of the role and boundaries of a Mental Health First Aider

Length of course: 2 full days face-to-face or 4 half days online

Number of learners: Minimum 8 to maximum 16



Mental Health First Aid Refresher

About this course:

We believe that mental health should be treated equally to physical health. And just like physical first aid, Mental Health First Aid training should be kept up to date.

If you're a Mental Health First Aider or MHFA Champion, take the MHFA refresher course every three years to:

- Keep your awareness of mental health support current
- Update your knowledge of mental health and what influences it
- Practice applying the Mental Health First Aid action plan

This four-hour session is a combination of presentations, discussions, and activities. So if it's time to update your skills, book onto the MHFA refresher now and feel confident you're performing your vital role safely.

All training includes hard copies of course materials posted ahead of the sessions. Please allow at least ten days' notice before attending the course. Materials are not available online and required to participate.

This course is available to book individual places. Please contact the training department for available dates. This course can be delivered face-to-face or online.

Length of course: Half-day (4 hours)

Number of learners: Minimum 8 to maximum 16



MHFA England

Our workplace wellbeing workshops:



Sleep Awareness Workshop

About this workshop:

Sleep affects every function of the body, including essential cognitive processes such as concentration, mood, and memory, and plays a vital role in recovery and overall health. Despite this, many adults do not get enough sleep. Research from Mental Health UK shows that 1 in 5 adults are sleep deprived, contributing to poor mental and physical health across the workplace.

This workshop explores the key processes of sleep, why it matters, and how it impacts both physical and mental wellbeing. Participants will learn about sleep hygiene and practical strategies to support better rest, while also reflecting on their own sleep patterns, attitudes, and quality of sleep. By reframing how we think about sleep, the session highlights its importance as a core pillar of health, alongside diet and exercise.

Learning outcomes:

After the workshop, you will:

- Understand the role of sleep in physical health, mental wellbeing, and cognitive functioning
- Recognise the impact of sleep deprivation on individuals and workplace wellbeing
- Explore the key processes of sleep and why quality sleep is essential for recovery and overall health
- Identify what sleep hygiene is and understand evidence-based strategies to improve sleep quality
- Reflect on your own sleep patterns, attitudes towards sleep, and current sleep quality
- Develop practical, personalised actions to support healthier and more restorative sleep habits

Length of workshop: 2 hours

Number of learners: Minimum 8 to maximum 16

Five Ways to Wellbeing Workshop

About this workshop:

The Five Ways to Wellbeing are simple, evidence-based actions to support mental health and overall wellbeing: Connect, Be Active, Take Notice, Learn, and Give. Developed by the New Economics Foundation from the UK government's Foresight Project, they highlight how small, everyday activities can help us feel good and function well.

This engaging, in-person workshop explores each of the Five Ways in a fun and practical way, helping you reflect on your current habits, share ideas, and discover new approaches to wellbeing. You'll build a personalised Wellbeing Action Plan with realistic, achievable steps, while also developing emotional resilience to better navigate life's challenges. Course materials and resources are included to support your learning beyond the session.

Learning outcomes:

After the workshop, you will:

- Understand the Five Ways to Wellbeing and the evidence behind them
- Recognise the impact of everyday actions on mental and physical health
- Explore practical ways to incorporate the Five Ways into daily life
- Reflect on your own wellbeing and identify what already supports you
- Share ideas and learn from others
- Create a personalised, realistic Wellbeing Action Plan

Length of workshop: 2 hours

Number of learners: Minimum 8 to maximum 16

Wellness Tools for Stress

About this workshop:

The Health and Safety Executive defines stress as the adverse reaction to excessive pressure or demands. Stress is common, with figures from the Stress Management Society showing that 79% of UK adults experience stress monthly, 74% feel overwhelmed, 52% of workers report burnout (up 9% since the pandemic), and only 13% feel comfortable discussing mental health at work. Stress can also lead to unhealthy coping habits such as increased alcohol use, poor diet, or smoking.

While stress itself is not an illness, prolonged or severe stress can contribute to mental health difficulties like anxiety and depression. This highlights the importance of building self-awareness, recognising triggers, and developing healthier ways to respond.

This forward-focused session explores practical techniques to manage stress, strengthen self-care, and build “response-ability”—your ability to respond to life’s challenges—helping you maintain and improve your wellbeing.

Learning outcomes:

After the workshop, you will:

- Understand stress and its impact on wellbeing
- Recognise common causes, signs, and personal triggers
- Reflect on your responses to stress
- Explore practical strategies, including relaxation and lifestyle changes
- Increase self-awareness of habits affecting wellbeing
- Build confidence in managing stress and supporting your wellbeing

Length of workshop: 2 hours

Number of learners: Minimum 8 to maximum 16

Menopause Awareness Workshop

About this workshop:

Menopause is a natural biological process that typically occurs between the ages of 45 and 55, though experiences can vary widely. Despite being something that affects half the population, it is often misunderstood or not openly discussed, particularly in the workplace. Symptoms can include both physical and mental health changes, such as hot flushes, fatigue, difficulty concentrating, anxiety, and low mood, all of which can impact day-to-day life and work. Without awareness and support, menopause can affect confidence, performance, and overall wellbeing at work.

This session is for anyone and everyone, not just women experiencing symptoms. It aims to build understanding and confidence around menopause, exploring how it can present in the workplace, what practical steps can be taken to offer support, as well as tools, resources, and signposting to further help.

Learning outcomes:

After the workshop, you will:

- Understand what menopause is and how it affects the body and mind
- Recognise common physical and psychological symptoms
- Explore how menopause can impact individuals in the workplace
- Identify ways to support colleagues and create a more inclusive environment
- Learn practical strategies for self-support and day-to-day wellbeing
- Increase confidence in having supportive conversations and signposting to helpful resources

Length of workshop: 2 hours

Number of learners: Minimum 8 to maximum 16

Introduction to Wellness Action Plans

About this workshop:

We all have mental health, just as we all have physical health—and the workplace plays an important role in shaping our wellbeing. Wellness Action Plans, inspired by Mary Ellen Copeland's Wellness Recovery Action Plan® (WRAP®), are a practical, evidence-based tool to help people better understand and manage their mental health.

They support individuals to identify what keeps them well, recognise early signs of struggle, and put simple strategies in place to maintain wellbeing at home and work. They can also help open up conversations between colleagues and managers, creating a more supportive workplace culture.

This session introduces Wellness Action Plans as a flexible, everyday tool to build self-awareness, improve communication, and support both individual and team wellbeing.

Learning outcomes:

After the workshop, you will:

- Understand what a Wellness Action Plan is and how it can support workplace wellbeing
- Recognise factors that support and impact your mental health at both home and work
- Identify early warning signs and personal triggers
- Explore practical strategies to maintain wellbeing during the working day
- Build confidence in having conversations about wellbeing with colleagues or managers
- Develop awareness of how to use Wellness Action Plans to create a healthier, more supportive workplace culture

Length of workshop: 2 hours

Number of learners: Minimum 8 to maximum 16



Prices

Length of course or workshop	Cost per organisation		
	Charity sector	Public sector	Private sector
Full-day in-person training	£750	£825	£862.50
Full-day online training	£500	£550	£575
Half-day in person training	£400	£440	£460
2 Hours (custom)	£250	£275	£287.50
1 Hour (custom)	£150	£165	£172.50

Mental Health First Aid training 	Cost per person		
	Charity sector	Public sector	Private sector
2 Day training course	£200	£265	£325
Half-day Refresher	£90	£120	£150

Consultancy hours	Charity sector	Public sector	Private sector
Per hour (with initial consultation free)	£40	£50	£60

Information stand (approx. 2 hours) - free
You might like to consider an information stand for any events

Please contact the training department if you have any queries regarding cost or number of attendees. We can accommodate for different length training courses or workshops and help advise you. Each workshop includes comprehensive course materials and take-away resources to support continued learning beyond the session.



Charity of the Year

Mental health affects us all, around 1 in 4 of us will experience mental ill health at some point in our lives.

Whatever the size of your business or organisation, we want to hear from you!

Why choose us?

By choosing to support Wirral Mind as your Charity of the Year, you can help to make a real difference to the lives of those in our community – including yourself, work colleagues, friends, and family. You will be supporting us in developing and delivering accessible mental health services and support in Merseyside.

With your support, we can continue to promote better mental health, challenge stigma and discrimination, and support our community to live mentally healthier lives. With your help, we will make sure that anyone experiencing a mental health problem has somewhere to turn to for support.

Along with supporting a local charity, partnering with Wirral Mind will motivate and engage your staff in a shared cause. It will also demonstrate your organisation's values and commitment to employee wellbeing, mental health awareness, and creating a happier, healthier workplace.

How will we support you?

We work with our 'Charity of the Year' partnerships to create a bespoke fundraising experience. Below are some of the fundraising and awareness tools we offer to the organisations who support us:

- Sponsorship forms, leaflets and mental health information, t-shirts, collection boxes, balloons
- Mental Health Awareness and/or Workplace Wellbeing session
- Promotion of fundraising activities on our social media channels
- 10% off any future workshops booked with us



Contact us:

t: 0151 512 2200

e: learning@wirralmind.org.uk

w: www.wirralmind.org.uk &

www.wirralmindlearning.org.uk

Find out more
on LinkedIn:

