



How To Improve **Workplace Mental Health**

Introduction

Hi,

My name is Lee Sharp, and I'd like to say congratulations on taking your 1st step towards improving your organisation's mental health and wellbeing.

We've created this brochure to help guide employers who are looking at how to address mental health at work. Employers who have the ambition of creating great environments for their teams to thrive.

That being the ultimate goal, before that, I'm sure you would be ecstatic if you could simply figure out how to get stress-related sickness levels reduced.

You're probably also frustrated that it's unclear WHY and HOW to address mental health in the workplace.

I know how that feels because most of our clients have suffered from the same challenges as you. On top of the organisational ambitions chances are, either you or a colleague is struggling with the idea that mental health training is a cost that doesn't lead to increased profits.

In fact, when it comes to implementing a Mental Health Strategy, you might even have a sneaky suspicion that mental health deniers in your organisation actually hope you FAIL!

When all is said and done, you want to reduce mental ill health absenteeism, increase the teams' effectiveness by improving their wellbeing. Finally, you would love to measure how well your mental health programme is working for your business.

By the end of this brochure, you will have answers to the following questions:

1. What is mental ill-health costing our business, and How can Mental Health programmes increase profits?
2. Why should we address mental health and wellbeing?
3. What does an effective mental health strategy look like?
4. What should I do next if I want to improve workplace mental health and wellbeing?

Turn the page and take your 1st step towards becoming a caring employer....or; if you'd like to fast-track your mental health programme, I invite you to check out my special offer on the final page of this brochure.

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What is the business case for implementing Mental Health In the Workplace Strategy?

Most Employers and Organisations now agree that they have a duty of care to support an individual's mental health and wellbeing

And for those that don't, the Equality Act 2010 sets out that if a mental health issue has adverse effects on their ability to perform their role, the employer has a duty not to discriminate and make reasonable adjustments for staff in the workplace.

So, generally, we accept that it's simply the right thing to do, but what about the bottom line?

How does an excellent mental health programme impact business results?

What are the benefits to you and your organisation?

Book Your Free Strategy Call

By the end of this call, you will have a full understanding of how your current approach is working and how a revised approach to employee mental health and wellbeing can reduce absences and staff turnover even more.

[Book Now](#)

visit
k2occupationalhealth.com/free-mental-health-strategy-call

Every £1 spent by employers on mental health interventions, they get back £5 in reduced presenteeism, absence and staff turnover.

Poor mental health costs UK employers up to £45 billion each year



1 in 4 people will admit to some form of mental health issue this year (more do not admit it)



3 in 5 people experienced mental health issues at work



Mental health issues are now the number one cause of workplace absences



3 in 4 people think more should be done about mental health

31% of



8 in 10 people believe employers should do more about employee mental health



67% of employees say they would use well-being services if offered by employers.

Exercise: Calculate The Cost To Your Business:

How many hours of mental ill-health absenteeism did your organisation incur last month?

What was the average hourly wage of that absenteeism?

Hours Lost x Average Hourly Wage = Total Monthly Cost x
12 months = Total Yearly Cost

Example:

5 People were off last month with stress.
Each one works 37.5 hours a week.
Average Hourly Wage £15.00
4 Week Month

$37.5 \text{ Hr Week} \times 4 = 150 \text{ hours Per Month}$
 $150 \text{ Hours Per Month} \times 5 = 750 \text{ Lost Hours}$
 $750 \text{ Lost Hours} \times £15 = £11,250$

That's £11,250 in one month!
If that was even 50% less, in a year, it still costs you
£67,500

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What other costs are occurring?

- How does mental ill-health absenteeism impact results?
 - Was it a salesperson, and this resulted in fewer sales?
 - Was it a customer service operative, and customers had to wait longer when calling?
 - How was customer service impacted? Could this lead to complaints or customers leaving?
 - How might it impact other members of the team? Will they feel more stress from a heavier workload?
- What additional resources did this take from the business?

Return to work meetings? HR meetings? Retraining individuals on their return?

Conclusion:

What have you identified? How does this help you build a business case?

What does a good Mental Health and Wellbeing Strategy consist of?

The 6 Core Standards of a Mental Health and Wellbeing Strategy

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

From Thriving at Work:

The Stevenson / Farmer review of mental health and employers

What does Health and Safety Executive say?

"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 support programmes."

When implementing a Mental Health Improvement strategy, most employers just look at workshops and training – But that will only achieve core standards 2 and 3!

To truly bring the benefits of reducing mental ill-health and improving wellbeing, you need more than a strategy; you require a Mental Health Wellbeing Programme.

How does a Mental Health and Wellbeing Programme benefit your business?

- Creates efficient high performing teams
- Develops a culture of positivity
- Increases productivity
- Reduces absences
- Reduces costs to the business
- Helps improve profits
- Meets the 6 Core standards of a Mental Health and Wellbeing Strategy

Turn the page to find out how you can implement a complete and flourishing mental health programme...

Mental Health and Wellbeing Programme

Let's look at how K2 can help you improve workplace mental health and wellbeing.

At K2, we can help your organisation prioritise mental health in the workplace, leading to improved productivity and employee wellbeing.

We offer an integrated approach to mental health that allows us to design a customised strategy specifically for your organisation. Our services include everything from advice on strategy development to implementation with training, monitoring, and reporting on results, providing you with a one-stop shop for all your mental health and wellbeing needs.

1. **Comprehensive Approach:** Our workplace mental health strategy includes advice, training, and monitoring, offering a comprehensive approach to promoting positive mental health and reducing risks of mental health issues in the workplace.
2. **Improved Employee Wellbeing:** By prioritising mental health in the workplace and empowering your team with Mental Health training, you can improve the mental health and wellbeing of your employees, reduce absenteeism and presenteeism, and increase productivity.
3. **Expertise in Mental Health First Aid:** Our Mental Health First Aider training is designed to equip your team with the knowledge and skills to identify, understand, and respond to mental health issues, promoting a healthier and more supportive work environment.

Our unique 3 stage ATM model ensures you have a complete and flourishing mental health and wellbeing programme.

Stage 1 – Advise

Cutting through all the confusion around mental health, we work with you to create a complete mental health strategy and framework.

Stage 2 – Training

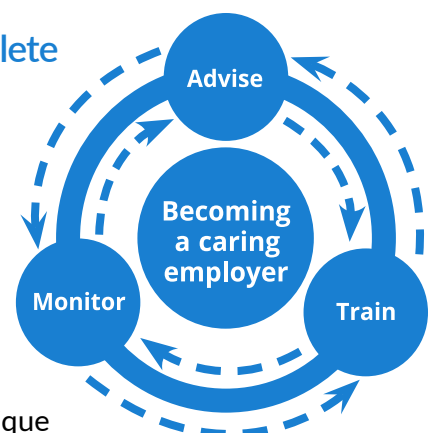
We provide a full suite of Mental Health workshops and training. A unique feature of our training is that fully accredited psychologists always run them.

Stage 3 – Monitor

A vital ingredient missing from most organisations' Mental Health Programmes!

We support you in clearly monitoring and reporting your programme's effectiveness.

Providing completed reports that clearly show the results of your strategy. These reports are available on a quarterly, bi-annually or annual basis.



Find details of our training courses on the following pages.

"Everything was extremely easy with K2 Associates, from the initial enquiry to arranging the training during a global pandemic! Great communication and flexibility during a difficult time. The training was extremely informative and useful not only in the workplace but within our daily lives. Lee was a great trainer, and we look forward to welcoming him back in the future."

Sabre Insurance

Training Courses And Workshops

At K2, we understand that every business faces unique mental health challenges. That's why we offer bespoke and tailored mental health training packages to help you address your specific needs.



Our full range of mental health workshops includes topics such as suicide prevention, building resilience, work-life balance, mindfulness and many more.

Courses are delivered online or on-site at your workplace by a Member of the British Psychological Society.



Our trainers have been recruited due to their psychological and mental health knowledge, diverse backgrounds and experience, and ability to engage, educate, and empower attendees.

- Customised Approach: We offer tailored mental health training packages to address your unique business challenges and provide a customised approach to meet your needs.
- Comprehensive Topics: Our workshops cover an extensive range of mental health topics, from suicide prevention to mindfulness, to help you address a wide range of challenges.
- Expert Guidance: Our experienced trainers offer specialist guidance to help you and your team develop the skills and knowledge needed to address mental health challenges in the workplace.



k2occupationalhealth.com

Small sample of workshops available:

Suicide Prevention	Food & Mood	Rest & Relaxation
Wellbeing	Work-Life Balance	Developing Resilience
Building Resilience	Coping with Pressure	Handling Conflict
Change Management	Improving Sleep Patterns	Developing Self Confidence
Inclusion, Diversity & Bias	Positive Thinking	Mindfulness

"Mental ill-health can and does impact anyone. We wanted to have an understanding so as to support people to open up and talk about whatever they might be dealing with.

We picked K2 Associates and the Unmasking Psychology programme as we wanted real expertise about mental health, not just train the trainers.

We think we were right, the trainer was approachable, gave clear explanations and broke things down to be understandable and relevant. Highly recommended."

Darren Buchan
Owner –Toasty home Plumbing Services

Book Your Free Strategy Call

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Mental Health First Aid

As an approved member of MHFA we are all to provide the full range of all MHFA courses.

What is Mental Health First Aid?

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 England training won't teach you to be a therapist, but just like physical first aid, it will teach you to listen, reassure and respond even in a crisis.

What will I learn?

MHFA training engages, educates and empowers employees to a deep understanding of Mental Health. Attendees will gain knowledge of the most common issues and confidence in how to offer support. These courses are aimed at all staff levels.



Practical skills to spot the triggers and signs of mental health issues.



Confidence to step in, reassure and support a person in distress



Enhanced interpersonal skills such as non-judgemental listening



A deeper understanding of mental health and the factors that can affect people's wellbeing, including your own



Knowledge to help someone recover their health by guiding them to appropriate support



Why train your people as mhfaiders®?

MHFA training with K2 doesn't stop when the course comes to an end. MHFAiders® receive continuous support beyond their initial certification, so they are confident, empowered and motivated to perform their role.

MHFAiders® are essential to maintaining employee wellbeing. By training with us, your people will gain:

A deeper understanding of mental health and the factors that can affect people's wellbeing



Three years access to the MHFAider Support App® with 24/7 digital support

The confidence to step in and support someone in the workplace by guiding them to appropriate support



Access to exclusive resources, ongoing learning opportunities, and the benefit of joining England's largest community of trained MHFAiders®

"We were apprehensive at first about the concept and, after discussions, I realised that there would be a benefit for our organisation."

It was a strange fact that the staff we thought would not buy into the concept did, and those that we thought would, did not at first, but now find this a great help to their own personal and business relationships.

Whilst the concept is very innovative for our business, we feel it gives our staff a good platform to benefit themselves and also the business. The increase in understanding and contentment has blossomed over the 6 months that we have introduced this benefit.

Thank you for all of your hard work and the support of management to overcome the future hurdles that we may have to contend with."

Neil Kimber ACII Director-High House Insurance Services Ltd

Are you concerned about the stress levels of your employees? K2 has the perfect solution for you!

Our stress assessment tool lets you quickly and easily obtain a snapshot of your employees' stress levels. Our tool directly surveys your employees, providing individual feedback and appropriate advice for support based on their responses. Meanwhile, your organisation receives a summary of all findings and recommendations for future actions.

If you would like to try a FREE mini version, visit
k2occupationalhealth.com/assessthestress/

Why assess the stress?

Employers are required by law to assess the risk of stress-related ill health arising from work activities and take action to control that risk.

What is stress, and why do we need to tackle it? People get confused about the difference between pressure and stress.

We all experience pressure regularly – it can motivate us to perform at our best. Stress can result when we experience too much pressure and feel unable to cope.

Assessing staff stress levels is crucial for promoting a healthy, productive, and legally compliant workplace. Employers who prioritise the wellbeing of their employees will see not only benefits for their employees but also for their bottom line.

If you would like to try a FREE mini version of "Assess The Stress" scan the QR code or visit -
k2occupationalhealth.com/assessthestress/



Why Choose Our K2 Associates as Your Mental Health Improvement Partner?

We at K2 envisage a work environment where people might spot and assist in the early signs of mental health difficulty, where everyone within the work place would have the confidence to approach, assist and provide better support for colleagues suffering any type of negative mental health reaction and to enable workers to support friends and colleagues however needed.

We do not believe that this can be done by a train the trainer type approach and therefore we have a team of British Psychological Society Members ready and waiting to take your organisation and team of people on a mental health journey towards thriving.

LICENSED TRAINING PROVIDERS

You need your providers of Mental Health training to be licensed, appropriately skilled and experienced. All of our trainers are Members of The British Psychological Society with deep knowledge of psychology and mental health. You need access to a range of training courses.

Meet Our Lead Trainer

Lee Sharp a Member of the British Psychological Society (MBPsS) and a member of Special Group of Coaching Psychologists with the BPS (SCGP). Lee holds a Master of Science degree in Advanced Applied Psychology. After being a personal injury litigation specialist for 20 years, assisting people who had sustained significant life changing injuries. Lee discovered he had a profound understanding of the impact that trauma and life can have on an individual's mental health and he retrained with the express intention of providing mental health assistance within the corporate world.

EXPERTISE AND RESULTS

Providing you with expert consultancy and training, you need to work with an organisation that provides engagement around mental health issues and subsequent results.

FLEXIBLE DELIVERY

With our online, on-site or our premises training, we bring quality mental health training to your employ

EVIDENCE-BASED

You need to ensure that your employees are trained by people grounded in research, with courses developed by experts and those with lived experience of mental health issues, no matter where they are based.

SOCIALLY RESPONSIBLE

You want to partner with a responsible and ethical organisation. We have a background in working with and supporting charities and offering free or discounted training throughout the year.

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

NEXT STEP:

Book Your Free Strategy Call - By the end of this call, you will fully understand how your current approach is working and how a revised approach to employee mental health and wellbeing can reduce absences and staff turnover even more..

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