

Mental Health and Wellbeing Training and Support

January 2022



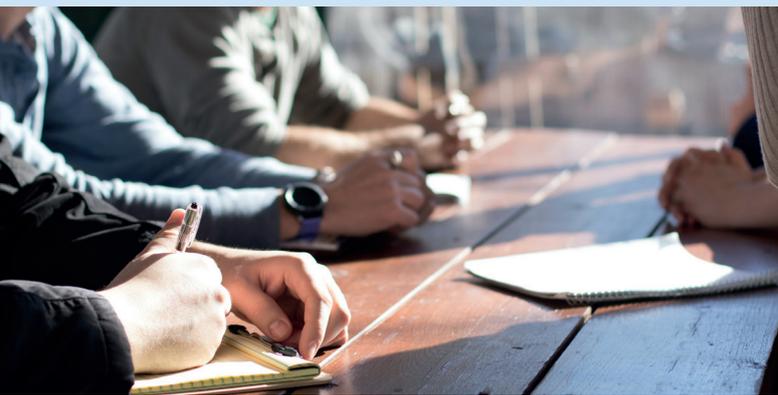
Leeds
Health and Care
One Workforce



About Us

Leeds Health and Care One Workforce brings together partners from the NHS, local government, primary care, independent care providers, the third sector and education to support, develop and grow our city's health and social care workforce.

We have a series of Health and Wellbeing Initiatives for through 2022/23. All Health and Wellbeing initiatives are open to everyone in the Health and Care system.



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Health and Wellbeing Champions

Leeds Health and Care One Workforce is committed to enabling mental health support across the Leeds health and care workforce, and part of this solution is through the embedding of 800 Health and Wellbeing Champions throughout the workforce.

Health and Wellbeing Champions will work to enhance employee's health and wellbeing by equipping staff with the resources and tools to support their peers and to signpost to health and wellbeing services.



Health and Wellbeing Champions

What's involved?

Through a two-day initial training programme Health and Wellbeing Champions will gain an in-depth understanding of factors that affect health and wellbeing, the knowledge, and behaviours to identify and support those in need, and the skills to enhance their workplace health and wellbeing culture.

Day 1 training

- Session 1: The Role of the Champion
- Session 2: Mental Health
- Session 3: Physical Health

Day 2 training

- Session 1: Communication & Engagement
- Session 2: Health & Wellbeing Cultures
- Session 3: Support Networks & Resources

Training is Assured by ILM and PCI

Who will deliver the training?

The Yorkshire Centre for Training & Development, a member of the Luminare Education Group.



Where?

- Classroom or Digital-Learning – flexible to meet the needs of individuals / organisations
- Modern learning facilities – at Leeds City College or at organisation's premises if there is space

When?

- Courses to be held between January 2022 and December 2022
- 20 people per cohort, 40 cohorts in total
- 800 Health and Wellbeing champions across Leeds

Interested?

Sign up at <https://forms.gle/mhjPCr4syKb5QqNcA>

Further information

Contact us at enquiries@yctd.co.uk



Health and Wellbeing Retreats

These are experiential sessions which allow staff to reflect on their own mental health, the pressure and personal demands of working in the pandemic. They provide opportunities to consider their own wellbeing needs and connect with peers.


Leeds Recovery College

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Health and Wellbeing Retreats

What's involved?

The courses are available to people (including staff) who would simply like to learn more about mental health and improve their personal wellbeing.

We develop all of our courses in co-production. This means that we equally engage people living with mental health challenges and professionals from a clinical or educational background to get involved in the design and delivery, sharing their experience with us.

This 'lived' and 'learnt' experience brings a mixture of perspectives, real life examples and relatable experiences into our training.

Topics include; compassion fatigue, self-compassion, developing boundaries (work life balance), finding peace in a busy life, living your values.

- 10-4pm in-person workshop, including lunch and refreshments. A Facilitator led topic delivery, including group exercises and activities focusing on stress reduction and wellbeing. There are opportunities for personal reflection, pair conversations and group discussions
- Guided meditation
- Take home session materials and course resources

Who will deliver the training?

Training delivered by the Recovery College, Leeds.



Leeds Recovery College

Where?

Jamyang Buddhist Centre Leeds (Holbeck).

When?

For delivery between Jan-Dec 22

Interested?

Sign up at <https://www.leedsandyorkpft.nhs.uk/advice-support/leeds-recovery-college/about-the-recovery-college/>

Further information

Contact us at <https://www.leedsandyorkpft.nhs.uk/advice-support/leeds-recovery-college/about-the-recovery-college/>



Compassionate Circles

This is a 60-minutes facilitator-led structured discussion delivered online, including regular evening dates.

Where feasible/appropriate there will be opportunities to deliver this in-person/in the work-place.


Leeds Recovery College

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Compassionate Circles

What's involved?

This is a structured discussion that allows the opportunity for individuals and teams to share experiences and connect in an intentionally supportive and compassionate space.

The 60-minutes facilitator-led structured discussion is delivered online including regular evening dates. Where feasible/appropriate there will be opportunities to deliver this in-person/in the work-place

Each circle includes; compassionate 'mindful' check-in, questions for compassionate self-reflection, small group and whole group discussion and opportunities to give and receive appreciation.

- 39 online or in-person 60-minutes Compassion Circles offering 468 places
- 5 in-person Compassion Circles 'delivery skills' training events offering 60 places

Who will deliver the training?

Training delivered by the Recovery College, Leeds.



Leeds Recovery College

Where?

In person (see website for locations) and Virtually

When?

For delivery between Jan-Dec 22

Interested?

Sign up at <https://www.leedsandYorkpft.nhs.uk/advice-support/leeds-recovery-college/about-the-recovery-college/>

Further information

Contact us at <https://www.leedsandYorkpft.nhs.uk/advice-support/leeds-recovery-college/about-the-recovery-college/>



Mental Health First Aiders

Mental Health First Aid (MHFA) is an internationally recognised training course, designed to teach people how to spot the signs and symptoms of mental ill health and provide help on a first aid basis.

In the same way as learning physical first aid, MHFA teaches people how to recognise those crucial warning signs of mental ill health and feel confident to guide someone to appropriate support. Embedding MHFA training within any organisation or community also encourages people to talk more freely about mental health, reducing stigma and creating a more positive culture.

At any one time one in four people will be experiencing depression, anxiety or issues relating to stress (Mind, 2020). We understand the importance of our workforce having access to a Mental Health First Aiders. There are now 140 qualified Mental Health First Aiders working across the Trust with more being trained every month.

A Mental Health First Aider is the first point of contact and will listen non-judgementally and sign post to appropriate support. They are not counsellors.

Becoming a Mental Health First Aider

Before signing up to take part in the Mental Health First Aid training, please read the information below. You and your manager will be required to sign a contract to say you are willing to be part of the Mental Health First Aiders database so employees know who they can approach if they are experiencing mental health issues.

The role of a Mental Health First Aider in the workplace is to be a point of contact for an employee who is experiencing a mental health issue or emotional distress. This interaction could range from having an initial conversation through to supporting the person to get appropriate help. As well as in a crisis, Mental Health First Aiders are valuable in providing early intervention help for someone who may be developing a mental health issue.

Mental Health First Aiders are not trained to be therapists or psychiatrists, but they can offer initial support through non-judgemental listening and guidance.

Mental Health First Aiders are trained to:

- Spot the early signs and symptoms of mental ill health.
 - Start a supportive conversation with a colleague who may be experiencing a mental health issue or emotional distress.
 - Listen to the person non-judgementally.
 - Assess the risk of suicide or self-harm.
 - Encourage the person to access appropriate professional support or self-help strategies.
 - This might include encouraging access to internal support systems such as EAPs or in-house counselling services.
 - Escalate to the appropriate emergency services, if necessary.
 - Maintain confidentiality as appropriate.
 - Complete critical incident documents as and when necessary.
 - Protect themselves while performing their role.
-

Mental Health First Aiders will:

- Listen.
 - Provide a supportive environment in which to discuss mental Health issues.
 - Support those seeking advice in making decisions that are right for them and their situation.
 - Provide information on the options available and refer the individual on to another support mechanism.
 - Attend training in relation to the role.
 - Attend regular meetings with the Mental Health First Aid lead to share experience and good practice.
 - Attend supervision when appropriate.
-

Mental Health First Aiders cannot:

- Make decisions for people.
- “Fix” problems.
- Provide counselling.

Support for Mental Health First Aiders

Support is very important to successfully embed Mental Health First Aiders into your organisation and appropriate CPD and supervision will be provided. All Mental Health First Aiders are expected to commit to CPD and supervision as part of their role.

Mental Health First Aiders

What's involved?

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In the same way as learning physical first aid, MHFA teaches people how to recognise those crucial warning signs of mental ill health and feel confident to guide someone to appropriate support.

The course is made up of both individual learning activities and a series of live sessions. Individual learning will be based on a combination of videos, workbook activities and reading. This can be done at your own pace in advance of each live session.

Training is Assured by ILM and PCI

Who will deliver the training?

Leeds Teaching Hospitals Trust – Approved MHFA England Instructors.



Where?

- Online. The course is an online 2 day course and is made up of both individual learning activities and a series of live sessions. Individual learning will be based on a combination of videos, workbook activities and reading. This can be done at your own pace in advance of each live session. The live sessions are led by an approved MHFA England Instructors.
- The Individual learning must be completed before each live session as we reflect on your learning in the sessions and reinforce what you have already learnt. If you haven't completed your individual learning then it will be hard to take part in the live sessions.

When?

- Dates are available throughout the next 12 months. Contact us and we can let you know the details.

Interested?

Sign up at leedsth-tr.HealthandWellbeing@nhs.net

Further information

Contact us at leedsth-tr.HealthandWellbeing@nhs.net or leedsoneworkforce@nhs.net

Mental Health First Aid Training

Application Form

Name

Job Role

Organisation

Contact Details

Date of preferred course

Please can you complete the following questions:

Please tell us why you would like to become a Mental Health First Aider?

Mental Health First Aid Training

Application Form *(continued)*

What do you think Mental Health First Aid means?

What particular personal qualities and experience do you feel you could bring to this role?

Mental Health First Aid Training

Application Form *(continued)*

How will you manage the time commitment of this role taking into account your present workload?

Are there any Mental Health First Aiders in your organisation?

Yes No

If yes please give the names of them:

Mental Health First Aid Training

Application Form *(continued)*

Do you fall into any of the below groups:

BME Yes No

LGBTQ+ Yes No

Nurse/Midwife Yes No

Medic Yes No

Men Yes No

Signature of applicant:

Date:

Manager/Supervisor, please read below before signing

I support the above applicant and agree to the time commitment involved for both training and fulfilment of the role of Mental Health First Aider.

Manager/Supervisor Signature:

Date:

Name:

Organisation:

Application for Funding for Role Backfill (Mental Health and Wellbeing Support)

At Leeds Health and Care One Workforce, we're delighted to be able to support our smaller partners in freeing up staff to enable them to attend mental health training and support sessions listed below. We've secured an additional pot of funding to enable us to make this offer on top of the already funded training and support places.

To ensure we're allocating funds to the small organisations that need it the most we'd like you to complete this short application form. We categorise a small organisation as having a headcount of 50 or less. Backfill funding is capped at £500 per person, regardless of how many interventions they attend, and to ensure equity of opportunity each organisation can only apply for a maximum of 3 people's roles to be backfilled. The funding is finite so we will operate on a first come, first served basis.

You can find out more about the training courses and support sessions on our website - leedsoneworkforce.org.uk

SECTION 1: Your Organisation

Name of Organisation

Organisation Website Address

Sector

Voluntary Independent Care Health Other

Headcount of Organisation

1-50 51-99 100-500 501+

Contact Name & Role:

Email:

Phone Number:

Application for Funding for Role Backfill (Mental Health and Wellbeing Support)

(continued)

SECTION 2: Grant Backfill Funding

(Complete a section for each person backfill funding is requested for, up to a maximum of 3 people)

Name of employee being backfilled

Role of employee

Training and/or Support Attending

- Mental Health First Aider Training
- Health & Wellbeing Champion Training
- Compassion Circles Delivery
- Wellbeing Retreat (Day)
- Wellbeing Retreat (Weekend)
- Compassion Circles

Which dates attending intervention

Person Total Amount requested

Grand Total Amount Requested

Backfill funding is provided on the condition that the person attends all of the sessions they have signed up for. If a person does not attend the session, then we reserve the right to request refund of the grant, depending on each individual situation.

Please return your completed form to Leedsonworkforce@nhs.net

Thank you.