

Appendix Three – Draft Mental Health Training and Support Offer .

Type of Training	Who	Why	What
<p>Mental Health First Aid (MHFA)</p>	<p>Staff working with residents with mental health issues and staff working with vulnerable groups at high risk of suicide¹ on a day to day basis, such as a social worker or youth worker carrying out casework.</p> <p>Staff working in high risk of suicide occupations e.g. primary school teachers</p> <p>A manager or staff member on every floor/department</p>	<p>Staff are better able to understand mental health issues and can support people in distress. Knowledge to signpost appropriately. Information on suicide awareness.</p> <p>Staff are trained to better support and signpost to mental health support those in high risk occupations.</p>	<p>A 2 day training event covering a range of mental health conditions and issues including depression, anxiety, suicide prevention, alcohol and mental health, psychosis and schizophrenia, bi-polar disorder.</p> <p>Information on crisis first aid in a range of situations.</p> <p>Practical skills such as non-judgemental listening and how to signpost and refer appropriately.</p>

¹ These include those working with young people aged 15-25, people with mental health issues, substance misuse issues, homeless people, offenders, middle aged low income men and those working to people providing debt and welfare advice.

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		Similar to physical health 'First Aider' someone who can support staff is available on each floor of the Civic Centre.	
Mental Health First Aid (MHFA) Champion	Team managers or staff. Those working with vulnerable groups or people with mental health issues but not intensively e.g. reception staff.	Across the organisation managers understand mental health issues and can support staff around mental health, challenge stigma, promote good mental health and signpost appropriately to services. Staff can support vulnerable clients better.	A 1 day course providing <ul style="list-style-type: none"> • an understanding of common mental health issues, • Knowledge and confidence to advocate for mental health awareness • Ability to spot signs of mental ill health • Skills to support positive wellbeing
Suicide Explained training	Those working or who interact with people at high risk of suicide. Staff members more widely such as reception staff or those in front line positions.	To reduce risk and know what to do when faced with warning signs of suicide. Ability to signpost appropriately to support services. To support our staff when faced with someone in crisis.	A half day training session covering <ul style="list-style-type: none"> • Understanding suicide – language, myth and facts, prevalence • Risk factors and warning signs for suicide • Basic steps to risk assess and deal with: <ul style="list-style-type: none"> - Someone in crisis - Someone with suicidal thoughts • Simple strategies for prevention, and importance of

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			<ul style="list-style-type: none"> - Wellbeing - Self-care - Signposting and summary: Merton signposting information and quick guide flowchart • Merton Suicide Framework
<p>Universal Offer</p>	<p>All staff</p>	<ul style="list-style-type: none"> • Prevention; to promote good mental health and wellbeing amongst our staff. • To support our staff and support a healthy workplace 	<p>Promotion of range of activities and support to all staff including;</p> <ul style="list-style-type: none"> • Promotion of ‘Good Thinking’ an on-line resource for good mental health • Staff exercise and wellbeing activities such as choir, pilates. • Employee Assistance scheme • Drink Checker • Promoting volunteering • Flexible working policies • Occupational Health support

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