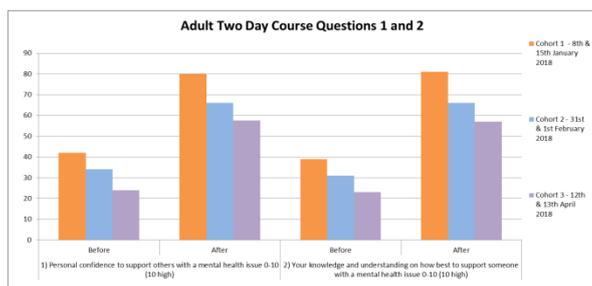
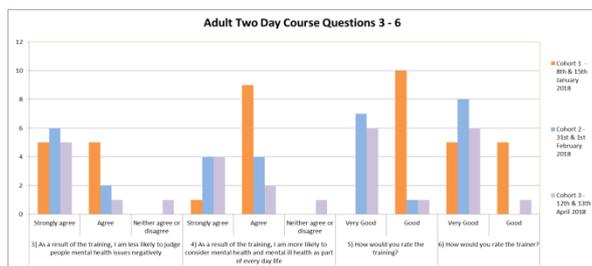


Appendix 1 – Mental Health First Aid Training evaluation

This graph shows that across the 3 cohorts all participants gained confidence and a better understanding on how best to support someone with a mental health issue.



This graph shows that participants are less likely to judge people with mental health issues negatively and rated the training as Good or Very good.



Appendix 2 – Feedback from Manager

I manage an employee who has an on going mental health condition. At the time of her appointment her condition was not known to me. After a period of time there were issues with performance, and following many discussions my employee disclosed that she suffered with depression. Once this was established/known to me it made it easier to understand behaviours displayed and to empathise and find a flexible solution rather than to talk about performance issues.

When I attended the MHFA course, I recognised many of the behaviours and emotions described in the videos we watched. It gave me a better understanding on how to support and manage her. What I learnt most was to set aside my own views, not to judge and to try to put myself in the position of my colleague. For example I might think that encouraging her to participate in a teams evening or join me in a dance class to 'get her out and make her feel better' might not always be the right thing to do if she does not feel able to do that. My member of staff feels safe and supported by everyone in our team and has many people who she can talk to when she finds herself feeling down. She is encouraged to seek the help of external agencies as well as make day to day health and wellbeing choices.

It isn't easy, as there are many ups and downs. I have learnt that things can get better with mental health conditions and that you have to work hard to ensure that you empathise and offer support at the right time, but also not to wrap the person in cotton wool and to patronise – it's a difficult balancing act.

Appendix 3 – Mental Resilience Seminars

Feedback from the Mental Resilience Seminars.

Was the programme needed?

82% of your people recognised that they **needed to improve** their resilience.

Did your people take action?

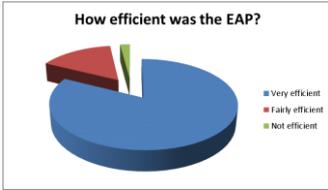
91% of your people **took action** following the seminars.

Would your people recommend this programme to others?

Yes 97% of your people stated that they would!

Appendix 4

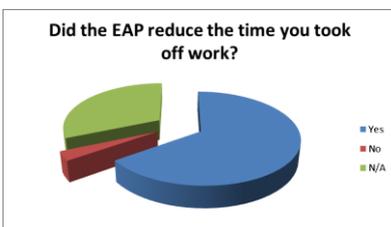
Our Employee Assistance Programme satisfaction survey results in 2018



This graph shows that the majority of employees regarded the service as very efficient.



This graph shows that the majority of respondents reported that after counselling therapy they did feel less stressed, worried or anxious.



This graph shows that over 60% believed that accessing the EAP positively impacted on them taking less time off work.

Appendix 5 – Men's Health Seminar

I WILL * * stay healthy

How people may feel when their emotions are 'out of balance'

- Aggressiveness
- Depression
- Scared of disease
- Alone with no one to confide in
- Lack of interest in work/ others
- Irritable
- Dread of the future and what it holds
- Loss of sense of humour
- Alone and unhappy
- Neglected and destitute
- Out of control of their emotions / life
- Drained and physically fatigued



As the pace of change increases the requirement to perceive, identify and manage emotions will be of increasing importance in almost any job function

I WILL * * stay healthy

Emotional Balance & Mental Health

Mental illness definition:

Health conditions that are characterised by alterations in thinking, mood or behaviour (or some combination thereof) associated with distress and/or impaired functioning.

One in four people will experience some form of mental health problems over a twelve month period, with depression costing Britain's business an estimated £9bn a year.

Source: CIPD mental health at work revised 2016



I WILL * * stay healthy

Talk to others - we have evolved as a 'social animal'



To deal with pressure...

A problem shared is a problem halved

Who...

- Can you open up to?
- Will be a friendly listener?
- Will stay calm and understand you?

"No man is an island" *John Donne*