

MHAT: Mental Health Awareness Training



Promoting wellbeing in your workplace

For organisations to flourish their people need to thrive. Common mental health problems, such as depression & anxiety affect 1 in 2 individuals, which carries a high price for the individual and has a detrimental impact on organisations too. Line managers and supervisors hold a key role in changing attitudes towards mental health and are instrumental in ensuring that the effective facilitation of mental health support takes place. This will not only help to improve the mental wellbeing of staff but also ensures that time absent from work is kept to a minimum. Managers are best placed yet often unequipped to deal with mental health related issues and usually don't have the tools or information to support their people in the best way.

The MHAT training programme has been developed specifically to tackle this problem and is designed as a leadership course with the aim of increasing awareness around employee mental health to increase confidence when dealing with related issues. It also promotes a broader understanding of the consequences that are associated with the stigma, avoidance and poor management of mental health problems in line with best practice.

MHAT was developed in the US & Canada; and has been adapted for the UK by scholars of the University of Sheffield. The key features of this training are that, *it is...*

- **Short in duration:** Designed to maximise learning and skill development in a tailored and accessible 3-hour session
- **Action focused:** Providing specialist guidance on dealing with mental health challenges such as engaging in positive conversations and understanding what support will enable staff to thrive and stay in or return to work!
- **Customised to your organisation:** To ensure that the training is delivered in a way that resonates with your organisation and signposts managers to all relevant and available resources and options; as well as providing user friendly material to refer to after the course
- **Evidence Based:** The **only scientifically evaluated** workplace mental health training program designed specifically for line managers & supervisors, proven to reduce the duration of sickness absence and shown to have a substantial return on investment.

See overleaf for information on how your organisation can participate in the MHAT training programme free of charge...

Participate!



The University of Sheffield has partnered up with **South Yorkshire Housing Association** to roll this training out across the South Yorkshire region. We are seeking organisations who are interested in offering this training to their line managers. For a limited time, we can provide this training **free of charge** to organisations who are willing to **take part in a research project** that will further evidence this training in the UK.

Participation in the research project will involve a small number of surveys to be completed by the line managers who participate in the training and their staff. Specifically, we will ask line managers to complete *3 short surveys* across three months. The surveys will only take 10 minutes each with two of the surveys integrated into the training session itself. Staff will be invited to complete *2 short surveys* (only 10 minutes each) across a three-month period.

Participation in the surveys is voluntary, confidential and will totally protect the anonymity of each individual line manager and their staff members.

Meet our **TEAM**

The research team includes academics from the University of Sheffield, UK (Prof K. Nielsen, Dr K. Hildenbrand, Dr A. Topakas), Portland State University, USA (Dr Jennifer Dimoff) and Saint Mary's University, Canada (Prof K. Kelloway). The team brings together academics with extensive knowledge of leadership, wellbeing, as well as the design and evaluation of workplace training interventions.

MHAT will be delivered by a dedicated training team which includes Occupational Health & Counselling professionals who have extensive experience of working in the field of mental health and are employed by South Yorkshire Housing, as part of the new Working Win employment service.

For more information or to take part in the project contact **Jennie Shrewsbury**, Health & Wellbeing Coach at Working Win by email at j.shrewsbury@syha.co.uk or call **07384214406**