



# Mindmaps Wellbeing

*Putting the 'Well' in  
Workplace Wellbeing*

**01803 523 660**

**[mindmapswellbeing.com](http://mindmapswellbeing.com)**



# Putting the 'Well' in Workplace Wellbeing



**Website**

[mindmapswellbeing.com](http://mindmapswellbeing.com)



**Mental Health  
First Aid**



**MINDWELL**

App for your Self-care,  
learning, resources



# Mindmaps Wellbeing

## Our Vision - To Change the culture of workplace mental health

To achieve this, we believe all organisations need to address the needs for mental health and wellbeing awareness and understanding. For themselves, their staff and customers.

preventing crisis through preventive measures. To achieve this, we offer a range of mental health related training and consultancy services to ensure employers are mental health aware in every aspect of their business.

We seek to challenge stigma and discrimination in the workplace related to mental health issues. We encourage employers to create an open and supportive culture where staff feel confident to discuss their mental health with their employer and to feel supported in the workplace, to maintain the mental wellbeing of everyone.

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## Is it required by law to have Mental Health First Aid (MHFA) in the workplace?

Currently, legislation for mental health first aid provision in the workplace is not in place. The health and safety executives says:

“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 first-aiders and implementing employee support programmes.” (see link at the bottom)

The subject got debated in parliament back in January 2019 where unusually all parties were in agreement. — MHFAider's in the workplace should be equal in number to physical first-aiders. Something we'll see in the near future.

<http://www.hse.gov.uk/firstaid/needs-assessment.htm>

## What Makes Us Different?

We specialise in mental health training and guidance services for the workplace. All our trainers are highly experienced Registered Mental Health Nurses and Healthcare Educators. Our trainers have extensive knowledge in mental health.

Our trainers are Registered with the Nursing and Midwifery Council or HCPC as Mental Health professionals and educators. Beyond the initial training, the aim is to be more than a tick box exercise, but to ensure mental health and wellbeing become integral to the workplace. The importance of providing staff training, gaining knowledge and understanding of mental health. After all, it's something that we all have, we can be a long term support solution for all things mental health related in the workplace. We achieve this by providing ongoing support and guidance services. Such as our employee assistance programme or in-house drop-in clinics. New services are always under development at Mindmaps Wellbeing as clients needs arise. The latest being the return to work assessments which are now available.

If you are looking for a service not listed, please contact us to see how we are able to support your requirements.



Co-Founders Tim Lloyd (left) and Michael Harrison-Hastings (right)

# How we can support you?

Our training and consultancy services are here to support you and help manage wellbeing proactively whilst minimising the impact of mental ill health at work.

At Mindmaps Wellbeing, we work alongside you to deliver training that complements and enhances your existing wellbeing strategy. Should you not have one, we can help you explore the best options for your organisation.



Torbay from Broadlands

Mental Health First Aid training courses teach people to spot the signs of mental health issues, offer initial help and guide a person towards support through signposting. We don't teach people to be therapists, but we do give people the tools to effectively listen, reassure and respond to mental ill health, even in a moment of crisis. The aim is to recognise the signs and prevent a crisis with early intervention.

**MENTAL  
HEALTH**  
IS JUST AS IMPORTANT AS  
**PHYSICAL  
HEALTH**

Quality mental health training, underpinned by a robust wellbeing strategy, gives people the tools to keep themselves healthy and support each other. It can also help to:

- Build employees' confidence to have open conversations around mental health and break stigma.
- Encourage people to access support early when needed, for a faster recovery.
- Empower people to access support early when needed, for a faster recovery.
- Promote a mentally healthy environment, stopping preventable issues and allowing people to thrive and become more productive.
- Embed a long term positive, culture across the whole organisation, where employees recognise their mental and physical health are supported as equal parts of the whole person.

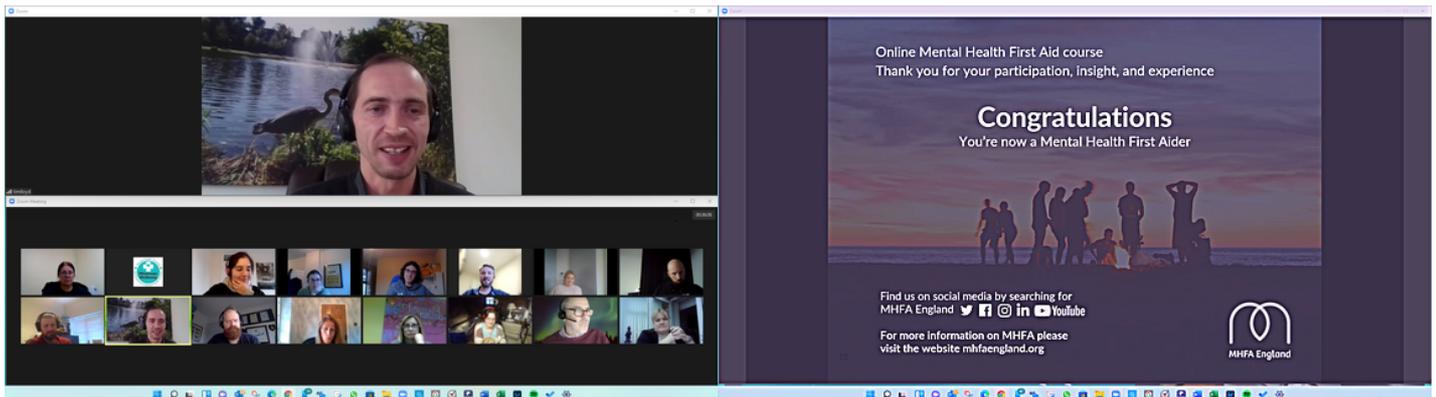
# All our courses are available online or in-person

## Mental Health Training

- Mental Health First Aid (Adult, Higher Education, Youth, Refresher)
- Skills for effective wellbeing conversations
- Mental health skills for managers
- Mental health Skills for the workplace / managers
- Tailored industry training solutions
- Mental health at work (12 month programme)\*
- Mindmaps Wellbeing Hub
- Conference / Guest Speaker
- Conference workshops
- Selection of subject specific awareness courses

(see our website for the full list, ask us if there is something your organisation needs but not listed)

\*4 intakes a year in Feb / May / Aug / Nov. Details will be on the website soon, next intake May '22



We can provide tailored services to support your organisation. Many of the below were born this way to find the solution for a particular workplace issue.

## Guidance & Support Services

- Mental Health Workplace Policy
- Return To Work Assessment
- In-House Drop-In Clinic
- Mental Health Assessment
- Bridging The Gap – Clinical Support
- MHFAider Guidance & Support
- MHFAider peer support online groups moderated by RMHN

[www.mindmapswellbeing.com](http://www.mindmapswellbeing.com)

# Mental Health First Aid

**MHFA England**  
INSTRUCTOR  
MEMBER



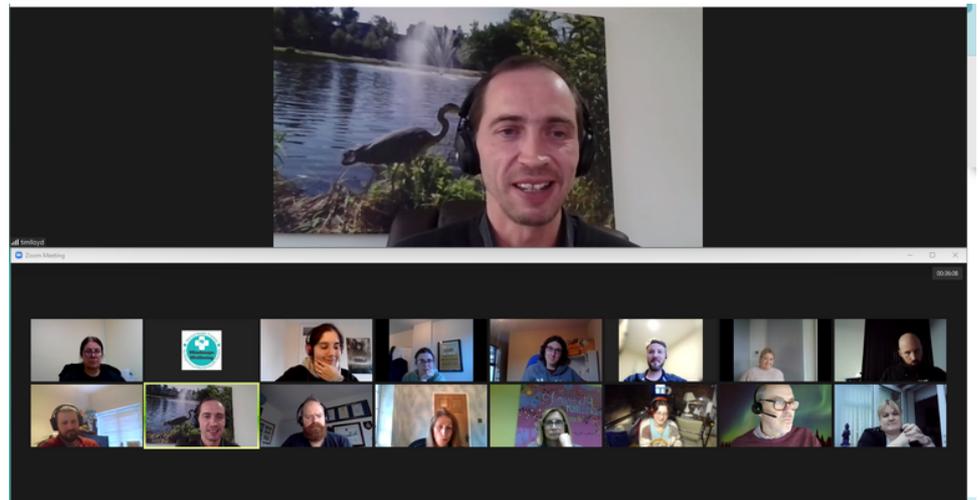
- Adult mental health first aid
- Higher Education mental health first aid
- Adult MHFA Champion
- Adult Aware
- Refresher

Course certified by MHFA England, accredited by the Royal Society of Public Health.



- First Aid for mental health Supervising – Level 3
- First Aid for mental health – Level 2
- First aid for mental health Awareness – Level 1
- First Aid for Youth mental health – Level 2

CPD Accredited courses FAA Level 'as above' Award in 'Course name above' (RQF)  
Equivalent levels in Scotland are Level 1 = Level 4, Level 2 = Level 5,  
Level 3 = Level 6 (SCQF)



**Do you have a Mental Health First Aider,  
in your organisation?**

For full information and course outcomes, please see  
our website or contact us

**Available online or in-person**

# Mental Health First Aid

## What will I learn?

- Why mental health first aid?
- The mental health first aid action plan
- What is mental health?
- Impact of mental health issues
- Stigma and discrimination
- What is depression?
- Symptoms of depression
- Risk factors for depression
- Depression in the workplace
- Suicide figures
- Alcohol, drugs and mental health
- First aid for suicidal crisis
- Non-judgemental listening skills
- First aid for depression
- Treatment and resources for depression
- Self-care
- What is an anxiety disorder?
- First aid for anxiety disorders
- Crisis first aid after a traumatic event
- Alcohol, drugs, and anxiety disorders
- Treatment and resources for anxiety disorders
- Cognitive distortions and CBT
- Personality disorders
- Eating disorders
- Self-harm
- What is psychosis?
- Risk factors for psychosis
- Alcohol, drugs, and psychosis
- Schizophrenia
- Bipolar disorder
- Warning signs of developing psychosis
- Crisis first aid for acute psychosis
- Treatment and resources for psychosis
- Recovery and building resources
- Action planning for using mental health first aid.



Get your badge!



# MHFA England mental health first aid

Is Mental Health First Aid required by law?

Currently, legislation for mental health first aid provision in the workplace is not yet in place. The health and safety executive says:

"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 first aiders and implementing employee support programs."

## Day One

- Mental Health First Aid and the action plan
- What is anxiety?
- Crisis first aid
- Active listening and empathy
- What are eating disorders?
- What is self-harm?
- What is substance misuse?
- The MHFAider® role and self-care
- Helpful and unhelpful language
- Useful models to support the role
- What influences mental health?



## Day Two

- Applying the Mental Health First Aid action plan
- What is depression?
- What is suicide?
- Crisis first aid continued
- What is psychosis?
- Recovery and lived experience
- Boundaries in the MHFAider® role
- Moving forward in the MHFAider® role
- My MHFA action plan



"I truly believe this training has saved an individual from taking their own life." Health & Safety Director AC Landscapes

09:30 - 17:00 both days  
with regular breaks



# MHFA Refresher

**TIME TO  
UPDATE**

Empower Mental Health First Aiders and Champions to maintain their skills with regular Refresher training. Just like physical first aid, we recommend that you refresh your skills every two to three years. (Certificate expires after 3 years). If it's time to update your skills, book onto an MHFA Refresher course now and feel confident that you are performing your vital role safely.

## Do you remember ALGEE?

This course is available as either an online or face-to-face training session. See 'book a course' section below for options.

If you are a Mental Health First Aider or MHFA Champion you have skills for life that support you and the people around you. This course is available as either an online or face-to-face training session.

If you are a Mental Health First Aider or MHFA Champion you have skills for life that support you and the people around you.

We believe that mental health should be treated equally to physical health – and just like physical first aid, Mental Health First Aid training should be kept up to date.

The four hour MHFA Refresher course will empower you to:

- Keep your awareness of mental health supports current
- Update your knowledge of mental health and what influences it
- Practice applying the Mental Health First Aid action plan

This is a half day course delivered either face-to-face or via online video conferencing. Learning takes place through a mix of presentations, group discussions and workshop activities. We limit numbers to 25 people per course so that the instructor can keep people safe and supported while they learn.



Revisit the key areas from the full course. Keep up to date with latest statistics and information.





# More than a tick box exercise!

When you complete a Mental Health First Aid or Refresher course with Mindmaps Wellbeing you get the following included;

- ✓ Instructor led training session(s)
  - ✓ Course Manual
  - ✓ Workbook (Hard copy)
  - ✓ Mental health action plan cue card
  - ✓ MHFA Lanyard
  - ✓ MHFA England Accredited Certificate
  - ✓ Access to the MHFAider App for three years
  - ✓ Access to ongoing learning opportunities, resources and events
- Plus, exclusively when you choose Mindmaps Wellbeing, it also includes:**
- ✓ Instructors who are Registered Mental Health Nurses / Clinicians and Healthcare Educators (They of course have their own lived experiences combined with their professional, really bringing the content to life).
  - ✓ Access to our online MHFAider peer support groups moderated by the instructor team.
  - ✓ Lifetime access to our MHFAider Mindmaps Wellbeing Hub (an app for your self-care, continued learning, and digital resources to support you in the role).



## **Optional upgrade**

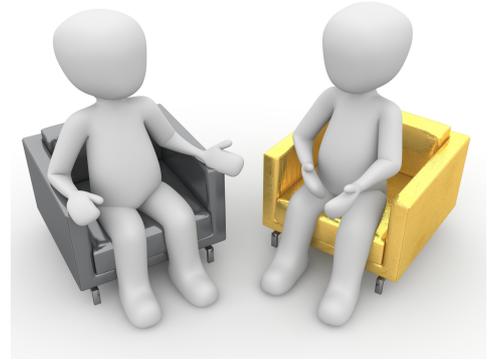
- ✓ Quarterly MHFAider guidance sessions – to provide you with ongoing expert support and guidance.
- ✓ Organisational Mindmaps Wellbeing Hub tailored for your workplace / organisation.

**Mindmaps Wellbeing are with you for the journey with continued guidance and support.**

# Mental Health First Aiders

## Additional Support

Once delegates have attended a First Aider course with Mindmaps Wellbeing, they will be invited to join two online peer groups moderated by Registered Mental Health Nurses.



[FB Group](#)

[LN Group](#)

The groups are a great place for sharing resources, case studies, and guidance for their new role as a Mental Health First Aider. Members don't have to of been trained by Mindmaps Wellbeing to join these groups, but they will be asked to share a copy of their certificate to join. This ensures the integrity of the group for users. Follow the links above or contact us for information.



Sunset view from our office at Mindmaps HQ

## MHFAider Guidance & Support

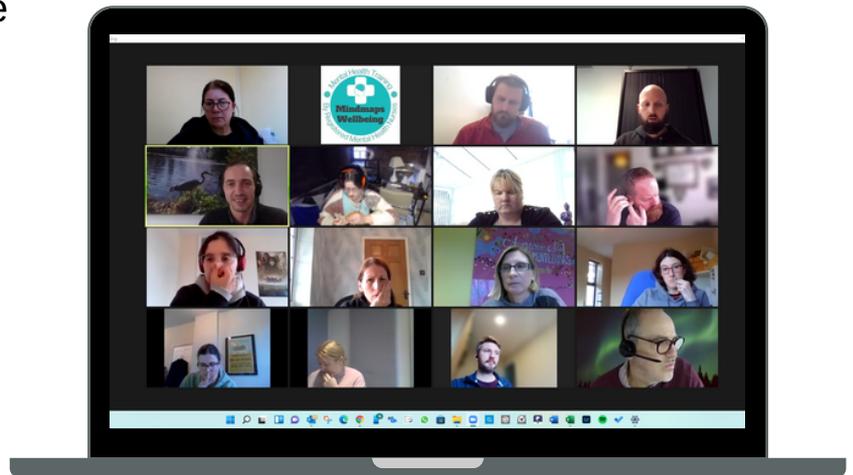
We can provide a service similar service to the drop-in clinic (see page 16) designed specifically for mental health first-aiders. This will provide a space for additional bite size training and open discussions about various case studies they may have encountered through the previous period. The session provides reassurance and guidance for similar future cases they may encounter. This service is most effective when used regularly. We recommend at least quarterly. It's important to provide your MHFAiders with an outlet to offload and manage their own mental wellbeing.

# Skills for effective wellbeing conversations

Our one online Mental Health & Effective Wellbeing Conversations course, is designed to support change in workplace culture by creating a proactive approach to mental health in the workplace, How do you start a conversation? What tools are useful to support wellbeing conversation in the workplace?

## Course Outcomes

- Supporting good mental health in the workplace
- Introduce EAGLE. Mental health action plan.
  - Core Skills in effective conversation
  - Interpersonal effectiveness – including a listening skills exercise
  - Balancing change & acceptance
  - Radical acceptance
  - Distress Tolerance
  - Working with uncertainty
  - Emotion interventions
  - Wise mind
  - Dear man
  - Solution focused techniques
  - Asking appropriate questions
  - The Stress Container
  - Self-Care
  - Recovery
  - The law on mental health for the workplace
  - What are Reasonable adjustments



Be Kind.....



To Yourself

# Mental Health Skills for Managers

Our four-hour Online Mental Health Skills for Managers course will equip managers with the understanding and skills to support themselves and their team. The course will assist managers in their roles, by balancing the individual v the business conundrum they face. It also includes a discussion around what is reasonable when making adjustments to cater for someone's mental ill health.

## Course Outcomes

- An understanding of what mental health is and how to challenge stigma
- A basic knowledge of common mental health issues and factors that can affect mental health
- An introduction to looking after your own mental health and maintaining mental wellbeing
- Spotting signs of distress
- Build confidence to open the conversation relating to mental health
- The confidence to support a person who is in distress or who may be experiencing a mental health issue
- Recovery
- Supporting good mental health in the workplace
- Currently, it includes a section on the Coronavirus and why it's effecting our mental health and how we can use coping strategies to assist during this time.

All delegates will receive a Certificate of attendance upon completion of the course. This course is only available for closed groups currently.



# Mental Health Skills for The Workplace

Our Mental Health Skills For Courses are an introductory three-hour session are the perfect way to start changing the culture of mental health in your workplace. Delegates receive the foundations with the core message provided across all our training. This helps ensure all employees receive an understanding of mental health. Their own and to look out for those around them.

The course will to raise awareness and understanding of mental health. Encourage staff to discuss their mental wellbeing, ensure they look after their own self-care, learn how to spot the signs of poor mental health in themselves and others. Then to equip them with resources for appropriate additional support.

The course to encourage mental wellbeing conversations and to provide employees with the knowledge MHFAiders are there to support them.

To create a truly unique course tailored around your work environment, contact us to arrange an initial consultation. Where our expert team are on hand to explore your options with you, and ensure the training received meets the desired outcome.

As with all our mental health training it is delivered through a mixture of informative slides, videos, case studies, interactive activities and group discussions. Access to on-going A-Z resource list & download files for all things mental health through the Mindmaps Wellbeing Hub.

## Course covers

- What is mental health
- Stigma & Language
- Exploring what impacts mental health
- Self-care
- Spotting signs of distress
- How to start a conversation
- Signpost to relevant support
- Recovery
- Supporting mental health at work.

Available for closed groups of 6 to 16 Delegates



# Tailored Courses and Services for you

**Closed groups only**

We provide bespoke courses and guidances services to help your organisation achieve its goal with mental wellbeing in the workplace. If you are not seeing what you're looking for, get in touch. Many of the services and courses we have created, and available today, were born through solving a client's particular problem.



Since 2019 we have worked with many organisations and created a set of industry specific courses highlighting relevant statistics and relevant case studies to suit their workplace. Prior to the course, we like to arrange a meeting to get to know you and your business, this allows us to ensure we are covering the outcomes you are looking to achieve and plan how we can best get you there.



## Industry specific courses;

- Education (all sectors)
- Finance
- Healthcare
- Engineers
- Construction
- Public Sector
- NHS
- Small & Medium businesses
- Landscaping

Theses are just some of the industries we've been supporting.

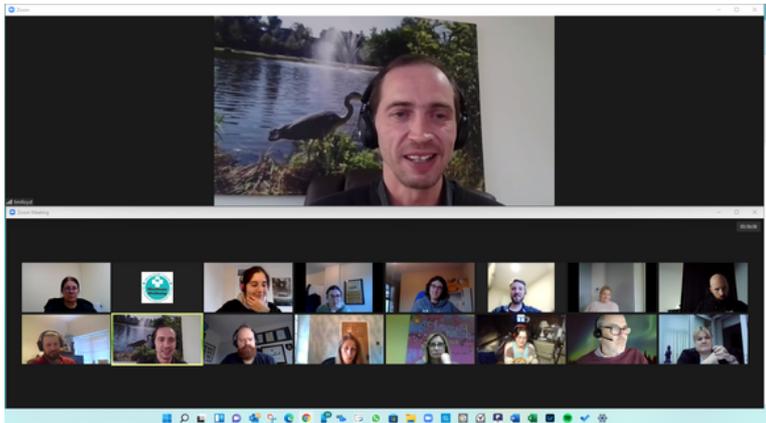
**We'll create the right course just for your team**

# Mindmaps Wellbeing Ltd

## Courses

At Mindmaps Wellbeing, we have various workshops for specific areas of mental health training. These are half-day interactive workshops written by an experienced mental health professional. If you don't see what you're looking for, please just ask, as we can often tailor a workshop for your specific industry.

- Current Workshops offered include
- Dementia Aware
- Self-harm & Suicide Aware
- Cognitive Behavioural Therapy
- Dialectal Behaviour Therapy
- Recovery
- Specialist Workshops
- Conference Workshops



The courses will be delivered using a blend of interactive activities, videos, case studies and group discussion, to facilitate an engaging and thought-provoking session.

All delegates receive a certificate of attendance which is emailed along with further information and good practice guides to support their learning after the event.

**MAKE TIME FOR THE THINGS YOU ENJOY**

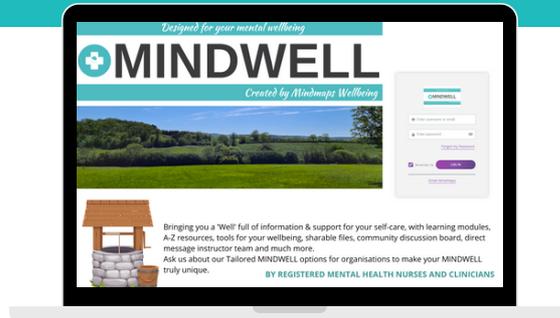




## Putting the 'Well' in Workplace Wellbeing



Created by Mindmaps Wellbeing



Desktop



Mobile

## The app for your self-care & workplace wellbeing

Gain knowledge and confidence with mental wellbeing through MINDWELL an app for your self-care, learning, resources + more

### Contact us for a demonstration

MINDWELL the app for your Self-Care & Workplace Wellbeing!

- ✓ Support your wellbeing
- ✓ Improve your knowledge and understanding
- ✓ Increase your confidence when supporting others
- ✓ Practical Tools & Resources
- ✓ Downloadable files
- ✓ New content regularly added
- ✓ Desktop & Mobile
- ✓ Community discussion board moderated by Registered Mental Health Clinicians
- ✓ Direct message to the instructor team
- ✓ Technical support
- ✓ Tailored for your workplace / organisation

[Go to website for more information](#)

# Organisation Approach to Mental Health

A cultural change to promote mental health in the workplace is necessary, to improve the outcomes for everyone who is experiencing mental health issues. A whole organisation approach to this ensures that employers, managers and staff are suitably trained to support the needs of those who require the support. For those that attend our courses they will also learn how to look after their own wellbeing.

The organisational approach is essentially to ensure everyone within the organisation not only have some training understanding mental health more positively losing the stigma and discrimination associated with mental ill health, but to also ensure they all know its safe to speak about their mental health and seek help.

We believe that all employers should take the mental wellbeing of their staff and customers seriously. To ensure this, it is important that employers and employees are aware of mental health matters and the impact this can have in the workplace. We feel that to encourage employees to be open about their mental health needs, makes for a healthier, happier and more productive workforce.

An organisation which adopts this approach to mental health awareness enables employers to support their staff effectively, reducing absences, presenteeism and recruitment costs. We highly recommend a proactive approach to positive mental wellbeing in the workplace will provide the best results.

## Why Invest In Mental Health Training For The Workplace?

By tackling stigma and increasing understanding of mental health issues with formalised training evidence shows; Improved Productivity, Reduced; Absence, Presenteesism and Staff Turnover

**The average cost to employers  
is £1,700 per employee per year**  
The largest contributor to costs is presenteeism

**For every £1 invested the  
ROI is between £3 - £8**

### This cost varies by industry (Pre-Covid)

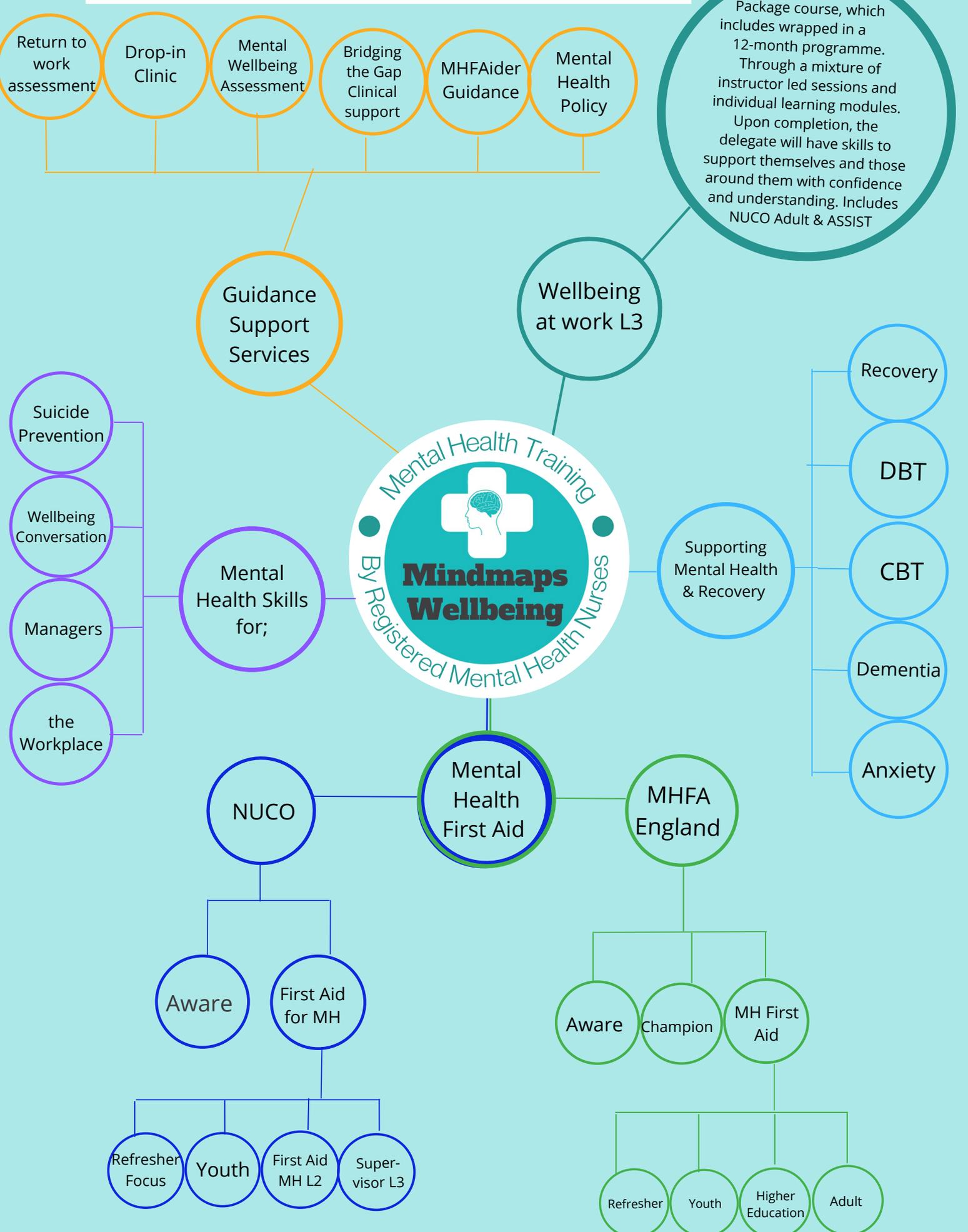
Industry	Cost (£)
Finance / Insurance / Estate Agency	£ 3,300
Information & Communications	£2,250
Professional Services	£2,200
Transport / Distribution / Storage	£2,400
Public Sector - Admin / Defence / Social Services	£2,000
Other Public Sector Services	£1,700
Health Care	£1,600
Other Private Sector Services	£1,500
Education	£1,400
Retail & Wholesale	£1,300
Hotels / Catering / Leisure	£750

Intervention Type	Average ROI	Example Intervention(s)
Reactive Support	3:1	Therapy with a mental health practitioner
Proactive Support	5:1	Mental health workshops, health coaching
Organisation-wide culture / understanding	8:1	Tailored mental health training, personal exercise programme, employee assistance programme.

Deloitte Report January 2020 (pre-Covid)

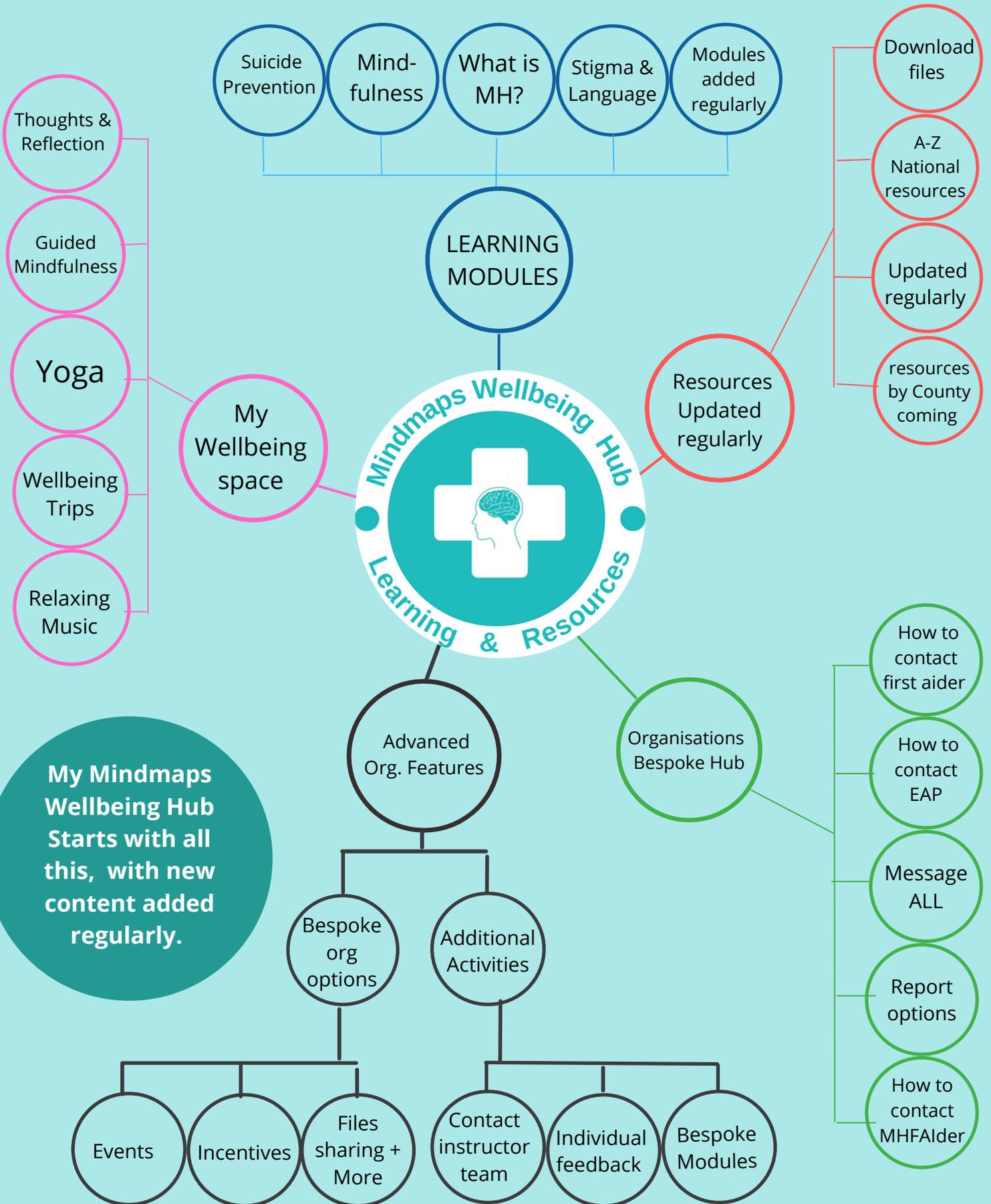
# Mindmaps Wellbeing

Changing the culture of workplace mental health

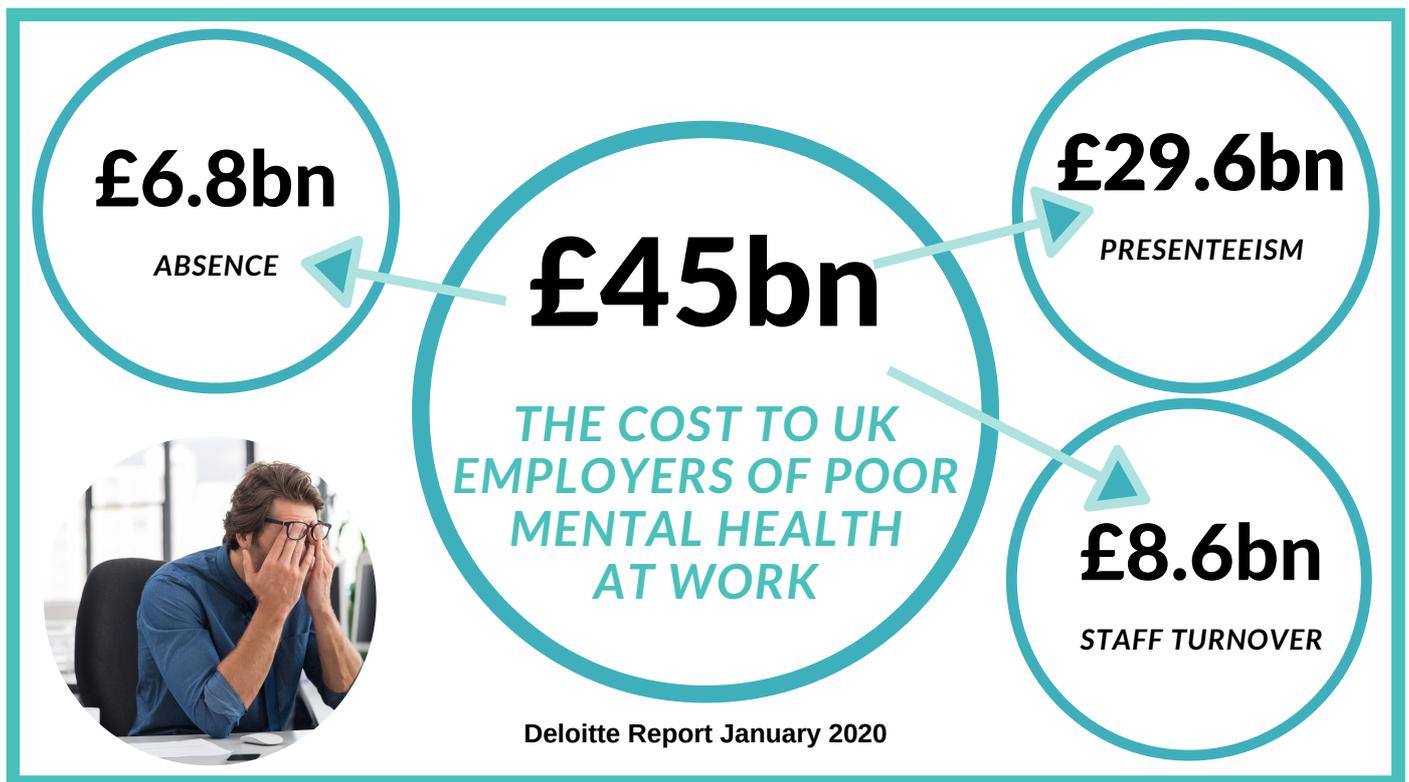


# My Mindmaps Wellbeing Hub

Learning modules & Resources for your mental health and wellbeing



# The cost to UK Employers



These figures have been extracted from the Deloitte report that was released in January 2020 which of course was pre the world pandemic.

It surprises many that we speak to on the subject that the largest cost to UK employers is presenteeism.

The good news is there is something you can do about it;

- Through educating and supporting staff with their mental health and wellbeing.
- Take a positive and proactive approach to mental health.
- Create an environment where It's not just OK to talk about mental health, but encouraged.
- Learn how to spot the signs and symptoms of poor mental health for early intervention.
- Self-Care
- Stress management
- Listening skills

Contact us to discuss how we can support your workplace mental health programme. We are specialists in changing the culture of workplace mental health.



# Do you have a mental health policy in place?

Mindmaps Wellbeing can work with your organisation to create a new or review an existing mental health and wellbeing policy.

## What is a mental health policy?

It is an official statement that provides the overall direction for mental health by defining a vision, values, principles and objectives, and by establishing a broad model for action to achieve that vision.

The policy may include details outlining the health and wellbeing aims for your business on the following topics; Aim of the policy, Objectives, Communication, Reviewing and monitoring of the policy.

The overall health of a workplace includes both the physical and psychological well-being of its workers. All these factors play a role in employee mental health. There is also a legislative requirement for employers to protect the mental and physical health of their employees.

### Mental Health Policy



# Guidance & Support Services

## Return to work assessments

This service can be completed online or in person. It is designed to help determine the mental fitness of an individual returning to the workplace. We provide guidance on any reasonable adjustments that may be needed, in order to support the individual's return to work. The assessment encourages a discussion around their mental wellbeing with a professional outside the workplace, which employees can often find easier. Many physical health issues can lead towards a mental health problem, making the review relevant for all staff returning from a period of sickness. This service has helped identify various mental health issues that people were hiding behind other ailments, such as 'A bad back' or 'Upset Stomach' to enable them to get the help and support they require and not simply struggle through. Following the assessment session, a report will be put together with our recommendations to support the individual.



## Mental wellbeing assessment

Our wellbeing assessment will explore the issues the individual is struggling with and provide guidance and support from a registered mental health nurse / occupational therapist.

The assessment is often enough to provide the individual with enough self-help techniques.

The session is not on a timer, as it depends on the individual situation, it can vary, although usually around 1-2 hours is a good guide.

A report of the discussion will be compiled, with recommendations for the next steps for support. This can include a recommendation for further clinical treatment or reasonable adjustments within the workplace to support the individual.



**By Registered Mental Health Nurses or Occupational Therapist with specialist background in mental health**

**Available through the workplace or organisation's only, for more information on this service, please contact us.**

# 'Bridging the gap'

## Specialist mental health (EAP)

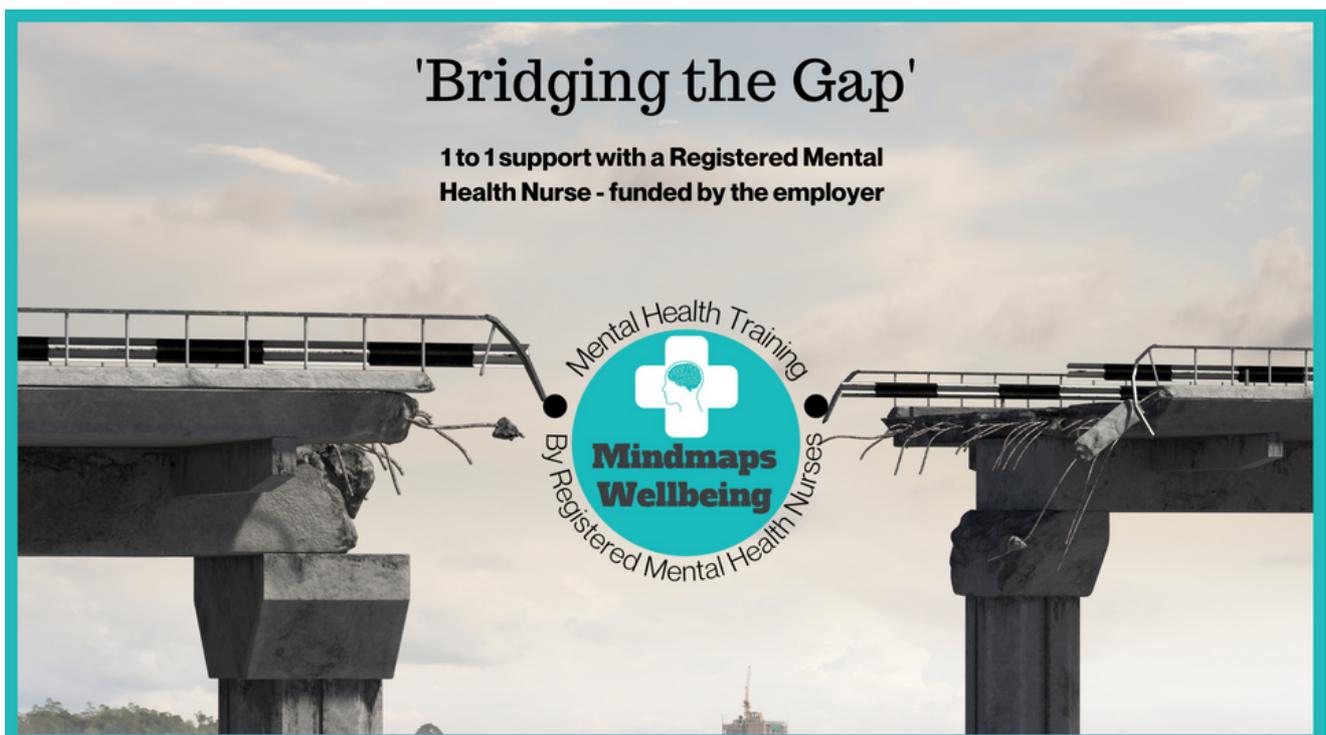
### What is the Employee Assistance Programme?

Otherwise, known as 'Bridging the Gap' comes into action when an individual is struggling with their mental health, signposting has been completed and now they are waiting for treatment. Just as with physical health there is a typically long waiting list to be seen by a professional and receive any treatment.

During this time, people tend to generally decline in health. It often follows with a period of long term absence as a result. It is estimated the cost of mental health in the workplace amounts to £1700 per employee a year.\*

At Mindmaps Wellbeing, we have a team of registered mental health professionals on hand to deliver relatively immediate treatment, avoiding the waiting time. We complete an initial assessment for a fixed fee, this is finalised in a report with our recommendations. If a treatment programme is the best course of action suggested, then this is arranged on an individual basis. This service has proved extremely popular with our customers with the feedback we are receiving as it is good for the wellbeing of the individual who's struggling and now able to be assisted immediately. Naturally it is also good for the organisation as the expectation is for the employee to remain within work where possible, or at the least be absent for a considerably shorter period. Towards the back of the brochure you will find a case study /review from AC Landscapes and Treeworks who have been using our services for around seven months to see its benefits. They believe a life may well have been saved as a direct result from our training combined with this service. (You will be able to see in our case study – testimonial.)

\*Deloitte Report 2020 -



Private service through workplace / organisations only.

# In-House Drop In Clinic

## Guidance & Support

The drop-in clinic can be used for a variety of supportive activities to promote, encourage and enhance the culture of open access to support with mental health and wellbeing for all employees, volunteers and customers.

The session may be used to offer:

1-1, face to face mental health support to individuals wishing to discuss their mental health, confidentially, with a highly experienced mental health professional.

This service has been shown to improve staff wellbeing, safety and recovery where mental health problems arise and can reduce absences and recovery times.

To provide ongoing support, guidance and supervision to

Mental Health First Aid (MHFA) trained staff. As part of the drop-in clinic, supervision is offered to all staff trained in MHFA to help them to implement

and enhance their learning from the course. This session can be used to confidentially discuss any barriers to being an MHFAider in the workplace and explore examples, where they have had any problems implementing the MHFA action plan with an individual.

Further developmental training and updates for MHFA trained

staff, to ensure they are kept up to date on any developments in mental health support options and approaches, non-judgemental listening, signposting and

resources, risk management and working with diagnosed conditions, for example.

Staff/Volunteer group activity - This could include sessions such as Mindfulness, Yoga, Distress tolerance skills, Managing your mental wellbeing, Stress tolerance skills and many more.

Options: 4 Hour Drop-in Clinic session break-down examples.

Time	12:30-13:00	13:00-13:30	13:30-14:00	14:00-14:30	14:30-15:00	15:00-15:30	15:30-16:00	16:00-16:30
Activity Option 1	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot
Activity Option 2	MHFAider supervision session		Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot
Activity Option 3	MHFAider supervision session		MHFAider training and development session		Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot
Activity Option 4	MHFAider supervision session		Staff/Volunteer group activity		Clinic Slot	Clinic Slot	Clinic Slot	Clinic Slot



# Regular providers for



Montezuma's®  
innovative british chocolate



PEPSICO



Devon &  
Cornwall Police



PROFESSIONAL GAME  
MATCH OFFICIALS



HM Prison &  
Probation Service



The  
countryside  
charity

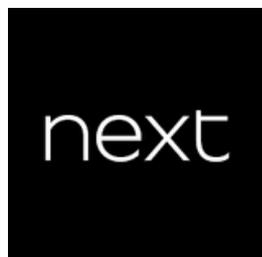


AC LANDSCAPES &  
TREETWORKS UK Ltd.

Safety First Safety Always



Cabinet Office



# AC Landscape & Treeworks

## Case Study / Testimonial

As a business and as the health and safety director it is our legal requirement to protect the workforce and to provide them with the training to be able to deliver the works in a safe manner. Over the past years the obvious element of training has been focused on the physical side such as the safe use of chainsaws and other machinery. We also have a duty of care towards employees and public. All our employees are provided with the tools to deliver the works as required. Each of these tools, in the wrong hands or in the hands of an individual who may not be focused could lead to catastrophic events.

At the end of 2018 I used the MHFA website to find an approved trainer in the local area and spoke to several individuals and companies to select the right trainer to suit our needs. Tim Lloyd of Mindmaps Wellbeing came up on my search and dropped him an email. Tim sent me his CV, and we had a chat over the phone of what we needed and how he could help. With his background with the NHS I knew this guy was clearing going to know what he was talking about. At the start of 2019 myself and others appropriately selected employees ranging from various levels within the business and different area of the business sat with Tim. The idea was to select employees who would be willing to discuss mental health issues but also coming from various sectors of the business which would hopefully give the employees the opportunity to speak with others outside their business structure.

If I am 100% honest, I had no idea what to expect. I had no idea what I would achieve from the training and how I could relate it back to the business. I knew mental health was and is difficult topic to discuss and from a business perspective we had never had to deal with any

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*Safety First Safety Always*



Perhaps, employees not wanting to admit their mental state or embarrassed to say they have a mental health illness, but I knew it was an area which we needed to improve. With the nature of our works and certainly speaking within our business, we are predominately a male driven organisation. It is notoriously known that men to do not talk or hide their thoughts and feelings, breaking this stigma was going to be a challenge.

I left the training and had an hour's drive home to reflect what was discussed and coming to terms that I was now a mental health first aider and what I now needed to do to promote this within the business. We started with safety briefs and talks on site with the teams to discuss the training we had completed, who were the mental health first aiders and what they could bring to the business. Provided numbers and details for them to contact with no judgement or come back. We have also started to deliver, with the assistance of Mindmaps Wellbeing, the half day course for all employees and soon will be delivering the one day for all managers or supervisors. As a business we are treating mental health training as we would with any other first aid courses which are a mandatory for all on site.

Since the training in January of this year we have seen a significant increase in the number of mental health cases with individuals talking about stress and depression. It is difficult as a business to quantify this information as I am confident in that previous year's employees would have not been so open about their mental health and used 'other' reasons for their absence. I strongly believe the training we have been provided has certainly started to break the stigma of mental health and as a business we are now accepting this and ensuring the employee seeks the correct help. We have used Mindmaps Wellbeing to assist these employees and to ensure they are safe to return or if the business can assist the individual back to their full duties.



AC are also wanted to develop our relationship with Mindmaps Wellbeing and are arranging all the mental health first aiders to come together and discuss the cases we have dealt with and how we can improve our mental health awareness throughout the business. Using Tim, we will be able to learn from our previous dealings and develop our internal services where possible.



Without this training and the support of the MHFA approved training provider in Mindmaps Wellbeing I strongly believe that we have not only started to break the stigma of mental health and making it "OK to talk" within the business but with a few cases we have dealt with we have supported individuals through their issues rather than them hiding from the embarrassment of having a mental health problem but also may have saved an individual from taking their own life.

Health and Safety Director  
AC Landscapes & Treeworks UK Ltd



# Mindmaps Wellbeing Team



Tim Lloyd  
Managing Director



Michael Harrison-Hastings  
Operations Director



Yvette Alves-Veira  
Associate Instructor



Jo Blakely  
Associate Instructor



Rachel Bragg  
Associate Instructor



Donna Pereira  
Associate Instructor



Chukumeka Maxwell  
Associate Instructor



Jay Thompson  
Associate Instructor

# Meeting The Standard

We believe by creating a culture where staff are talking about their mental wellbeing, and learn how to spot the early signs of mental illness, as a society we can prevent mental health crisis further down the line.

Improving health in the workplace by encouraging employers to support their staff, and employees to take responsibility for their own self-care.

## All our instructors are Registered Mental Health Professionals



MHFA England  
INSTRUCTOR  
MEMBER



Sole provider for  
mental health training  
& services for  
Financial Service  
National College.

**Financial  
Services**  
National  
College

Chosen provider to  
deliver mental  
health training on  
behalf of Vitality.

**Vitality**

'Enlightening, interesting & very engaging. Tim was very knowledgeable, delivering a great course'

'This was quite simply the best training I've ever had. It will change the way I think about mental health forever. If I need help, I want someone like Tim in my Corner'

# AWARDS & Recognition

Exeter Living – Awards



**FINALIST**

**Exeter Living**  
AWARDS 2022

**FINALISTS**

**Education**

**Runners Up**

**Health & Wellbeing 2022**

**South West England – Prestige Award - WINNERS**

**Mental Health Training Provider of the Year 2021/22**

**South East Lifestyle Magazine – Award of Excellence**

**Mental Health Training Specialists of the Year 2022**

**373 Group - WINNERS**

**Biggest Social Impact Award 2020**

**FSB Awards – AREA FINALIST 2020**

**Wellbeing Award**



**Outstanding Care Awards – SEMI-FINALISTS**

**Supplier of the Year & The Innovation Award**



**Fast Track To Growth FINALIST 2019**

**New local business programme**



To discuss how we can support your organisation's mental health & wellbeing, contact us to arrange a free consultation.



*Changing the culture of  
workplace mental health*

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