

Workplace Stress



Who should attend?

- Providing an environment that fosters good mental health is an essential component of running any successful business. This essential training is designed for supervisors, line managers and senior management – anyone who has responsibility or influence over how other people work.
- The course is open to delegates from any industry who are interested in the effect that work can have on mental health and what the law requires employers to do in terms of preventing and managing occupational stress.



Course content

- Understand the definition of mental health and the scale of mental ill health issues in the UK
- Gain an overview of 2 key conditions – depression and anxiety
- Understand the mental/ physical/ organisational risks associated with occupational stress
- Gain an overview of the legal framework relevant to occupational stress and mental health in the workplace
- Understand the causes of stress
- Understand the HSE's standards for preventing and managing occupational stress and how to implement these
- Devise clear, realistic improvements to be made in the workplace



Assessing learning outcomes

At the end of the course each delegate will be asked to produce an action plan of realistic improvements to take back to work that will improve the mental health outcomes for their workforce and reduce risk to their business.



Course duration

- 1 day
- ½ or full day in-house options are available



Refresher training

- Certification renewal advised after 3 years



Please bring

- An open mind and a willingness to discuss challenging topics



Key Facts

Employers have a duty to ensure the health and safety at work of their employees - this includes mental health.

Mental ill health is the biggest cause of time off work in the UK – getting this right is a key goal in business success.





Course programme guide

Session 1

- Introductions
- What is mental health?
- How prevalent are the problems in the UK
- Understanding depression and anxiety
- The effects of stress on individuals and businesses

Session 2

- The causes of stress
- The legal framework - what are employers required (and not required) to do?
- Stress questionnaire
- The HSE's management standards and how they relate to the causes and effects
- Goal setting and SMART planning

