

PRESS RELEASE

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First national MHFAider Day celebrates the people changing and saving lives

New report reveals the growing ‘MHFAider effect’: Mental Health First Aiders creating healthier, more supportive environments – at work, at home, and in the community.

On the first national MHFAider Day, 12 November 2025, MHFA England is shining a spotlight on the people transforming how we talk about and support mental health: Mental Health First Aiders.

To mark the celebration, MHFA England and the Association of Mental Health First Aiders have released The MHFAider effect report. You can download the report [here](#). It is a powerful snapshot of the life-changing impact of the growing community of MHFAiders, in the workplace and beyond. This year’s findings draw on insights from more than 4,000 MHFAiders across sectors – the largest survey of its kind – offering the most comprehensive picture yet of the difference MHFAiders are making.

The MHFAider effect, in numbers

Since 2007, more than 800,000 MHFAiders have been trained across England. Over 4,000 MHFAiders took part in this year’s survey. The data shows their impact continues to grow:

- 90% of MHFAiders are actively using their skills at work, up from 83% in 2024
- 85% also use their skills outside work, supporting friends, family, and communities
- 92% agree MHFAiders contribute to healthier, more productive workplaces, up from 83% in 2024
- Almost 90% believe MHFAiders save lives

MHFAiders are using their skills frequently and consistently. Nearly three quarters say they use them a few times a month, and one in two use them weekly or more. That means hundreds of thousands of supportive conversations are happening every week across England.

They're also providing vital early support for some of the most common mental health challenges. The report shows MHFAiders most often help people experiencing workplace stress, anxiety, and low mood or depression, as well as those facing relationship or bereavement challenges.

These findings highlight not just a surge in confidence and recognition, but also the widening ripple effect of care that MHFAiders bring to every setting. From offices to hospitals, and schools to community spaces.

The MHFAider effect in action

Behind every data point is a story of care, courage, and connection.

Imogen*, an NHS Project Manager and long-time MHFAider, used her training to support a family member in suicidal crisis:

"Without my MHFA training, I don't think I'd have had the confidence to ask about suicide directly. It's not an easy thing to say, but that conversation may have saved their life. The training gave me the tools and the courage to act."

Emma-Jayne Bean, an MHFAider for more than nine years in a multinational organisation, shared how her training helped her respond to a colleague in crisis:

"You can't fix things yourself, you're there to guide people to support. Having that understanding, and a community of other MHFAiders to learn from, makes all the difference."

Ada Parris, Chair of Mental Health First Aid England, said:

"Every day, MHFAiders are transforming how we talk about, and support mental health, and these findings show that their impact is deepening. More workplaces are recognising the value MHFAiders bring, and more MHFAiders feel confident and supported in their role.

The MHFAider effect is real. It's creating safer, more compassionate workplaces and communities across England. This year's progress shows what's possible when people are trained, connected, and empowered to make a difference."

The report also highlights the advantages of joining the Association of Mental Health First Aiders. As England's first and only membership body for Mental Health First Aiders, the Association exists to empower MHFAiders to be brilliant. Members gain access to ongoing learning, expert support, and the benefits of being part of a national movement for better mental health.

MHFAiders who are members of the Association report higher confidence, greater wellbeing, and stronger impact in their workplaces:

- 97% of members feel proud to belong to the Association
- 86% feel supported in their MHFAider role
- 82% say the Association helps them carry out their role with confidence, skill, and care

Setting the standard for the future

The report also reveals strong support for ensuring consistent, high-quality mental health support in every workplace:

- 90% of MHFAiders believe Mental Health First Aid should be a legal requirement in workplaces, just as physical first aid is
- 88% want to see clear national standards for how MHFA is delivered and supported

This growing consensus underpins MHFA England’s wider ambition for better workplace mental health through its [Set the standard: Mandate the change](#) campaign. It calls for national MHFA standards that give employers clarity, provide MHFAiders® with the support they need, and ensures MHFA supports prevention, early intervention, and long-term culture change.

Sarah McIntosh, Chief Executive of MHFA England, said:

“MHFAiders are driving workplace culture change, one conversation at a time. The more they’re supported and recognised, the greater their impact.

Our Set the standard: Mandate the change campaign reflects what MHFAiders are telling us loud and clear. Every organisation should have trained, supported MHFAiders as part of its wellbeing strategy. It’s time to make mental health support the norm, not a privilege.”

ENDS

For interviews or comment, or more information, please contact media@mhfaengland.org or Sarah Bowie sarah.bowie@mhfaengland.org.

NOTES TO EDITORS

*Name changed to protect identity

- MHFA England CIC is a social enterprise, established in 2009
- MHFA England’s vision is of a nation where everyone’s mental health matters
- We work to create societal change so that we can all talk freely about mental health, because everyone should be able to offer and seek support when it’s needed. Together we create mentally healthy workplaces where people, communities, and business thrive

- To date, 1 in 35 (January 2025) of the adult population is trained in MHFA England knowledge, awareness, and skills
- MHFA England drives meaningful change and transforms workplaces across the UK by delivering inclusive, market-leading and evidence-based mental health training and consultancy
- MHFA England offers face-to-face, online, and digital training options to increase mental health knowledge, awareness, and skills, including the internationally licensed product, Mental Health First Aid and a range of training for managers
- Mental Health First Aid is the mental health equivalent of physical first aid training. It provides people with the skills and confidence to recognise the signs and symptoms of common mental health conditions; start a conversation; and effectively guide a person towards the right support, be that self-help or professional services. It isn't a replacement for professional medical advice and support
- MHFA England uses its expertise in workplace mental health to support and advise employers on creating cultures where wellbeing and productivity flourish. Its consultancy approach is tailored to suit the needs of the organisation and its people, working collaboratively, building on strengths, and recommending areas for improvement
- MHFA England extends its reach through subsidised training to the NHS and community groups that support young people
- Anyone who trains to be a Mental Health First Aider with MHFA England can become part of the Association of Mental Health First Aiders
- The Association of Mental Health First Aiders is the only membership body of its kind. It will help transform how we talk about and support mental health in the workplace and beyond
- MHFA England provide members with exclusive access to a wide range of resources, from ongoing training and qualifications to events and research
- More information about MHFA England and our courses can be found at mhfaengland.org or by emailing info@mhfaengland.org

About the MHFAider Effect research

- The survey was open to both Association members and non-members
- The survey ran from 15 July 2025 to 27 August 2025

- The survey was shared in newsletters and regular communications to members and non-members
- 2,567 responses were submitted from Association members
- 1,521 responses were submitted from non-members
- Both surveys surpassed previous MHFAider insight surveys (2023 and 2024)