

**Embargoed 0001 4 March 2025**

## **Mental Health First Aid England launches new course to help people managers support team mental health and performance**

Mental Health First Aid England® has launched a new training course designed to equip people managers with the skills and confidence to support their teams' mental health while driving performance.

The [Supporting Team Mental Health and Performance](#) course responds to the growing challenges managers face in balancing employee wellbeing with performance expectations. With one in five workers taking time off due to work-related stress and poor mental health (Mental Health UK) and 63% of long-term workplace absences linked to mental ill health (CIPD), investing in management training is crucial for organisations committed to building thriving, resilient teams.

**Sarah McIntosh, Chief Executive of MHFA England®, said:**

"We know that managers play a critical role in shaping workplace culture and employee wellbeing. Research from the Workforce Institute at UKG shows that for nearly 70% of people, their manager has more impact on their mental health than their therapist or doctor. Yet, too often, managers feel unequipped to navigate conversations about mental health and performance. This course bridges that gap by providing practical strategies and tools to build psychologically safe, high-performing teams where people and organisations can thrive."

The course, delivered by MHFA England's workplace mental health experts, offers people managers:

- A deeper understanding of the connection between mental health and performance
- Skills to hold effective conversations around mental health, stress, and productivity
- Strategies to reduce burnout, absenteeism, and presenteeism
- Practicable knowledge and understanding of mental health, legislation, confidentiality, occupational health, and reasonable adjustments
- Techniques to create a psychologically safe and inclusive workplace

The course consists of two 3.5-hour sessions, available both online and face-to-face, and is supported by a digital resource and digital workbook. Upon completion, learners receive a digital certificate and badge to recognise their training.

Employers who invest in mental health training see significant benefits. Organisations that implement manager mental health training report a 30% reduction in mental health-related

absences, while research from Deloitte estimates that poor mental health costs UK employers £51 billion annually, with presenteeism as the biggest contributing factor.

MHFA England is calling on organisations to invest in their managers to create workplace cultures that support both mental health and performance.

For more information and to book the course, visit

<https://mhfaengland.org/organisations/workplace/supporting-team-mental-health-and-performance/>

**ENDS**

#### **Notes to editors/About MHFA England**

1. MHFA England CIC is a social enterprise, established in 2009.
2. MHFA England's vision is to improve the mental health of the nation by creating societal change so we can all talk freely about mental health, because everyone should be able to offer and seek support when it's needed. This will be achieved with our mission to train at least 1 in 10 people in mental health knowledge, awareness, and skills.
3. To date 1 in 35 (January 2025) of the adult population is trained in MHFA England knowledge, awareness, and skills.
4. MHFA England will achieve its mission by delivering mental health training into workplaces and will extend its reach to the NHS and Black People and People of Colour, through subsidised training.
5. MHFA England offers a number of 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.
6. Mental Health First Aid is the mental health equivalent of physical first aid training and 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.
7. More information about MHFA England and our courses can be found at [mhfaengland.org](https://mhfaengland.org) or by emailing [info@mhfaengland.org](mailto:info@mhfaengland.org).

Our workplace awards and accreditations include:

- One of the UK's Best Workplaces in Education & Training™ 2024 (Medium category - 51-250 employees) by Great Place to Work®
- One of the UK's Best Workplaces in Charity & Not-For-Profit™ 2024 by Great Place to Work®

- One of the UK's Best Workplaces <sup>TM</sup> 2023 (Medium category - 51-250 employees) by Great Place to Work®
- One of the UK's Best Workplaces for Wellbeing <sup>TM</sup> 2022 (Medium category - 51-250 employees) by Great Place to Work®
- One of the UK's Best Workplaces for Women 2023
- Awarded Race Equality Matters Trailblazer Silver status for our work in tackling race inequality
- Disability Confident Leader
- Mindful Employer
- London Healthy Workplace Charter