

# C&D Learning Solutions Ltd

*incorporating*

# Mental Strength and Wellbeing

**SUPPORTING MENTAL HEALTH, STRENGTH  
AND WELLBEING FOR EVERYONE**



**MENTAL STRENGTH & WELLBEING**

PROTECT YOUR MENTAL HEALTH



## WHO WE ARE

### *Company Background*



C&D Learning Solutions Ltd incorporating Mental Strength and Wellbeing, works with experts to give you the best possible experience and performance outcome.

Christine is the owner of C&D Learning Solutions Ltd and Mental Strength and Wellbeing and is a firm believer that we all have the potential to develop further. Starting her career in finance and retail as a leader of teams, Christine went freelance in 2003 and found her niche in supporting individuals as well as organisations in developing their leadership style that manages the wellbeing of others.

Specialising in Mental Health, Suicide Intervention and Prevention, Resilience and Wellbeing, Leadership and Customer Service; offering services in training/coaching/facilitating and mentoring.

Christine has, herself, developed whilst running her business and achieved qualifications in:

- Coaching
- Psychology
- Cognitive Behavioural Therapy
- Education and Training
- Adult and Youth Mental Health First Aid
- Suicide First Aid - Youth and Adult

All of which has helped her to help individuals and businesses like yours, to achieve more in the arena of wellbeing, creating a culture where people ask for help.

Christine is an accredited Mental Health First Aider and an approved Mental Health First Aid Instructor, (MHFA England), Suicide First Aid Tutor with National Centre Suicide Prevention, Education and Training (NCSPET / SFA UK). When working with organisations, Christine ensures that the trainer/instructor is always of the highest quality and has the right level of experience to ensure each and every learner goes away with knowledge that is embedded and utilised fully.

We are passionate about helping others on an individual basis as well as helping organisations to develop their colleagues and unleashing their potential from within which in turn creates a culture of continuous learning as well as a culture of wellbeing and being able to bring your whole self to work without judgement.

Training is delivered virtually using Teams, Zoom or business-specific platforms, or in person. The choice is yours!



Delivering online does not prevent us from engaging and embedding the learning for our clients and delegates. Feedback has offered the opportunity to do more of this as more people are not having to travel and encounter problems with transport or the weather and who prefer to be able to connect from the comfort of their own home.

Delivering face to face offers an in-person experience and more collaboration with individuals.

Whatever platform you choose to have your training delivered, you are assured that the highest training experience will be delivered with the most experienced trainer.

We also recognise that whilst working from home this can be stressful and recognise that there may be the odd cat, dog or child who makes an appearance from time to time and this tells us that we are all human and often creates enhanced rapport and reduces the stress of managing learning online.

*Our training portfolio includes:*

- Emotional Resilience and Wellbeing
- Mental Health First Aid for Youth and Adults (MHFA England)
- Mental Health Awareness (MHFA England Certificated or non-Certificated Course available)
- Suicide First Aid - Understanding Suicide Intervention for Youth and Adults (NCSPET / SFA UK)
- The Leader and Mental Health
- Leadership development for new and existing leaders
- Stress Management
- Building our Compassion and Compassionate Mindset
- Wellbeing in the hybrid world
- 4-week Health and Wellbeing programme



## **Why would you consider having people trained in Mental Health; Suicide; Resilience; Leadership; Compassion etc?**

Empowering people to learn and develop their skills is an important part of being an organisation that people want to work for and be an important part of.

Being an employer of choice and one that looks after the wellbeing of their colleagues is integral to the company wellbeing policy.

Our mental wellbeing is key to the performance of the business and allowing people to thrive at work and to be the best they can be. Here are a few statistics for you to consider:

- 1 in 4 adults has symptoms associated with mental health
- Mental health issues starts by the age of 15 (equates to 50% of all mental ill health overall)
- Presenteeism accounts for twice the amount of absenteeism
- 69% of all Line Managers say supporting wellbeing is a must with only 13% having received mental health training
- Poor mental health costs UK employers up to £56 billion each year, of which £14 billion is related to mental related absences (Deloitte, April 2022)
- 28% of employees have either left in 2021 or are planning to leave their jobs in 2022, with 61% citing poor mental health as the reason they are leaving. (Deloitte, April 2022)
- For every £1 spent by employers on mental health interventions, they get back £5 in reduced absence, presenteeism, and staff turnover. (Deloitte, 2020)
- STIGMA prevents these figures being higher
- Work-related stress, depression or anxiety is defined as a harmful reaction people have to undue pressures and demands placed on them at work



- The rate of work-related stress depression and anxiety has increased in recent years.
- In 2019/20, stress, depression or anxiety accounted for 51% of all work-related ill health cases and 55% of all working days lost due to work-related ill health
- The main work factors cited by respondents as causing work-related stress, depression or anxiety were workload pressures, including tight deadlines and too much responsibility and a lack of managerial support
- <http://www.hse.gov.uk/statistics/>
- There is a strong link between people experiencing mental health issues and having thoughts of suicide
- Adults aged **75 and older** account for fewer than 10% of all suicides but have the highest suicide rate (19.1 per 100,000)
- Men aged 75 and older have the highest rate (40.5 per 100,000) compared to other age groups
- The suicide rate has remained constant since 2019 and stood at **10.6 suicides per 100 thousand inhabitants** in 2021
- There are more reported suicides than people dying from some cancers



## Projected benefits of:

### Suicide First Aid Training

- To help reduce the suicide rates and promote better mental health by relieving the mental distress experienced by people with thoughts of suicide
- Increase knowledge of where to go for help, and affirm current and best practice of front-line services: those most likely to encounter someone at risk of suicide
- Raising awareness and challenging stigma and we will make it easier for people to talk openly about suicide, and find ways to keep safe and access help
- Providing community-wide and workforce development training, we will break down barriers and increase the numbers of people with the skills and confidence to help someone at risk

### Mental Health Training

- Colleagues enhance their mental awareness and have the skills to look after their wellbeing and the wellbeing of others
- Individuals know how to support each other in distress or crisis
- Individuals have a colleague they can go and talk to confidentially and without stigma or discrimination
- There is a collaborative approach to the wellbeing of others, people feel supported and will not be afraid to TALK
- Reduced absence, presenteeism and staff turnover
- Promotion of a mentally healthy workplace
- You are using the only provider of **licensed Mental Health First Aid Instructor Training** in England, accredited by the Royal Society for Public Health

With Mental Health and Suicide First Aid training, together we can remove the stigma and discrimination seen and felt by many.



## Our Products

### Suicide First Aid (NCSPET / SFA UK)

#### Evidence Base:

Two independent evaluations in 2016 and 2017 by Dr Paul Rogers demonstrated significant statistical change in 14 of 19 measures. Increased confidence and reduced anxiety in dealing with suicide were among the leading outcomes.

## 1 0.5 day Lite

#### Course overview:

Teaching the theory and practice of suicide intervention skills that can be applied in any professional or personal setting, this programme is delivered over 3 hours as a suicide prevention awareness session.

We use only the most experienced suicide prevention trainers to deliver this unique learning experience for anyone who seeks greater understanding and confidence to intervene with people at risk of suicide.

The Suicide First Aid Lite (Virtual) course gives learners the knowledge and tools to understand that suicide is one of the most preventable deaths and some basic skills can help someone with thoughts of suicide stay safe from their thoughts and stay alive.

#### Course content:

The programme teaches the skills needed to identify someone who may be thinking about suicide and to pass the person onto a suicide first aider.

Suicide First Aid Lite (Virtual or face to face) training offers learning outcomes that are knowledge based and factual. This training can be used as a stand-alone programme or as the first part of a journey to learn suicide prevention skills.

#### Who should attend?

Multi-sector managers and practitioners including health, housing, social care, education, criminal justice, call centre operators, private, voluntary and public sector workers and community groups or members.

 <p><b>United Kingdom:</b></p> <ul style="list-style-type: none"><li>• Half-Day course for up to 20 learners</li><li>• Endorsed by UK 'Skills for Health' framework</li><li>• Assured by City &amp; Guilds</li><li>• Option for learner to register for assured digital badge/certificate for £30</li></ul>	 <p><b>United Kingdom:</b></p> <ul style="list-style-type: none"><li>• Full-Day course for up to 16 learners</li><li>• Endorsed by UK 'Skills for Health' framework</li><li>• Option for learner to enrol in City &amp; Guilds Level 4 Accredited Unit of Learning for £85</li><li>• Certification on completion of written assignment towards this unit of learning</li></ul>
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## **2. 1 Day Suicide First Aid - Understanding Suicide Intervention**

A 1-day virtual or face-to-face training solution teaching suicide intervention skills. The course has been accredited by City & Guilds of London. Upon satisfactory completion, participants attain 6 NQF credits at level 4.

### **Course overview:**

Teaching the theory and practice of suicide intervention skills over 6 hrs that can be applied in any professional or personal setting, captured in a one-day event accredited by City and Guilds of London.

We use only the most experienced suicide prevention trainers to deliver this unique learning experience for anyone who seeks greater understanding and confidence to intervene with people at risk of suicide.

The Suicide First Aid through Understanding Suicide Intervention (SFAUSI) course gives learners the knowledge and tools to understand that suicide is one of the most preventable deaths and some basic skills can help someone with thoughts of suicide stay safe from their thoughts and stay alive.

### **Pre-training requirement:**

No previous experience or training is necessary. Participants will be asked to self-reflect and empathise with a person having thoughts of suicide. There is no expectation on participants to share personal experiences.

### **Who should attend?**

Multi-sector managers and practitioners including health, housing, social care, education, criminal justice, call centre operators, private, voluntary and public sector workers and community groups or members.

### **Accreditation:**

Participants will gain 6 NQF credit points at Level 4 by completing a workbook of tasks that are assessed against the set learning outcomes. Please note there is an additional charge of £85 per person to access this direct through City and Guilds.



### 3. Mental Health First Aid

As an MHFAider® you will be able to:

- Recognise those that may be experiencing poor mental health and provide them with first-level support and early intervention
- Encourage a person to identify and access sources of professional help and other supports
- Practise active listening and empathy
- Have a conversation with improved mental health literacy around language and stigma
- Discuss the MHFAider® rôle in depth, including boundaries and confidentiality
- Practise self-care
- Know how to use the MHFAider Support App®
- Know how to access a dedicated text service provided by Shout and ongoing learning opportunities with MHFA England

This course is delivered online or face-to-face and is structured across four flexible sessions. Each session is a maximum of 3hrs 45mins and sessions can be delivered within a two-week period.

#### ***Everyone who completes this course gets:***

- A hard copy workbook to support their learning throughout the course
- A digital manual to refer to whenever they need it after completing the course
- A wallet-sized reference card with the Mental Health First Aid action plan
- A digital MHFAider® certificate
- Access to the MHFAider Support App® for three years
- Access to ongoing learning opportunities, resources and exclusive events
- The opportunity to be part of the largest MHFAider® community in England



#### **4. MHFA England Mental Health Awareness**

This course raises awareness of mental health. It covers:

- What mental health is and how to challenge the associated stigma
- A basic knowledge of some common mental health issues
- An introduction to looking after your own mental health and maintaining wellbeing
- Confidence to support someone in distress or who may be experiencing a mental health issue

Everyone who completes the course gets:

- A certificate of attendance to say they are Mental Health Aware
- A manual to refer to whenever needed
- A workbook including a helpful toolkit to support their own mental health

#### **5. Mental Health First Aid Champion - 1 Day**

**This course is available as either an online or face-to-face training session.**

This one day course trains you as an MHFA Champion, giving you:

- An understanding of common mental health issues
- Knowledge and confidence to advocate for mental health awareness
- Ability to spot signs of mental ill health
- Skills to support positive wellbeing

#### **6. Mental Health First Aid refresher - 1 Day**

**This course is available as either an online or face-to-face training session.**

If you are a Mental Health First Aider, 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 0.5 day 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
- Practise applying the Mental Health First Aid action plan

Please note that the MHFA Refresher is only for people who have completed an **Adult Mental Health First Aider** or **Armed Forces Mental Health First Aider** course.



## **7. Building Compassion - Is Compassion the new Empathy?**

This course is accredited through CPD and guides us to understand the meaning of compassion and compassion fatigue that will support us to build and maintain compassion in times of change and uncertainty.

Every attendee will get a certificate of attendance and 6 CPD points towards their professional development.

*In this course, we will consider and discuss*

- The meaning of compassion and self-compassion
- The skills we use in showing compassion
- How to maintain our compassion levels
- The ABC of compassion and compassion fatigue

## **8. 4 Week Wellbeing Programme**

This programme is designed for any individual or organisation that wishes to invest in developing the culture of wellbeing and consists of one course being delivered each week over 4 weeks.

**Week 1** - MHFAider® Mental Health First Aider (Youth or Adult – 2 days)

**Week 2** - Suicide First Aid – 0.5 day or 1 day (Youth or Adult – 2 Days)

**Week 3** - Leadership and Mental Health in the workplace -1 Day

*In this course, we will consider and discuss*

- Leadership V Management
- Skills of an effective leader
- Leadership, wellbeing and mental health
- Skills of an effective leader
- Coaching for compassion and performance



## **Week 4**

*Choose one of the following to compliment week 1-3*

### **Coaching for Mental Health 0.5 day**

*In this course, we will consider and discuss*

- What is coaching
- Skills of a coach
- Coaching for performance
- Coaching for wellbeing

### **Wellbeing and the Hybrid team 0.5 day**

*In this course, we will consider and discuss*

- Managing a hybrid team
- Skills and tools of a hybrid manager
- Managing wellbeing remotely

### **Building Compassion 1 day**

*In this course, we will consider and discuss*

- The meaning of compassion and self-compassion
- The skills we use in showing compassion
- How to maintain our compassion levels
- The ABC of compassion and compassion fatigue



## Hints and Tips

We all need to take care of ourselves and doing this can sometimes be considered selfish by others around us - it is not!

If we do not look after ourselves (put our oxygen mask on first) how can we possibly look after others in times of distress or crisis?

- **Take some exercise:** research has proven that a small amount of exercise is good for the soul and allows us time away to reflect and recharge!
- **Self-care:** have good nutrition, everything in moderation.
- **Give:** giving to others is good for us to know that we have helped another person.
- **Learn:** start a new hobby, learn something new for work, study for a qualification.
- **Connect with others:** talk about how you feel, open up about your vulnerabilities and get the support you require.
- **Take notice:** practise yoga, mindfulness or meditation to bring yourself into the moment and be able to focus on what is happening now.
- **Practise self-compassion:** learn when to accept that things have gone wrong and not everything can change. Learn what can be done to overcome the obstacle.

## Next Steps

I hope you have found this booklet useful and if, having read about our products, you wish to discuss your learning solution in more detail, C&D Learning Solutions Ltd. incorporating Mental Strength and Wellbeing is here to support you.

***We look forward to hearing from you and working with you.***

**THANK YOU FOR YOUR ONGOING BUSINESS**





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