



The Garrett Learning guide to implementing Mental Health First Aiders into your organisation and beyond!



Online Delivery



In person delivery

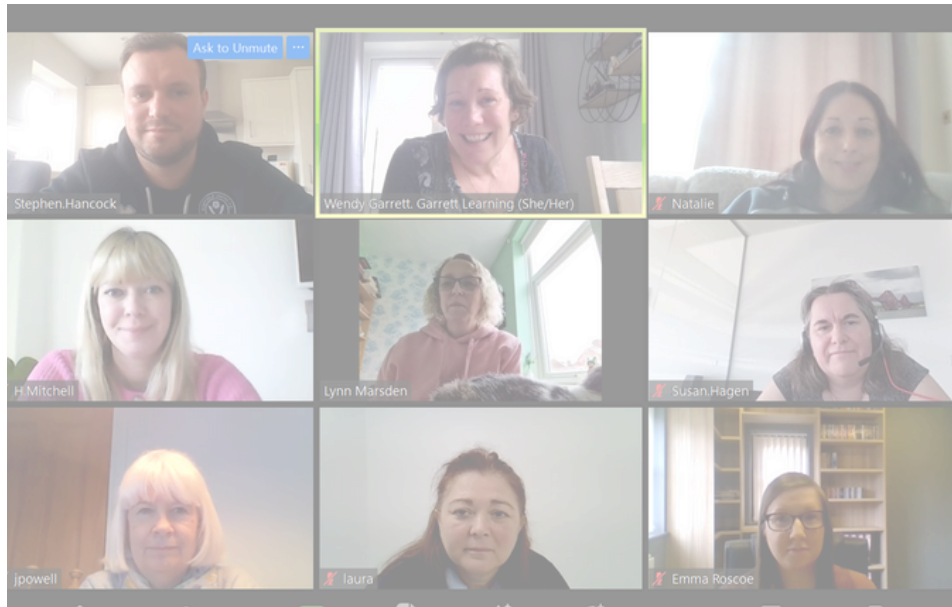
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The MHFA England training provides the learners with the skills to spot the signs of poor mental health, the confidence to start a conversation and the knowledge to signpost to appropriate support



The 2024 Deloitte report states:

“Employers are seeing a return of £4.70 on average for every £1 invested in mental health and wellbeing in the workplace”

If your people are struggling, your organisations bottom line will be affected.

MHFA England
INSTRUCTOR
MEMBER



The purpose of a MHFAider will support your HR function as they will be the point of contact for employees and/or customers if they are experiencing stress, emotional distress or poor mental health. Mental Health First Aiders are trained to look out for the signs and symptoms of poor mental health, to offer a listening ear and offer support and guidance.

WHY SHOULD YOU CHOOSE US?



I have previously completed Mental Health First Aider training with another provider, which focused more on understanding various conditions rather than on the practical approach—such as using ALGEE and handling real-life situations and conversations. In comparison, this training was far superior and truly provided the tools and confidence every Mental Health First Aider needs to manage these often emotive and challenging discussions effectively. I would highly recommend MHFA England, and in particular Wendy, for her fantastic delivery. She was very welcoming and kept the group fully engaged throughout the two days of training.
October 2025

The benefits of having MHFAiders in your organisation?

Headspace Health. 2022 reported that 70% of employees have missed work due to mental health issues. MHFA England® training is essential for:

1) Creating a safe and supportive environment: By having trained MHFAiders in your organisation, you promote a safe and supportive environment where employees feel comfortable discussing their mental health challenges. This fosters trust, compassion, and open communication among your workforce.

2) Early intervention and support: MHFAiders are equipped with the skills to identify early signs of poor mental health and offer timely support. Their presence can help prevent small concerns from escalating into more significant problems, ensuring that employees receive the assistance they need promptly.

3) Reduce stigma and break down barriers: The presence of MHFAiders demonstrates your commitment to destigmatising mental health in the workplace. It encourages open conversations and promotes a culture of understanding and acceptance.

4) Improve mental wellbeing: MHFAiders provide practical information, guidance and resources to support mental well-being. They can offer strategies for self-care, stress management, and resilience-building, empowering individuals to take control of their mental health.

5) Boost productivity and engagement: By investing in mental health support, you invest in your employees' overall well-being. Research has shown that when employees feel supported and valued, they are more engaged, motivated, and productive, leading to improved business outcomes.

6) Fulfil legal and moral obligations: Under the Health and Safety at Work Act 1974 and the Equality Act 2010, having MHFAiders demonstrates your commitment to creating a healthy and inclusive work environment.

Empower your workforce with Mental Health First Aid training and create a workplace culture that promotes well-being and resilience. [Contact us](#) today to explore how Mental Health First Aiders can make a difference in your organisation.

How to recruit Mental Health First Aiders in your organisation?

We recommend that you ask your employees to volunteer for the position of Mental Health First Aider rather than making it a mandatory course. Some people might not be able to help others due to their own mental health or situation.

We'd suggest you interview them for the position to ensure they're the right candidate for the role.

Some useful questions might be:

- What initially interested you in this role?
- Do you have any existing knowledge/experience working or volunteering in mental health? (This isn't necessary but interesting to know if they've studied anything relevant or have any relevant experience)
- What would you like to achieve within this role?
- How can you support us in making a difference in staff mental health?
- How will you ensure you have enough time to bring to this role?
- How will you ensure you take care of yourself with this additional role?

The training should be integrated into a holistic approach to well-being across your entire organisation.

The CIPD health and wellbeing survey (2022) states:

- Only 68% of respondents believe their organisation actively promotes good mental wellbeing, a decrease from 77% in 2021.
- Approximately 52% feel effective in addressing workplace stress.

We are all on this journey together, and [Garrett Learning](#) are here to support you.

WHAT THEY SAID:



I had a very basic understanding of mental health before attending the two day course. I was unaware how to help. I now feel that I have a better understanding of the different sides and types of mental health and also where the role of a MHFAider can help.

Wendy's communication was great and her passion for helping people with mental health conditions and raising awareness of mental health were evident. I spoke to my manager following the course and mentioned that it was one of the most enlightening courses I have attended.

Aug 2025

What is an MHFA England® Mental Health First Aider programme?

The MHFAider programme is accredited by the Royal Society for Public Health. It will provide the learner with:

- An in-depth understanding of mental health and the factors that can affect well-being.
- Practical skills to spot the signs and symptoms of poor mental health.
- Confidence to step in, reassure and support a person in distress.
- Enhanced interpersonal skills such as non-judgemental active listening.
- Knowledge to help someone recover their health by guiding them to further support.
- Being mindful of their own wellbeing.

The learners are required to attend four live sessions, either in person or via video conferencing which is usually delivered over two full days.

Each learner will receive a workbook (digital or hardcopy) and upon completion, the learner will receive a certificate.

The MHFA England Refresher programme should be completed every three years.

Your investment: £325 per person. Booking 8+ learners, corporate rate: £300 per person (no VAT charged). Price includes course registration, materials, three years ongoing support via the MHFAider Support App and an electronic signature.

WHAT THEY SAID:



Wendy is both knowledgeable and approachable, creating a supportive learning environment throughout the course.

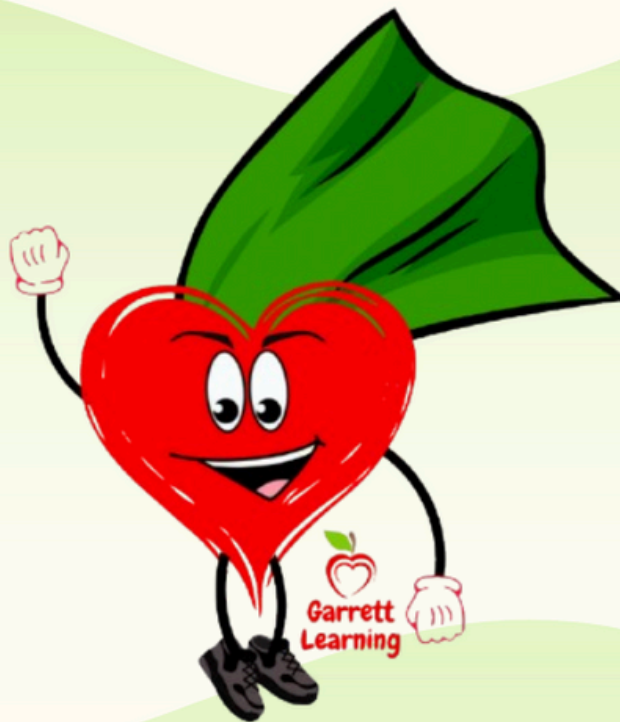
The content offered a solid foundation, while also allowing us to explore topics in depth.

I left the course feeling well-informed and significantly more confident in my role.

July 2025

GARRETT LEARNING PRESENTS:
WORKPLACE WELLBEING CHAMPIONS

Fresh inspiration,
every month!



Garrett Learning provides a monthly service to support your Mental Health First Aiders and Wellbeing Champions of your organisation. In turn, they will be able to offer support to your team and clients - We're joined by monthly guest speakers too.

Join us by using your one-month free pass, or for £20 per month forever (cancel whenever) or join occasionally for £35 per meet - sign up [here](#)

<https://www.garrettlearning.co.uk/services/workplace-well-being-champion>

Consider your mental health and wellbeing strategy:

Your organisation may already have some support in place, bring this all together and you have the start to your mental health and wellbeing business strategy. This may include, but not limited to the following:

- Inviting your team to complete a Workplace Wellbeing Survey. Garrett Learning can partner with you on this. By using an outside provider, we can establish a true reflection on how your team feel, what they want and how they can individually make a difference and be heard and valued! The Wellbeing Survey's start at £195 and can be sent to your team via email or WhatsApp.
- Senior management engagement to lead from the top to help break down stigma and barriers - Share your stories! Learn the benefits in the power of vulnerability. This should encourage further open conversations about mental health and the support available when employees are struggling.
- Creating a safe and healthy workplace that values both mental and physical health.
- Recruit a wellbeing forum. Together you can create, make suggestions and implement a mental health at work plan.
- Deciding on how to develop mental health awareness and what communication platforms you'll use for training, newsletters, posts, wellbeing activities.
- Providing good working conditions for your team. Do they have somewhere to go at break times and not eat their lunch at their desk. Ensure there is natural light/outside space and maybe some plants.

WHAT THEY SAID:



Absolutely fantastic! I enjoyed every moment and every individual subject learned. There shouldn't be a stigma around mental health problems, whether diagnosed or undiagnosed. It was a helpful learning process seeing things from other perspectives.

October 2025

Consider your mental health and wellbeing strategy continued:

- Monitor employee absence, including the reason for absence with a supportive return to work meeting.
- Introduce wellbeing action plans - visit the charity Mind for their template.
- Provide training and support for line managers and MHFAiders.
- Review existing policies to ensure they're inclusive, including recruitment, promotion, returning after leave etc.

Speak to us, we are here to help. Contact Wendy Garrett

Together, let's build a mentally healthy workplace!



**Let's chat.
connect with us:**



Visit: www.garrettlearning.co.uk

Call: 07859 878 599

Book a video call: <https://scheduler.zoom.us/garrettlearning>

Connect with me: www.linkedin.com/in/wendy-garrett-7522bb50/

WHAT THEY SAID:



Really useful courses, lots of insights and tips. I really valued Wendy's knowledge and she was very engaging throughout, with lots of examples. It was really worthwhile.

August 2025