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Guidelines for attending Mental Health First Aid training

Thank you for choosing to attend a Mental Health First Aid course with Luminate. We're confident that you've taken a positive step to support the mental health and wellbeing of yourself and your colleagues. Please read the following guidelines so you know what to expect from the training and what the role of a Mental Health First Aider entails.

We want to ensure that our courses are being delivered as responsibly and safely as possible, given the nature of the course content and taking into account that some of our courses will be delivered virtually. But with some careful planning and guidance, we're confident that you can leave the course with the skills and knowledge you need in this area.

Mental Health First Aid training equips you to:

- Understand the important factors affecting mental ill-health
- Identify the signs and symptoms for a range of mental health conditions
- Use a five-step action plan to provide Mental Health First Aid to someone experiencing a mental health issue or crisis
- Listen non-judgementally and hold supportive conversations using the Mental Health First Aid action plan
- Signpost people to professional help, recognising that your role as a Mental Health First Aider does not replace the need for ongoing support

1. Within the training, we will be covering material around mental illness and suicide. If you are experiencing moderate to severe mental illness or have someone close to you experiencing mental illness (or have lost someone to suicide), you may find some of the material upsetting and/or triggering. You may feel it is not the right time to attend this type of training. Please take time to think about this decision.

2. During the training, we ask that you keep your video turned on. We would usually deliver this training in a face-to-face setting and this is the closest we can get to replicating that. It also gives the facilitator the ability to spot if anyone is in distress. If you can't have your video on for any reason, please inform the facilitator of this at the start of the session.

3. The course is delivered over a number of live, facilitator-led sessions. You must attend all sessions to qualify as a Mental Health First Aider. Please make sure you can attend the scheduled dates for all live sessions before registering for the course. Unfortunately, if you are not in attendance for all sessions, we cannot qualify you as a Mental Health First Aider.

4. You will have access to a manual and workbook which are yours to keep and refer back to, after the course has been completed.

5. MHFA courses do not teach you to be a counsellor, or to provide ongoing support or diagnoses, so there are limitations to the support you will be able to offer your colleagues. Instead, the course prepares you to act as a point of contact, reassure a person who may be experiencing a mental health issue or emotional distress, and signpost them to professional support. You are not expected to help individuals resolve any mental health illnesses they may be experiencing. This should be communicated to the organisation by your HR team or wellbeing lead to ensure that expectations are aligned.

6. Conversations that are held in your role as a Mental Health First Aider should remain confidential, although please be aware that confidentiality never applies when a person becomes a danger to themselves or others. If you feel this is the case, please contact emergency services.

7. We do not recommend that you give out personal details or make yourself available outside of working hours to colleagues who may need support. It is equally as important to look after your own wellbeing as well as that of your colleagues.

8. We recommend maintaining awareness of your own wellbeing at all times. If you feel the burden of the role is compromising your own mental health, please talk to your HR representative or nominated wellbeing lead to discuss this. There is no obligation to continue carrying out the role, if you feel, for whatever reason, that it is no longer suitable for you.

9. It may be useful, after the training, to hold regular meet ups for the Mental Health First Aiders in the company, where you can share your experiences and ask any questions to the group about applying the training effectively and safely.

10. Although there is no official requirement for this, we recommend attending Mental Health First Aid refresher training every three years, which can now be delivered virtually.

11. If you have any accessibility needs, please contact us in advance of the course commencement.

Thank you again in joining us in this training session. If you have any questions about whether the training will be suitable for you, please drop us a line on hello@weareluminate.co