



## Workplace wellbeing consultancy and training



**'I would recommend  
working with Compass  
to anyone who could  
use the training  
courses they have on  
offer'.**

**Martin Wraith, Director at  
The CPC Link**

## **CONTACT US**

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Positive Effect is the trading company of Compass.

# WHO WE ARE

Positive Effect provides workplace health and wellbeing consultancy and training and is the trading company of national established charity Compass.

Compass began in 1986 and has continued to innovate, finding creative solutions to local problems, to create healthier lives and safe communities. Services are aimed at vulnerable children, young people, adults and families facing multiple issues that impact their life chances such as lifestyle behaviours and mental health and wellbeing.

## HOW WE CAN HELP

At Positive Effect we are passionate about providing holistic health and wellbeing solutions, tailored to an organisation's size and structure. Working directly with business owners and managers, we focus on employee mental health to deliver practical solutions such as wellbeing strategies, training, workplace adjustments and environment changes that in turn:

- Reduce absenteeism, presenteeism and staff turnover
- Reduce mental health related employment tribunals
- Increase productivity
- Increase profit



# POSITIVE EFFECT

As the trading company of Compass; we are:

- Experts at delivering bespoke solutions
- Experienced in supporting individuals and groups to improve their mental health and wellbeing through low cost or no cost approaches
- Experienced in successfully providing mental health and wellbeing training
- Skilled at bringing best practice and lessons learned from the community and public sector into the workplace

All profits from Positive Effect will be used by Compass to fund programmes to support the health and wellbeing of the wider community.

**'This training has enabled us to cultivate our whole organisation approach and support ALL of our workforce appropriately'.**

# Working days lost during 2018/2019

**54% Stress, depression or anxiety**



**29% Musculoskeletal disorders**

**17% Other type of illness**

**Mental health  
problems at work  
cost £1,300 per  
employee in the UK  
economy**

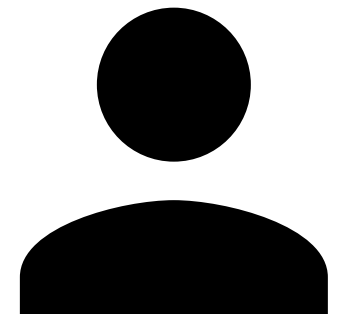
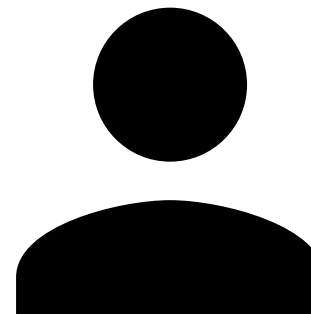
**Suicide rose by  
10.9% in 2018.**

**Men are three times  
as likely to die by  
suicide than women**

**80% people feel  
uncomfortable  
discussing their  
mental health with  
their employer**

**1 in 3**

**people personally know  
someone with a mental  
health condition**





# CONSULTANCY



We work with organisation's to understand their current approach to mental health and wellbeing, highlight any issues or challenges and identify changes needed to policy and procedures to create positive effects. We use a wide range of audit techniques to really understand the organisational culture:

- Targeted interviews with representatives at all levels
- Review of relevant policies and procedures
- Impact review of health and wellbeing against targets/ key performance indicators
- Online employee questionnaire

## OUTCOME

We will then consult with senior stakeholders to develop an holistic approach based on audit result and our expertise in developing whole organisation approaches.

Together, we will produce a clear and measurable action plan to implement change and monitor its success and effect on the mental health and wellbeing of the organisation.



# TRAINING



Our courses are both CPD (Continuing Professional Development) and CPC (Certificate of Professional Competence) verified. Whether you are a director or senior stakeholder looking to develop a whole business approach to health and wellbeing or an individual looking for ways they can improve their personal wellbeing, we have a course that will suit.

**Directing Mental Health & Wellbeing**

**Managing Mental Health & Wellbeing**

**Promoting Mental Health & Wellbeing**

**Positive Mental Health & Wellbeing  
Course/Workshop**



Whichever course you choose, it will make a real difference to your organisation's mental health and wellbeing and allow you to increase productivity through reduced absence and increased focus.

# DIRECTING MENTAL HEALTH AND WELLBEING

Provides directors and senior managers with the knowledge to create a whole organisation approach to mental health and wellbeing.

We utilise best practice from the government led 'Thriving at Work' review which recommends the implementation of 6 core standards for all employers, regardless of size or industry.

Our approach creates a framework for workplace mental health, tailored for your workplace.

*'This training has helped us to 'futureproof' our offer and to make sure the changes we are making are sustainable'.*

## TRAINING STYLE

- Interactive discussion
- Work place planning

## LENGTH

1 Day

## LEARNING OUTCOMES

- Awareness of the skills needed to produce an organisational mental health plan
- Understanding of how to build awareness across your workforce
- Knowledge of how to have open conversations about mental health and support those who are struggling
- Methods to improve working conditions to support a healthy work life balance and promotes individual development
- Understanding of how to promote effective people management around mental health and wellbeing
- Knowledge of how you can routinely monitor employee mental health and wellbeing.



# MANAGING MENTAL HEALTH AND WELLBEING

Aimed at those with the responsibility for the wellbeing of staff, for example managers or small business owners.

Mental health is a vast subject and covers commonly experienced symptoms of stress and anxiety through to complex mental health conditions. During the course delegates will gain essential knowledge and understanding of health and wellbeing issues within the workplace, enabling them to support their employee's needs and promote a culture of positive wellbeing.

## TRAINING STYLE

- Interactive discussion
- Scenario and work place planning
- Coaching and reflection

## LENGTH

1 Day

## LEARNING OUTCOMES



- Understanding of the role and responsibilities of a supportive manager
- Awareness of the difference between mental health and mental ill health
- Knowledge of the signs and symptoms of mental ill health
- Understanding of how to approach sensitive conversations
- Awareness of how to support employees during absence
- Knowledge of return to work procedures
- Awareness of the support available to employees
- Understanding of how to promote wellbeing.





## LEARNING OUTCOMES



- Understanding of the role and responsibilities of a champion
- Awareness of common mental health problems and the effects of stress in the workplace
- Knowledge of stigma and how to tackle this within the workplace
- Understanding of how to support someone's mental health and how to signpost support
- Awareness of how to promote wellbeing across the workforce.

# PROMOTING MENTAL HEALTH AND WELLBEING

Aimed at individuals who would like to become champions of mental health within their workforce.

Champions will gain essential knowledge and understanding of health and wellbeing issues, enabling delegates to support colleagues and promote a culture of positive wellbeing.

As champions, delegates will be upskilled in challenging stereotypes, promoting wellbeing and eradicating stigma within the workplace around mental health.

## LENGTH      TRAINING STYLE

1 Day

- Interactive discussion
- Workplace planning
- Reflection



# POSITIVE MENTAL HEALTH AND WELLBEING

Our packages raise workforce awareness of a range of mental health problems and how certain lifestyle behaviours and factors can affect a person's mental health.



## LEARNING OUTCOMES

- Knowledge of common mental health problems
- Understanding of the impact of stigma
- knowledge of how people can support their own wellbeing
- Practical tips to help with lifestyle behaviours
- Knowledge of how to support others with their mental health

## TRAINING LENGTH OPTIONS

- 2.5 hour workshop giving delegates an awareness of mental health and mental ill health
- 1 day course starting with the workshop and providing practical strategies to support their lifestyle and improve mental wellbeing.

## TRAINING STYLE

- Interactive discussions
- Coaching
- Reflection

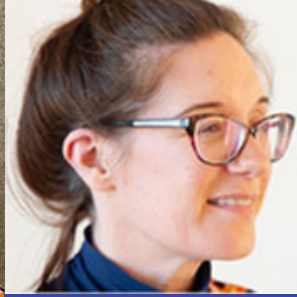


# Emma Tymon



**Project Manager Emma is passionate about utilising existing resources to create real, impactful, measurable frontline change within organisations.**

**She has produced and delivered a number of mental health training packages, using her experience of training design and delivery within HM Prison Service and in leading a team of wellbeing workers to improve the mental health and wellbeing of children and young people through workplace training and a bespoke package of tools.**



# Rachel Bundock

**Compass Chief Executive Rachel has worked in the voluntary sector for over 20 years designing and delivering health and wellbeing services. Her knowledge, based on her experiences as a front line practitioner, service manager and eventually chief executive, allows her to develop innovative and practical solutions that can be easily implemented.**

**The models she has developed for Positive Effect build on those she has designed for multi-million pound contracts delivering health and wellbeing services.**

## CONTACT US

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**Positive Effect**  
Holistic Health & Wellbeing Solutions