

Mental Health and wellbeing courses

Mental health matters now more than ever—and we are at the forefront of ensuring individuals and workplaces are equipped to respond with compassion, confidence, and care. Their mental health training isn't just about learning the signs of anxiety, depression, or burnout. It's about creating a culture where people feel safe to speak up and supported when they do.

- Through thoughtfully designed programmes, we empower people from all walks of life to become mental health champions—whether that means offering a listening ear to a colleague, supporting someone in crisis, or helping a team thrive through difficult times. Their training goes beyond theory, rooting itself in real-world situations and human connection.
- This isn't just helpful—it's vital. In a world where stress and isolation can take a quiet toll, knowing how to notice the signs and start a conversation can be life-changing. Employers especially benefit, not only by fulfilling a duty of care but by fostering a workplace where wellbeing drives performance, loyalty, and trust.
- At its heart, our mental health training is about more than ticking a box—it's about building resilience, reducing stigma, and reminding each of us that behind every role or uniform is a human being who deserves to be heard, supported, and understood.

Designed by trusted St John Ambulance trainers, our mental-health courses give you the skills and confidence to start conversations that truly make a difference.

How our training supports staff who may be experiencing mental ill health

Our mental health first aid qualifications deliver a practical approach based on real life scenarios and help develop a deeper understanding of mental health and how to support others in the workplace.

Our mental health first aid training course options are in place to update skills previously learnt on any mental health first aid course as well as provide managers with the tools to help with the wellbeing of their team.

Our training supports staff experiencing mental ill health by equipping managers with practical tools and knowledge to promote wellbeing, manage health risks, and create a supportive workplace.

Helps staff understand the nature of anxiety and provides techniques to manage it effectively. It supports mental health by encouraging self-awareness, offering coping strategies, and promoting resilience at work.



Mental Health First Aid Mental Health Advocate

Designed and delivered by St John Ambulance



Mental Health Awareness & Mental Health Manager Mental Health: Creating a Supportive Workplace

Delivered by St John Ambulance (E-learning)

IOSH Managing Occupational Health and Wellbeing

Delivered by association with Astutis and IOSH. (E-learning)

Managing Anxiety

Delivered by St John Ambulance (E-learning)

How our training helps staff thrive at work

Provides the designated Mental Health First Aider with the skills to be able to manage a mental health episode that may occur in the workplace.

Our course options provide managers with the confidence to initiate an empathetic conversation about mental health as well as refresh skills previously learnt on any mental health first aid course.

Helps staff thrive by aligning with the Thriving at Work standards, enabling managers to spot early signs of ill health, offer support, and create action plans.

By equipping individuals with tools to manage anxiety, the training boosts confidence, emotional wellbeing, and productivity. It fosters a calmer, more focused mindset.

Positive impacts of investing in mental health support

Our courses can help your organisation to:

- Meet HSE recommendations
- Increase productivity
- Create a supportive culture
- Reduce staff sickness and turnover

Every £1 spent on mental health and wellbeing delivers a positive return on investment (average of **£4.70 for every £1 spent**).¹



30% of business costs (£8 billion per year across the UK) could be saved through investment in wellbeing.²

Experiencing challenges

Thriving

Our mental health courses

Courses to help develop supportive leaders and colleagues

Our selection of mental health courses can help your organisation to effectively support and manage the mental wellbeing of your staff.

Our courses	 Mental Health First Aid Designed and delivered by St John Ambulance.	 Mental Health Advocate Designed and delivered by St John Ambulance.	 Mental Health Manager Designed and delivered by St John Ambulance.	 Mental Health Awareness Designed and delivered by St John Ambulance.	 Mental Health: Creating a Supportive Workplace Designed and delivered by St John Ambulance.
Course duration and format	2-days (face-to-face classroom learning)	1-day (face-to-face classroom learning)	2 hours (E-learning or limited face-to-face)	1-1.5 hours (E-learning)	0.5 hours (E-learning)
Who should attend?	Anyone looking to develop a deeper understanding of mental health and how to support others in the workplace. This includes managers, team leaders, HR professionals, and employees passionate about workplace wellbeing.	Any employee wanting to be a visible, proactive supporter of mental health in the workplace. Suitable for line managers, HR teams, and anyone seeking to promote psychological safety and peer support.	Suitable for those in a management position looking to understand and improve their knowledge and confidence about mental health and to learn the skills to support their own and their team's positive wellbeing in the workplace.	All employees who want to understand mental health basics and how to support themselves and others in the workplace.	All employees and managers who wish to gain the confidence and skills to support colleagues experiencing mental health concerns—ideal for embedding empathic and supportive communication into everyday interactions.
Course content and outcomes	This two-day course equips delegates to offer initial support, guide individuals toward professional help, and foster a workplace culture of openness around mental wellbeing. Upon completing this course, delegates will receive a St John Ambulance certificate and become a certified Mental Health First Aider. There is the additional option to achieve the Level 3 Award in Mental Health First Aid (RQF) by booking and completing a separate assessment.	This one-day course empowers individuals to become visible, confident, and proactive champions for mental health at work. Designed to complement Mental Health First Aid provision, this course promotes early intervention and helps build a culture of peer support and reduced stigma. Delegates will leave equipped to lead wellbeing conversations, signpost support, and serve as a positive influence in their teams.	The course covers what is meant by mental health and mental ill-health, common mental health conditions, the importance of empathy when communicating with a person experiencing mental ill-health, and ways to manage a person experiencing mental ill-health.	This course will enhance a learner's knowledge of mental health/ill-health through trainer led discussion, activities and a case study. Topics include: what is meant by mental health and mental ill-health, common mental illnesses, the importance of empathy when communicating with a person experiencing mental ill-health, stigma and the effect it has on mental health, support for people experiencing mental ill-health, the benefits of a positive mental health culture.	This digital course follows the real-life scenario of Kay, who experiences a mental health crisis due to limited workplace support. Guided by a virtual instructor, learners explore how to identify early signs of mental ill-health, use empathy to open conversations, and create action plans that promote wellbeing. The course includes interactive exercises and a practical toolkit aligned with the 2017 Stevenson-Farmer Thriving at Work standards, helping users apply key mental health principles in their workplace.

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Our courses



IOSH Managing Occupational Health and Wellbeing

Delivered by association with Astutis and IOSH

Course duration and format

6-8 hours
(E-learning)

Who should attend?

For managers and supervisors responsible for managing resources, risk, and health and safety across any sector and organisation.

Course content and outcomes

This module-driven course guides managers through a structured “Plan-Do-Check-Act” approach to occupational health, focusing on leadership, planning, implementation, monitoring, and improvement. Delegates will revisit the core principles of managing workplace hazards, apply leadership techniques to health and wellbeing, and integrate occupational health considerations into daily operations. The course culminates with a multiple-choice assessment.



Managing Anxiety

Delivered by St John Ambulance.

25 minutes
(E-learning)

For individuals seeking to better identify and manage anxiety—whether personally or in others—as part of a wellbeing-first workplace approach.

This concise module introduces participants to the nature of anxiety and equips them with practical techniques for coping with anxious thoughts and feelings. Delegates explore strategies grounded in current mental health research, helping them recognise early signs of anxiety and apply effective individual coping methods. Accredited by IOSH, the course concludes with a printable certificate acknowledging completion.

