





Wellbeing Support Services for your organisation

Delivered by Mid and North East Essex Mind



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Mental health-related absence costs UK businesses an estimated **£51 billion each year***, with the largest contributor, presenteeism, accounting for **£24 billion annually.*** Research also shows that around **18 million working days**** are lost each year due to poor mental health. Encouragingly, for every **£1** invested in early intervention, prevention, and employee mental health education, employers can expect an average return of **£4.70.***

Despite this, many employees and managers still lack the confidence to have effective conversations about mental health, understand where to access support, or know how to manage their own wellbeing.

Mid and North East Essex Mind is proud to be part of the wider Mind federation, a leading mental health charity. As your local specialist provider, we deliver wellbeing and mental health support across Mid and North East Essex.

We work with local businesses and organisations to **provide practical training and resources** that equip managers and employees with the skills and confidence to support their mental health. Our approach is flexible, responsive, and tailored to your organisation's needs, so we can provide **the right support when you need it most.**

(*Note source is Deloitte Mental Health and Employers 2024 report)

(** Note source CIPD Health and Wellbeing Report 2025)

We have a range of services to support your organisation...

bacp Accredited Service

Employee Counselling

We offer a BACP Accredited Counselling Service for your employees either in person or online.

Our counselling service can help your employees with:

- Bereavement or relationship breakdown
- Redundancy or work-related stress
- Exploring issues such as sexual identity
- Overcoming challenges that may be preventing them from achieving their goals
- Feelings of depression or low mood
- Anxiety and managing excessive worry
- Building confidence

Our **simple and confidential** referral process allows your employees to contact us directly to request private counselling, while our convenient invoicing service operates directly with your business. This enables your employees to receive the support they need as quickly as possible.



Resilience Workshops

This workshop is designed for anyone who is working on the front line with members of the public or working in a highly pressurised environment.

We know this work can be challenging and your own team's mental wellbeing is at risk in their day-to-day work.

It is common to see teams feeling overwhelmed and having to approach their managers with casework and asking for support.

This workshop can be tailored to your needs and includes:

- Understanding peer support
- Exploring models and formats of peer support
- Building facilitation skills
- Steps to implement your own peer support programme

“The workshop provided our team with a safe space to share our challenges and agree improved ways of working.”

Housing Team, Braintree District Council





“An absolutely amazing session. Very informative and delivered in a very user friendly manner. Facilitator so knowledgeable.”

Dianne McCann, Harwich, Family Support Worker, Home Start Harwich

The Essentials

- In Person 3.5 hours • Online 4 hours

The Essentials is a half day training course taking you through the Mental Health Continuum – the spectrum of mental health that we are all on – and introduces the Emotional Needs and Resources approach.

After the session

I see myself using the content of today’s session in my personal life: **97%** agree or strongly agree*

I see myself using the content of today’s session to benefit myself and my colleagues in my workplace (if applicable): **97%** agree or strongly agree*

The Mental Health Toolkit training uses an ‘organising idea’ to help you stay well. This idea is that we all have physical and emotional needs and a set of skills and resources that we’re born with to meet those needs.

We call this the Emotional Needs & Resources approach.

*Based on surveys gathered between May 2025 and February 2026

“Really informative and useful session, something I can use in my personal and professional life.”

Caroline, Borehamwood, Claims Manager, Sonia Insurance Solutions

We have 12 physical and emotional needs and 9 resources.

These are:

Physical and Emotional Needs

- Sleep
- Movement
- Food & Drink
- Security
- Control
- Attention
- Status
- Community
- Privacy
- Emotional Connection
- Achievement
- Meaning & Purpose

Resources

- Pattern Matching
- Emotions
- Black & White Thinking
- Rational Thinking
- Dreaming
- Rapport
- Memory
- Imagination
- Observing Self

In addition to The Essentials we can offer these modules:

Sleep Well, Work Well

- Online 1.5 hour sleep workshop

Sleep Well, Work Well is an interactive online workshop that helps to raise awareness of the importance of sleeping well and the effect this can have on our daily life. It is based on up-to-date sleep research, and is facilitated by one of our qualified Emotional Needs & Resources trainers.

Keeping Calm

- Online 1 hour stress reduction workshop

understand your nervous system and learn how breathing can help you to manage your emotions and reduce stress with our **Keeping Calm** workshop. This interactive group session is facilitated by a qualified trainer.

Introduction to the Mental Health Toolkit

- In person or online, 45 minutes

Not sure what training your organisation needs? this short workshop introduces the Mental Health Continuum and the Emotional Needs and Resources approach which will provide you with fascinating insights into the causes of stress and mental ill health.



Ready to go more in-depth?

Visit mnessexmind.org/training

or call us on **01206 764600** to find out more.



Scan me for more information

Physical and emotional needs...



Resources...



Suicide Awareness Training

- **3 hours, Online or In Person**

Would your team recognise the signs that someone may be in crisis, and feel confident responding if a conversation turned to suicidal thoughts?

As an employer do you want to know how you and your colleagues can spot the signs that a colleague maybe having suicidal thoughts and how to support them?

This course is designed to help you to have potentially life saving conversations and provide practical tools to help stay calm, respond with confidence, and know what to say (and what not to say) when someone may be at risk. It looks at warning signs, and how to hold a supportive and bounded conversation, whilst connecting the person to the right kind of help - without taking on the role of a therapist or clinician.

Course aims and objectives:

During this workshop, participants will:

- Discuss warnings signs to look out for, even when the person may not be engaged with mental health services or specifically have spoken about suicide
- Learned appropriate language to use when talking about suicide
- Explore strategies for self-care both during and after conversations about suicide

“I’ve felt very overwhelmed and just having someone in your corner means the world.”



Other services



Individual De-Briefs

If a member of your team experiences a distressing situation or incident at work, one of our trained therapeutic team can provide a safe space where they can discuss their experience and express their feelings.

Group De-Briefs

Where distressing situations or incidents have impacted more than one person, we can arrange a group workshop in a safe space to openly discuss the situation and share their feelings allowing a team to support one another.

Keynote Speaker

Does your organisation need a keynote speaker for a workplace meeting or conference? Our experienced Mental Health Education Lead can work with you to tailor the content to meet your organisation needs.

Topics can include:

- Burnout and managing stress
- Mental Health Habits
- Embedding a Workplace Culture

Employer Wellbeing Strategy Advice

If you want to improve employee wellbeing in your organisation but aren't sure how to start, we'd love to have a chat and share some of our ideas.

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Why should your organisation work with us?

- We are your leading local mental health charity and understand the challenges you face
- Affiliated to the national Mind charity, we have access to the best possible resources and knowledge when it comes to mental health
- We are flexible and can tailor our support package to meet your business needs
- We are a financially independent local charity and by commissioning us to deliver Wellbeing Support Services you are contributing to our work in your local community

For more information on our Wellbeing Support Services

or to discuss your organisation needs, please visit

www.mnessexmind.org/wellbeingsupport

contact training@mnessexmind.org

or call **01206 764600**



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If you need extra copies of this leaflet please call Mid and North East Essex Mind on 01206 764600 with the leaflet title and issue number.