



Partnership Programme

Introduction Pack



Introduction to the Partnership Programme

At MindFirst UK, we believe that individuals have more control over their mental health and wellness than they believe. If individuals are provided with the appropriate training to acquire the knowledge and understanding, they will have the ability to control or overcome negative emotions. Through the Partnership Programme, we will provide the ongoing training and coaching required. This will both inspire and empower individuals to apply science and evidence-backed strategies, techniques and tools to improve mental health and wellness. However, as with all coaching approaches, results require individual action and commitment to change and move out of our comfort zones. If you are prepared to improve yourself, this positivity will ripple out and change the culture around you, therefore reducing the risk of burnout in your workplace.



The partnership includes:

- Training to create a staff wellbeing coaching model
- Group & individual mental health & wellness coaching sessions
- CPD resources and live sessions in strategies, tools and techniques to improve mental fitness

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About MindFirst UK

MindFirst UK is a training and coaching provider for mental health and wellness. Chris, the founder, is a secondary school teacher with over 15 years of experience working within education and leadership. His personal experience of recovering from mental illness back in 2018 inspired him to help others to overcome stress and anxiety.

Unless training is provided for professionals, Burnout Syndrome is only going to get worse. Simple evidence-backed tools and techniques can be used to improve our sense of wellbeing. It is the mission of MindFirst UK to help professionals with overcoming stress and anxiety to prevent burnout.



MindFirst UK focuses on helping individuals improve their mental health and wellness through applying techniques to control their own stress and anxiety. Proven results include improving work-life balance, professional productivity and increased self-belief, self-worth and self-confidence. Also, people improve sleep quality, relationships with friends and family and increase overall happiness.

To learn more about MindFirst UK and Chris' personal mental health journey scan this QR code.



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How the Partnership Works

There are 3 elements to the Partnership Programme:

1. Staff Wellbeing Coaching Model

- A team of staff members will be trained in coaching skills and qualify as First Aiders for Mental Health.
- MindFirst UK will provide supervision and development meetings for the school wellbeing leads.
- The wellbeing coaches will provide coaching for any member of staff who is moving through challenges personally or professionally.

2. Mental Health & Wellness Coaching Sessions

- 1/2 termly REBALANCE online group coaching workshop
- Coaching in Meditation & Journalling skills
- Confidential Q&A to provide advice
- 1 to 1 coaching for staff at higher levels of stress & anxiety

3. CPD in Mental Health & Wellness

- Face to Face workshops and seminars
- Pre-recorded videos
- Group online training sessions

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Staff Wellbeing Coaching Model



The wellbeing coaching model is designed to improve the wellbeing culture of a workplace at an individual staff level. The programme champions the importance of empowering staff to prioritise their own self-care in order to perform and prioritise their wellbeing needs.

Wellbeing coaches will be trained to identify burnout related signs and symptoms and have the tools and strategies to support them at a basic level. The whole school wellness coach & supervisor for FAMH will have a deeper understanding of mental health conditions and be able to provide support for individuals who have longer term requirements.

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Staff Wellbeing Coaching Model: Individual Roles

L2 Wellbeing Coach

- Be approachable, non-judgemental and kind towards all members of staff.
- Be aware of poor mental health signs and symptoms.
- Listen to staff who are struggling, ask questions to understand their situation and sign post them towards a solution or action.
- Check in with staff and inform wellbeing lead of the conversation.
- Refer to staff or SLT wellbeing lead if appropriate.



Staff Wellbeing Lead & L3 Wellbeing Coach

- Be approachable, non-judgemental and kind towards all members of staff.
- Be able to identify the signs and symptoms of a large range of mental health conditions.
- Listen to staff who have been referred by a L2 wellbeing coach, ask questions to understand their situation and support them with the support of SLT.
- Book in meetings to monitor staff health.
- Additionally, provide supervision for L2 wellbeing coaches.
- Promote and advocate the CPD provision from MindFirst UK and ensure there is a wellbeing focus in staff meetings.
- Support staff with a diagnosed mental health condition ensuring fair access.
- Lead the wellbeing coaching team and ensure they are being proactive and effective.

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Staff Wellbeing Coaching Model: Individual Roles



SLT Wellbeing Lead & L3 Wellbeing Coach

- ½ termly meetings with the staff wellbeing lead to keep abreast of staff wellbeing, provide supervision, advice and support where required.
- Pass on wellbeing concerns to SLT to ensure that empathetic leadership can be applied with regard to individual staff.
- Support high level staff on navigating a challenging time.

MindFirst UK

- Provide initial FAMH training for all wellbeing coaches both at Level 2 and Level 3.
- Hold the staff and SLT wellbeing lead to account for the effectiveness of the wellbeing coaching team.
- Facilitate termly CPD training in wellbeing coaching skills for wellbeing coaches.
- Provide group supervision via video conferencing for staff and SLT wellbeing leads.
- Meet with the staff & SLT wellbeing lead 3 times a year to discuss impact and set school development goals (video conference).
- Provide an advice line service for the SLT wellbeing lead via Whats App.



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Mental Health & Wellness Coaching Sessions

1-1 Mental Health & Wellness coaching

For some people, the specific pressures of life and work can create overwhelming feelings of stress and anxiety. These people will require an additional level of support. The SLT wellbeing coach or Headteacher will refer specific individuals to receive a course of up to 6 sessions of coaching with a qualified specialist MindFirst UK coach. This coaching is provided via video conferencing.



REBALANCE group online session (All Staff)



Each half term an online REBALANCE group coaching session will help you to learn the skills of mindfulness, meditation and the tool of journalling. Both of these tools are instrumental in helping people to control stress and anxiety. They provide the space for people to reflect on their emotional perspective and how it is contributing towards stress and anxiety. Staff are encouraged to leave school and go home to enjoy the session from a comfortable position where they can be free from distraction.



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CPD in Mental Health & Wellness

Face to Face training

The face to face training workshop will focus on an aspect of mental health and wellness or culture of wellbeing. These sessions are designed to be interactive, engaging and empowering. These sessions will be delivered directly at the workplace to ensure high quality training is provided. Staff are required to attend fully focused and ready to invest in themselves.

Online group training webinars

The online group sessions focus on specific areas of mental health and wellness to educate and empower individuals with knowledge and understanding. These sessions will help to build community across different schools as they will be group sessions. These sessions will provide strategies and techniques to use to improve mental fitness & wellness as well as increase control of stress and anxiety. They will be interactive and opportunities to network will be provided.

Pre-recorded videos

The video library training resources are designed to promote thought and reflection about your own beliefs, behaviours and habits. They will allow you to reflect on how you live your life and what you can do to make small positive adjustments.

Disclaimer - your mental health and wellness will only improve if you take decisive action. The training provided will provide the tools and strategies but the responsibility to implement them ultimately lies within you. Good luck.

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Helping professionals overcome stress & anxiety



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