



Workplace Services & Support

Put your workplace wellbeing in the hands of Lancashire's
leading mental health and wellbeing organisation





Let our qualified mental health specialists provide personalised support for your staff

Our experience in trauma informed delivery around mental health and related services ensures your team are in safe hands.

With a wider understanding of intersectionality and the impact this can have on health and wellbeing, our team understands the experiences individuals might bring to our sessions and enables us to raise awareness of these challenges to ensure our delivery and services supports equality and inclusion.



napthens
solicitors



“Having Lancashire Mind on hand when our people need them is a wonderful tool to have. Many services have long wait lists and we want our people to know that there is a regular service there when they need it.”

Championing mental health in the workplace

Lancashire-based law firm Napthens, has been championing mental health in the workplace for over two decades and offering free support to their staff since 2000. In partnership with Lancashire Mind for the past five years, they've embedded bi-monthly drop-in Wellbeing Coaching sessions into their routine. Helping employees access timely support, stay well at work and reduce absence.

“It's important to us that we are able to offer support to our colleagues in a time of need. Wellbeing Coaching has helped our people through assisting them in their return to work or supporting them to stay in work.”

Leah Simpkin, HR Business Partner, Napthens solicitors



Tailored & Flexible Packages

Employee Assistance Programme (EAP)

An EAP is a work-based programme that offers employees confidential support and resources to address personal and work-related challenges that may impact their wellbeing and performance.

EAPs typically provide access to counselling, referrals and other services to help employees with a wide range of challenges.

How does an EAP benefit your business or organisation?

- **Enhanced employee retention**
- **Reduced Absenteeism**
- **Improved Productivity**
- **Improved Employee Wellbeing and Mental Health**
- **Positive Workplace Culture**
- **Enhanced Managerial Support**

James' Places employ over 400 staff and are an award-winning collection of hotels, pubs and wedding venues in Lancashire, Yorkshire and the South Lakes.

They are also a Lancashire Mind EAP customer.

"Lancashire Mind has provided us with thorough resources, courses and training. The EAP has been instrumental in equipping our managers and our mental health & wellbeing champions to support our staff and teams across the group."

Jen Briggs
Head of HR & Partnerships
James' Places

James'
PLACES



What's included in a Lancashire Mind EAP?



Supporting businesses and employees

96% of people who've accessed Lancashire Mind training and support would recommend us to others!

Organisational pricing

1000 or more employees
£7 per person

500 to 999 employees
£10 per person

300 to 499 employees
£13 per person

100 to 299 employees
£15 per person

50 to 99 employees
£20 per person

Less than 50 employees
£1,000 min fee

Less than 10 employees
£500 min fee



The programme includes:



Digital self-help resources



Dedicated phoneline for support and advice



Support and training for managers



Workplace training

Support for your teams

1-2-1 and group support for employees

Our 1-2-1 and group support services offer a range of meaningful benefits for your staff and organisation.

Investing in wellbeing can enhance employee retention, reduce absenteeism and uplift productivity.

Staff feel better supported, leading to improved mental health and a stronger sense of wellbeing. Ultimately, this contributes to a more positive, resilient workplace culture where people can truly thrive.

1-2-1 and group support services include:



A range of therapies including CBT and counselling



Supported self-help resources



Workplace wellbeing coaching for groups and individuals

Feedback from group support

“The training has been really helpful in how to start the conversation about mental health.”

“We’ve seen staff feel genuinely better supported, with noticeable improvements.”



The biggest thing that I took away from coaching was self-reflection... adopting a mindfulness approach for myself, realising and understanding that it's not all on me.

Accessing 1-2-1 support from Lancashire Mind

In his role as a residential manager for a children's home, Warren is no stranger to long days, emotional demands, and the weight of responsibility. When one of the homes in his network faced a crisis, Warren stepped in to support - but found himself absorbing not just the challenges, but the emotional toll too.

“They [my employer] value your wellbeing and obviously from their perspective as well in terms of wellbeing, if you're mentally and physically well, you're not going to go off sick. So, therefore it's a cost-effective service.”

Warren, Residential Manager, Local Council

1-2-1 and group support for employees



Services and support

Service

Details

Wellbeing support drop in session

*£256 per day face to face
8 x 30 minute drop in sessions per day
£230.40 with EAP discount*

A wellbeing coach based in your office for a one off session. A brief opportunity for staff to discuss any difficulties in a supportive, solution focused environment.

Wellbeing Coaching

*£1,500 virtual (£1,350 with EAP discount)
£1,620 face to face (£1,458 with EAP discount)
1 day per week x 6
5 x 45 minute sessions per day*

A wellbeing coach working 1-2-1 with your staff over 6 weeks. Focusing on goals, strengths and problem solving abilities to improve their wellbeing. Topics include stress, low mood, anxiety and self esteem.

Supported self-help

*£210 per person
1 x assessment session
5 x 20 minute virtual sessions
£189 with EAP discount*

Supported self-help is a brief structured support programme. The practitioner identifies the most appropriate pathway to support the client and provides them with resources and tools to work through in-between sessions.

Workshops on a range of topics

*£350 per two-hour workshop
£315 with EAP discount*

Face to face workshops on a range of topics such as:

- Five Ways to Wellbeing
- Managing stress and anxiety in the workplace
- Managing professional boundaries in a mental health context
- Building resilience

Up to 15 learners per course. Please speak to your EAP account manager about the range of courses on offer so Lancashire Mind can recommend best, based on your organisation's needs.

1-2-1 and group support for employees



Services and support

Service

1-2-1 Therapy Sessions

Suggested minimum of ten therapy sessions recommended

£640 per person

1 x assessment session (£40)

10 x 50 minute therapy sessions with a qualified therapist (£60 per session)

£576 per person with EAP discount

Details

During the assessment with our skilled practitioners we will agree the best route for each individual, whether it's Counselling or Cognitive Behavioural Therapy (CBT).

Sessions are delivered virtually but we can accommodate face to face sessions where requested at an additional cost to cover travel and room hire if needed.

Counselling

In-depth talking therapy delivered by qualified therapists. Provides a safe, confidential space to explore emotions, relationships, identity, and life experiences.

Cognitive Behavioural Therapy

Structured, evidence-based therapy helping people understand and change unhelpful thought and behaviour patterns. Effective for anxiety, depression, trauma, phobias and more.

1-2-1 Incident Debrief Session

£120

1 x 90 minute therapy session

£108 with EAP discount

A one-off supportive session delivered by a qualified therapist. Provides space to offload and reflect on a specific event. Not a course of therapy and does not involve ongoing treatment.

Support for your teams

Workplace wellbeing and training

We have support to suit the needs of your people and your organisation, whether it is face to face, virtual, eLearning or a tailored product to meet your requirements.

Is our workplace training offer right for your organisation?

If you're wanting to learn more about mental health, keen to understand how to better support your teams, or looking to reduce stigma within your organisation - our training can help.

We work with organisations across the county who want to embed a genuinely supportive workplace culture. One where people feel confident and informed to talk about mental health.

Services include:



On Demand eLearning and training



Group training and development sessions



Bespoke training and learning created for your business needs



Lancashire Wellbeing Business Network

Workplace training and the Lancashire Wellbeing Business Network



Services and support

Service

Details

eLearning training

From £35 to £65 per course

From £31.50 to £59.50 with EAP discount

Course options for managers:

- Mental Health Tools for Line Managers
- Talking About Mental Health as a Line Manager

Course options for all employees:

- Mental Health Awareness: Supporting Yourself and Others
- Resilience: A Personal Toolkit for Mental Wellbeing

Orange Button scheme: suicide awareness training

Funded places may be available. If this is not the case then prices can be provided. Please contact training@lancashiremind.org.uk for more information.

SFA Lite (Suicide First Aid Lite) is one of a number of Suicide Prevention courses available through the Orange Button Scheme.

Lancashire Mind is commissioned to deliver the training through the Intergrated Care Board and Lancashire & South Cumbria Foundation Trust.

SFA Lite outlines how someone reaches the point of viewing suicide as an option, how to undertake a suicide intervention and basic signposting.

Training for workplaces



Services and support

Service

Self awareness of stress, anxiety & depression (SAD) and resilience

*£700 for 2 hours
Up to 20 learners
Virtual or face to face
£630 with EAP discount*

Managing people

*£1,200 for 6 hours
Up to 16 learners
Virtual or face to face
£980 with EAP discount*

Managing mental health in the workplace

*£600 for 3 hours
Up to 16 learners
Virtual or face to face
£540 with EAP discount*

Full list of courses and bespoke options available on request

Details

Workshop to support understanding signs and symptoms, addressing stigma, basic understanding of balancing stress and basic insight into developing personal resilience. Looks at practical tools to embed resilience in one's own life.


Full day workshop to explore case studies relating to MH at work to ensure managers are adhering to best practice and current workplace legislation in relation to supporting people. Tailored options available to ensure it suits your business needs.

Half day workshop to explore basic mental health conditions experienced within the workplace, understand our business responsibility and look at best practice in how to respond to disclosures. Tailored options available to meet your specific requirements.

Together we will examine the misconceptions around mental health and consider best practice for managers to support staff who have a mental health condition. We will also look at equipping managers and colleagues to become mental health champions and first aid responders.

LEYLAND TRUCKS

A **PACCAR** COMPANY



I think the perception of how we manage mental health has changed significantly for the better within the business.

The impact of workplace wellbeing training

“It’s been clear to us that there have been benefits throughout the organisation - at all levels.

We found the trainers from Lancashire Mind to be incredibly knowledgeable and also the sessions were very supportive. All delegates on the sessions felt that it was a safe and comfortable environment to discuss what can be quite challenging topics. So, not only are you getting excellent trainers with valuable content, but you’re also supporting a local charity that promotes the value of good mental health.”

Maria Rodgers, Learning & Development Manager, Leyland Trucks

The Lancashire Wellbeing Business Network



Services and support

Service

Lancashire Wellbeing Business Network

*£500 annual membership
£450 with EAP discount*

The network is open on an invite only basis and has over 30 members who hold roles in senior leadership, HR, Marketing, Learning & Development and EDI to name a few.

Details

The Lancashire Wellbeing Business Network is an accessible, affordable solution to support your organisation or business.

Lancashire Mind offer a simple, one place solution to support you to support and overcome your mental health and EDI development challenges.

We have partnered with local and national trusted organisations to develop high quality, evidence based resources to support you and your team; alongside opportunities to network with like-minded businesses to learn, develop, and share successes.



You'll be part of a growing movement of businesses across Lancashire who recognise that mental health is just as important as physical health - and that supporting your workforce leads to stronger, more resilient organisations.



We've definitely noticed an increase in how we speak about mental health, and contributing to a culture of openness and understanding.

Lancashire Wellbeing Business Network

“We genuinely care about our employee wellbeing and so we wanted to be part of something bigger and somewhere that could help us connect us with other local businesses and see how they do things. And Lancashire Mind looks like it aligns with our values and they seem really proactive in their approach.

This isn't like any other network. From a business perspective we've seen stress related absence decrease, people feel like they're happier to talk to their managers, talk to us, talk to their colleagues about any problems that they're facing.”

Sophia Davey, HR Advisor Graham and Brown Wallpaper, Blackburn



**1 in 6 workers, right now,
are experiencing stress,
anxiety or depression.**

**We've helped over 1,000 local businesses build
more positive and supportive work environments**

For more information on how we can support
you and your staff, please contact:

Emma Bateson
Head of External Relations
emmabateson@lancashiremind.org.uk

 **Mind Lancashire**