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The price per delegate for each half-day session is £275 plus VAT, or please ask about our flexible pricing offers. To make a booking, please contact hrtraining@foxwilliams.com.

Tuesday 18 June

Managing mental health and disability at work – *with forum theatre actors*

The importance of maintaining good mental health at work is well recognised. If an employee has a mental health issue or disability, what reasonable adjustments can be made? In this session, our trainer Selwyn Blyth will be joined by **forum theatre actors**, who will work through two common challenging scenarios that frequently arise and assist you in developing strategies to respond to them.



Aim

To explain what is expected of a manager working with an employee with a mental health condition or disability; including making reasonable adjustments and suggestions for good practice.



Objectives

By the end of this three-hour course, participants will:

- Have explored how mental health may be a disability at work with reference to the relevant definition
- Be able to assess the reasonableness of adjustments for mental health disability with reference to a checklist of seven factors
- Have seen how their suggestions to manage mental health conditions at work play out in practice by participating in “forum theatre” with professional actors [no role play required]



Course outline

10am Introductions & objectives

Mental Health & Disability

- Increased focus on mental health at work
- Relevant definition of disability and how it applies to mental health in practice
- Is stress a disability?
- Telling an employer about mental health
- Five key steps expected of managers

Forum theatre scenario: telling a manager about a disability after recruitment

Adjustments: Assessing Reasonableness

- Seven relevant factors
- Cost & sources of funding
- Operational impact of adjustments on colleagues
- Systematic, joined-up approach [with template checklist]
- Confidentiality & making adjustments

Forum theatre scenario: managing challenging behaviour related to mental health

1pm Close

*There will be a 15-minute break at an appropriate time.
Lunch will follow the course.*