

For employers and community groups

# Mental Health & Wellbeing Solutions

Empowering you and your people with the skills  
you need to support one another.



[islelisten.im](https://islelisten.im)



MENTAL HEALTH TRAINING | EMPLOYEE COUNSELLING SERVICE | WORKPLACE WELLBEING AUDITS

By using our training services, you enable us to continue helping young people's mental health, free of charge.

But, we also rely on charitable fundraising and quite simply, your fundraising makes a real and lasting difference!

£50

covers the cost of printed materials and resources used each day in our Primary School Educational programme.

£120

gives a young person the opportunity to access our Listening Service in school to talk about feelings they're finding difficult to manage issues such as bullying or exam stress

£500

provides one of our regular drop in sessions for parents/carers to come along and talk to our therapeutic and schools teams about any concerns they may have regarding a young person.

£2,000

provides a young person access to a higher level of therapeutic support around issues such as self-harm, gender issues and mild to moderate anxiety

£5,000

enables the delivery of our mental health educational programme for one academic year, in one school, covering issues that can effect emotional wellbeing



**1 in 6** young people  
suffer with mental ill health

Source: Royal College of Psychiatrists (2016) Mental Health & Work report

**£5.30 for every £1**

is the average return for every  
employer investing in the mental  
health and wellbeing of their people.

Source: CIPD in partnership with Simply Health, Health & Wellbeing at work 2021

# BECAUSE MINDS MATTER

At Isle Listen, we've made it our mission to promote positive mental health and wellbeing across the Isle of Man, with a focus on early intervention and prevention, because minds matter.

Our work begins from an early age as we firmly believe that mental health and wellbeing should be embedded in education from an early age. Our in-school and one-to-one support empowers young people with the skills to navigate the stresses and setbacks they will face throughout life, avoiding the unnecessary escalation of mental health problems to statutory services.

But - just like our physical health - having access to support for our mental health and wellbeing can benefit all of us at every stage of our lives.

With 1 in 6 workers experiencing a mental health problem at any one time, it has never been more important for community groups and employers to invest in building compassionate and understanding cultures.

Through our Mental Health and Wellbeing Solutions, our expert team of Learning and Development Professionals is here to help equip you and your people with the skills you need to support one another.

**1 person attends a mental health training course = 1 young person receives 1 hour of FREE therapeutic support**

By using our paid services, you will be helping to fund the provision of mental health support to children and young people across the Isle of Man - free of charge.

# MENTAL HEALTH TRAINING



**With learning comes understanding.**

By training with us, you will be empowering your people, providing a toolkit of knowledge and resources that will enable them to recognise and support someone struggling with their mental health.

The foundation of our mental health and wellbeing training courses is psychological evidence-based theory and cognitive behavioural therapy. Designed specifically for the Isle of Man, every session is led by qualified

practitioners, with all content overseen by our team of qualified clinicians and therapists.

Our flexible training solutions can be delivered online or face-to-face, either at your workplace/organisation or in our warm and welcoming facilities in Castletown.

And to track professional development with recognised certification, all our core mental health training courses are CPD accredited.

## Our core courses

### MENTAL HEALTH & WELLBEING FIRST AID

**1-day**

**Suitable for All**



An introduction to mental health and topics including depression, anxiety, suicide, referral pathways, and listening skills. This course also clarifies your role boundaries and builds support options so that you are never dealing with a situation beyond your training.

### MENTAL HEALTH AWARENESS TRAINING FOR LINE MANAGERS

**1-day**

**Suitable for Line Managers/Team Leaders**



Specifically created for Line Managers, this course helps you gain an understanding of common mental health issues, how to spot signs and use management resources to appropriately support someone in your team through intervention techniques such as 1-to-1 meetings and team meetings.

“

[The courses] should form some part of mandatory learning for everyone.”

Welcoming, calm environment. Fantastic small groups, so a lot less intimidating.

Really enlightening... it's helped my approach to mental health and how I'll be able to support others.

## MENTAL HEALTH - LOOKING AFTER YOURSELF AND OTHERS

**Half-day**

**Suitable for All**



This short course provides an effective approach to help you understand what happens physically when faced with challenges and how to support and build resilience for yourself and your colleagues.

## VULNERABLE CUSTOMER AWARENESS

**Half-day**

**Suitable for those in the finance sector**



This short course provides those in the financial sector with the knowledge, skills, and toolkit needed to spot a customer might be vulnerable and to access signposting options to support them.

## CREATING A WORKPLACE WELLBEING CULTURE

**Half-day**

**Suitable for HR/Wellbeing Committees/Leaders**

This short course will help you understand how best to create an effective wellbeing culture in your workplace regardless of team or organisational size. Follow on with the Implementing and Maintaining Course to reflect on progress made and explore challenges. Both sessions offer a mix of traditional learning and facilitated discussion.

## STRESS MANAGEMENT AND BURNOUT

**1.5hr per course**

**Suitable for All**

Our Stress Identification & Management workshop provides you with powerful and effective evidence-based approaches to help you understand what may lead to stress and poor mental health, and how to support and build resilience for yourself and others. Our Burnout session covers causes, recovery, and prevention.

## Learn online with ISLE LISTEN ACADEMY

For absolute flexibility, you can choose to study a selection of short courses via our online learning platform, Isle Listen Academy. With training materials available wherever and whenever you need them, it is a convenient solution to levelling up your mental health knowledge and skills.

Visit our website for more details of our face-to-face, online, and short courses:  
[www.islelisten.im/training/](http://www.islelisten.im/training/)

Well-balanced and engaging session.

Excellent training... Would be beneficial for all staff to attend for understanding and awareness.

Workshop worked really well with a small group and gave everyone an opportunity to engage. Really relatable for day-to-day in an office workplace.

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# EMPLOYEE COUNSELLING SERVICES

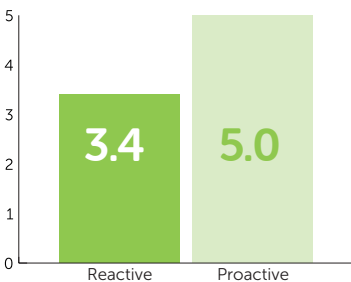
Employee Counselling Services (ECS) are the most effective and affordable way for your organisation to support the mental health of your employees.

Our ECS is a confidential employee benefit providing local face-to-face counselling from fully qualified therapists on issues that might be impacting their wellbeing and performance. It is a highly effective solution that employers can provide to differentiate themselves from other businesses.

Offering proactive support such as ECS, education and awareness, is also more effective than reactive solutions when supporting someone dealing with an issue and, according to a Deloitte study, can also offer a greater ROI.



## AVERAGE ROI BY STAGE OF INTERVENTION



Source: Deloitte analysis

## ECS CAN HELP WITH

- Stress or burnout fears
- Anxiety
- Low mood
- Life adjustments
- Feelings of isolation
- Relationship difficulties with others (colleagues, family, or friends)
- Bullying and harassment

**35%** want to leave their job for better pay & benefits elsewhere (CIPD Good Work Index 2022)

**2 in 10** workers say their general mental health is poor (CIPD Good Work Index 2022)

## THE BENEFITS

Flexible working, gym memberships, dental plans. As an employer or leader, chances are you've experienced first-hand the positive effects of a good employee benefits package.

In fact, it can make all the difference when attracting and retaining talent. According to the CIPD Good Work Index 2022, 35% of employees plan to leave their jobs because of better pay and benefits elsewhere.

Offering ECS as part of your benefits package will not only provide your people with access to a vital and sought-after service that can ultimately improve and maintain mental health, but also signals a wider commitment to creating a truly supportive workplace wellbeing culture.

### Improving productivity and employee engagement

Prevents personal issues having an impact on work - for example, reducing absence.

### Confidential counselling

Enabling your employees to be

effectively supported with their mental health and address any concerns they might have. Therapy is provided face-to-face from our welcoming and comfortable Therapy Suite.

### Expert therapeutic advice

Professional, practical, and emotional advice from appropriately qualified counsellors and psychotherapists.

### Short waiting times

Service level agreement of an appointment **within 2 weeks** of their initial referral to our service. (Other services on the Island can take up to 18 months for an appointment.)

### Want to know more?

Call **01624 679118**

Or email [ecs@islelisten.im](mailto:ecs@islelisten.im)

[www.islelisten.im/employee-counselling-services/](http://www.islelisten.im/employee-counselling-services/)

**46%** of employees work when unwell – or presenteeism (CIPD Good Work Index 2022)

Only **38%** of workers think line managers are able to talk about or support their mental health (CIPD Health and Wellbeing at Work survey 2022)





# WORKPLACE WELLBEING AUDIT & CULTURE CONSULTATION

From proactive prevention strategies to remedial therapy during moments of need, there is no substitute for personal, expert support for local organisations and their employees, from board level to trainees.

When you're trying to build a more supportive workplace or organisational culture, it can be difficult to know where to begin, what to implement, and how to measure its success.

Our team of qualified practitioners is here to help you every step of the way. We offer proactive training and solutions to help improve mental health in the workplace and a reactive support structure for individual employees that require ad hoc support.



# YOUR WORKPLACE CULTURE ROADMAP

## 1. Workplace Wellness Audit

Like individuals, every organisation is unique. A one-size-fits-all solution will not help businesses to both understand and manage their specific issues. This is why we offer **an initial comprehensive audit of the workplace and employees** to all interested businesses.

## 2. Results & Recommendations

Following the Workplace Audit, we will provide the business with **a comprehensive report across key areas of Workplace Wellbeing**. Based on these results, we will provide the organisation with our recommendations and costs for an annual plan of training and support on group and individual levels.

## 3. Delivering Workplace Wellbeing Training & Support

Based on the agreed recommendations, we will prepare and deliver **an annual plan comprising training, courses, and individual support solutions**, including:

- Direct access for individual employees to professional therapy, listening service, and support
- Mental Health Awareness for Line Managers
- Mental Health Wellbeing & First Aid
- Vulnerable Customer Awareness
- Practical Hints & Tips for Your Mental Wellbeing
- Bite-sized tailored training solutions
- Neurodiversity in the Workplace

We will ensure the annual plan is **aligned with any KPIs the business wishes to measure** and provide a time-agreed survey to measure results and improvements.

## CONTACT US FOR PRICING, TAILORED TO YOUR ORGANISATION

### Workplace Wellbeing: An essential investment

- Recommendations from Deloitte's 2022 Mental Health & Employers report suggest that employers would see a return of £5.30 on average for every £1 invested in staff wellbeing.
- Isle Listen's Workplace Wellbeing programme would generally have a cost starting from £150 per employee per year, less than £2 per week, based on recommendations from the audit.

## AN INVESTMENT IN YOUR PEOPLE

### The cost of Mental Ill Health

**MENTAL ILL HEALTH**  
costs UK employers approximately

**£56 billion**

each year

**£28 billion**

Approx. annual cost of presenteeism

**£22 billion**

Approx. annual cost of staff turnover

**£6 billion**

Approx. annual cost of absenteeism

# WHY INVEST IN WORKPLACE WELLBEING?

- Reduce the impacts of poor employee mental health on cost and productivity.
- Improve staff retention – a major cost factor for every business in the age of ‘the great resignation’. Deloitte’s survey found that 28% of UK employees either left their job in 2021 or were planning to leave it in 2022, with 61% of respondents saying this was due to poor mental health.
- New staff attraction, especially vital for younger generations who are more aware of the importance of mental health in the workplace and hold higher expectations.
- Can become a central aspect of a positive company culture or be used to help support culture change.
- Support the organisation in achieving their goals.
- Employees are more engaged and motivated.
- It’s the right thing to do. Poor mental health is becoming a national crisis and businesses must adapt to demonstrate they are prioritising the wellbeing of employees and the wider Island community.
- Designed to align and be measurable with company KPIs or create a specific set of KPIs around Workplace Wellbeing.
- Ensure the business is prepared for ongoing legislation around mental health provision in the workplace.
- Our services are always evidence-based and created and delivered by fully trained professionals with relevant experience.
- As well as our Workplace Wellbeing services to businesses, Isle Listen works in schools, the health service and the community. Our work with your business enables us to continue to provide our essential range of school and community training and therapeutic services.



## OUR TEAM



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# The support your people deserve.

Contact our specialist team for further information on our  
Mental Health & Wellbeing Solutions

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[wellbeingsolutions@islelisten.im](mailto:wellbeingsolutions@islelisten.im)

**islelisten.im**



Isle Listen is a trading name of MCH Psychological Services, a registered charity in the Isle of Man Number 1024 and registered organisational member of the British Association for Counselling and Psychotherapy.