

HALF-DAY BRIEFINGS

09.00 – 13.00

London 23 January 2020
Cardiff 29 January 2020
Manchester 06 February 2020
Nottingham 12 February 2020

Leeds 25 February 2020
Birmingham 04 March 2020
Newcastle 12 March 2020
London 25 March 2020
Edinburgh 23 April 2020

£275

+VAT

EACH COURSE IS LIMITED
TO 20 DELEGATES

Mental health and work

Disclosure and adjustment

In any given week 1 in 6 of us may experience a mental health problem and many more have symptoms of mental ill health, including substance dependence*. Most people recover from their illness or can manage their symptoms.

Although there is greater awareness of mental health now, staff may be reluctant to speak to their manager about their mental health because of the stigma associated with it, or they may refuse help because they do not recognise they have a problem. Talking about a fluctuating condition is not easy but, without disclosure, an employer cannot make the often simple adjustments a colleague may need to give their best. The net result is absenteeism, presenteeism and lost talent. This briefing covers an employer's responsibilities with a focus on disclosure. Together with a workplace specialist from Rethink Mental Illness we cover how employers should talk to staff about mental wellbeing including the use of 'pre-permission'.

*CIPD/Mind Guide to Mental Health 2018



Mental health and work

£275

+VAT per delegate

London 23 January 2020
Cardiff 29 January 2020
Manchester 06 February 2020
Nottingham 12 February 2020

Leeds 25 February 2020
Birmingham 04 March 2020
Newcastle 12 March 2020
London 25 March 2020
Edinburgh 23 April 2020

EACH COURSE IS LIMITED
TO 20 DELEGATES

Most mental health conditions are as treatable as physical ailments but invisible health conditions are more difficult to manage in practice.

Who should attend?

HR, H&S and OH professionals responsible for wellbeing. We assume knowledge of discrimination law.

Delegates will gain an insight into:

- mental health conditions and disability discrimination
- encouraging disclosure, line manager awareness and responsibility
- phased return, redeployment, modified duties, pay, coaching: how much is enough?
- formalising your approach to mental health support
- ways of talking about mental health

Speakers

The speakers may vary at each location but each perspective will be covered.

Clare Ward

Employment Lawyer

EVERSHEDS
SUTHERLAND

Clare advises on all employment law issues and disputes. She conducts her own advocacy, manages key client relationships, including working on secondment within a client's business.

Laurence Davies

Head of Training & Consultancy

Laurence has been working in the field of workplace mental health training for over a decade. Rethink Mental Illness's training services team have trained over 60,000 people through face to face training and online learning partnerships.



Rethink Mental Illness was founded 50 years ago. We provide 200 services, 140 support groups, expert advice and training.

For more information: training@rethink.org



eversheds-sutherland.com/training

Follow us [@ESlawtraining](https://twitter.com/ESlawtraining)

Join [Eversheds Sutherland Training](#) on LinkedIn

Follow [@ESlawtraining](https://www.facebook.com/ESlawtraining) on Facebook

Programme

09.00 registration and coffee, 09.30 start

Culture, confidence and confidentiality

- significance of the Thriving at Work, Stephenson / Falmer report
- culture and language
- confidence, confidentiality and leadership

Mental health: legal framework

- when does mental ill health become a disability and does it matter if it does not?
- fluctuating conditions
- duty of care: making allowances
- health questionnaires: what can you ask?

Encouraging disclosure and response

- spotting the signs: early intervention
- individuals who do not seek help
- broaching the subject, openness and honesty
- similar symptoms: different problems
- support, treatment and adjustment
- using wellness action plans

Difficult areas (using case-studies)

- bad backs and substance misuse: mental health conditions in disguise?
- 'soldiering on' or 'crying wolf': dealing with both
- rehabilitation: how far should you go?
- managing a phased return to work
- breakdown, meltdown and behavioural problems
- medical process and delay
- 'you are all out to get me'
- presenteeism (and leavism)

New developments and case law

- voluntary reporting framework
- mental health first aid: benefits and problems
- Baldeh v Churches Housing Association: knowledge of disability

13.00 close, followed by lunch