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| Title: | **Understanding Mental Health in the Workplace** |
| Level: | 3 |
| Credit value: | 2 |
| Unit guided learning hours | 5 |
| Learning outcomes*The learner will:* | Assessment criteria*The learner can:* |
| 1. Understand why mental health matters in the workplace | 1.1 | Explain why understanding mental health in the workplace is important  |
| 2. Understand the spectrum of mental health | 2.12.22.3 | Explain how common mental health myths can be challenged Analyse reasons why an individual might move up and down the continuum of mental healthExplain how the following conditions might manifest themselves in a member of staff:* anxiety
* bipolar disorder
* depression
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| 3. Know how to identify signs of distress in the workplace | 3.13.23.3 | Explain how to communicate with a member of staff, either during or following a period of mental ill healthEvaluate the workplace for high risk scenarios that can affect mental healthExplain what support can be provided to a member of staff regarding their mental health |
| **Additional information about the unit** |  |
| Unit purpose and aim(s) | To develop knowledge and understanding of mental health issues in the workplace, as required by a practising or potential first line manager. |
| Details of the relationship between the unit and relevant national occupational standards or professional standards or curricula (if appropriate) |  |
| Assessment requirements or guidance specified by a sector or regulatory body (if appropriate) |  |
| Support for the unit from a sector skills council or other appropriate body (if required) |  |
| Equivalencies agreed for the unit (if required) |  |
| Location of the unit within the subject/sector classification system | 1.3 |
| **Additional Guidance about the Unit** |
| **Indicative Content:** |
| 1 | * Share facts and data that supports the relevance of mental health in the workplace
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| 2 | * Use the concept of mental health sitting in a continuum – covering the journey of mental health as an asset, right through to mental illness
* Explain the types of mental ill health
* Use examples of myths around mental health
* Set right language principles to talk about mental health
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| 3 | * Overview of signs and symptoms of most prominent mental illnesses in the workplace
* Explain risk factors and triggers in the workplace
* Give examples of situations and recommended approaches
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