

*1 in 4 adults experience at least one diagnosable mental health problem in any given year. Stress, anxiety & depression are thought to be responsible for half of working days lost due to health issues.*  
(Deloitte, 2020)

### Psychological First Aid (PFA) Peer Support Training Programmes

Since the pandemic mental health is being spoken about more openly in organisations. This has led to a need in mental health awareness training for managers (*see our guide sheet on management & leadership training*) and mental health first aid peer support programmes for staff. We have developed our training to meet the needs of a global audience.

We have helped several organisations imbed a wellbeing programme for staff. As well as staff based in the U.K. and Europe, we have setup peer support programmes in Myanmar, Ethiopia, and Sierra Leone. We completed a substantial research project in supporting staff in fragile states, including Afghanistan, Iraq, Lebanon, Libya, and the Palestine Territories.

PFA Peer Support is an evidence-informed support aimed specifically at equipping non-specialist personnel to offer basic mental health first aid to colleagues in distress in a way that promotes their coping strategies.

At FD Consultants our PFA Peer Support programme includes, vetting of peer supporters, PFA training, and regular ongoing supervision support. Peer supporters have successfully offered group wellbeing sessions, individual support and signposting where necessary.

*“FD Consultants has helped us to imbed a peer support programme which is successfully up and running. We received excellent feedback of the service and staff are appreciative.” (HR Director, 2022)*



A PFA Peer Support programme offers a sustainable and economical solution to staff wellbeing. It improves organisational culture by providing skills, knowledge and confidence for staff to manage mental health issues and deal with them quickly, and also challenges stigma.

*“Every £1 spend on staff wellbeing results in a £5 return. This research shows a strong case for investing in the wellbeing of employees.” (Deloitte, 2020)*

#### Objectives of our PFA Peer Support training:

- Equip staff with the knowledge and confidence to provide robust material and support to colleagues during or post challenging or traumatic events
- Understand the neuroscience and physiology of the stress response
- Identify warning signs and triggers
- Promote recovery and reduce risk of harm to ill mental health
- Differentiate between stress, anxiety, burnout, compassion fatigue, trauma and vicarious trauma
- Offer psycho-education to stabilise and support staff
- Conduct basic risk assessments
- Signpost to professional services if needed
- Build self-care strategies
- Devise robust, culturally relevant incident action plans
- Raise awareness of mental health issues and reduce stigma

By providing PFA Peer Support training staff become more informed and confident when speaking about mental health and wellbeing, can identify warning signs early, and signpost colleagues to the most appropriate help. Therefore, reducing sickness levels, achieving quicker recovery rates, and improving staff performance and motivation.

FD Consultants style of training is educational, relational and participatory. We have adapted all our materials to offer online training and have been facilitating remote training for several years, as well as face-to-face. We have offered training to staff in over 100 countries and can provide training in several languages.

We are a global psychological health service and therefore adapt our trainings to respect different cultures, taking into account gender, race, and other diversity considerations, offering an intersectional approach.

*“This workshop was so helpful. I feel confident in supporting others in Psychological First Aid. It was professional and informative.”*  
(PFA Peer Supporter, 2021)

*“Thank you so much for facilitating the Peer Support training for staff. It was invaluable and everyone has been talking about it since.”* (HR Director, 2022)

FD Consultants work has been contracted through recommendation and reputation. We pride ourselves on offering a high-quality service with high standards.

### Organisational support

FD Consultants are the well-being service who will best deliver a reliable, quick, and bespoke support system in the workplace. FD Consultant's team of accredited specialists will offer ongoing support to help manage stress, prevent burnout and provide specialist trauma care where required, enabling your staff with the tools to cope, and recover more quickly.