

SUICIDE AWARENESS, PREVENTION & POSTVENTION

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INTRODUCTION

Suicide remains one of the most pressing and complex challenges facing workplaces and communities today. Research suggests that at any given time, a significant proportion of the workforce may be experiencing thoughts of suicide or self-harm, with more than 6,500 recorded suicides in the UK each year - a figure that is likely underestimated in reality.

At Mental Health in Business (MHIB), we are dedicated to equipping organisations and individuals with the knowledge, skills, and confidence to recognise and respond to suicide risk, support those in crisis, and foster environments where open conversations about mental health and wellbeing are the norm. Our comprehensive suite of Suicide Awareness, Prevention, and Postvention services is designed to meet the evolving needs of modern workplaces - empowering teams to intervene early, respond compassionately, and provide ongoing support when it matters most.

Our accredited Suicide First Aid (SFA) and Suicide First Aid: Understanding Suicide Intervention (SFAUSI) courses offer evidence-based training for those seeking to deepen their understanding of suicide prevention and develop practical intervention skills. Complementing these, our range of Suicide Awareness webinars and workshops explore key topics such as risk factors across the lifespan, the impact of suicide on families and communities, and the importance of challenging stigma and fostering hope.

Recognising that the effects of suicide extend far beyond the individual, we also provide robust postvention support. This crucial component ensures that individuals, teams, and organisations are supported in the aftermath of a suicide, helping to navigate grief, reduce the risk of further harm, and build resilience for the future. Our postvention package includes one-to-one and team-based support, specialist training, and practical resources—ensuring no one has to face the aftermath of suicide alone.

Together, these services form a holistic approach to suicide awareness, prevention, and postvention - helping to create safer, more compassionate workplaces where everyone feels supported and empowered to play their part in saving lives.

Claire Russell
Founder & CEO

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Claire Russell
Founder & CEO

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SUICIDE FIRST AID THROUGH UNDERSTANDING SUICIDE INTERVENTION (SFAUSI)

TRAINING OVERVIEW

Teaching the theory and practise of suicide intervention skills that can be applied in any professional or personal setting, captured in a one-day event accredited by the Royal Society of Public Health (RSPH). We use only the most experienced suicide prevention trainers to deliver this unique learning experience: for anyone who seeks greater understanding and confidence to intervene with people at risk of suicide.

The Suicide First Aid through Understanding Suicide Intervention (SFAUSI) course gives learners the knowledge and tools to understand that suicide is one of the most preventable deaths and some basic skills can help someone with thoughts of suicide stay safe from their thoughts and stay alive.

TRAINING CONTENT

SFAUSI is comprised of 4 parts, each 90 minutes duration. The programme teaches and practices the skills and knowledge needed to identify someone who may be thinking about suicide and competently intervene to help create suicide-safety as a first aid approach.

PART 1 – 90 MINUTES

- Introduction to: the day; programme; ourselves and suicide prevention
- Stigma, Survivors of bereavement by suicide and the Hidden Toll
- Suicide thoughts and suicide behaviour
- Intention of behaviour Versus Outcome of behaviour
- Possible Causes of Suicidal thoughts

PART 2 – 90 MINUTES

- Suicide – the Ripple Effect
- Population-based approach to suicide prevention
- Partnership working
- Working with attitudes and values
- “I’m so glad you told me” - Audio visual

PART 3 – 90 MINUTES

- Meeting the needs of a person who is thinking about suicide
- Suicide-Safety Guide
- Step 1 – Recognising suicide and asking about suicide
- Step 2 – Understanding options

PART 4 – 90 MINUTES

- Step 3 – Safeguarding suicide
- Suicide-safety and self-care
- The risk assessment approach
- Suicide and suicide gestures
- Future learning

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SUICIDE FIRST AID THROUGH UNDERSTANDING SUICIDE INTERVENTION (SFAUSI)

METHODS OF DELIVERY

Taught over 6 hours using tutor facilitated Socratic learning, tutor-led practise session, mini lectures, group work and audio-visual presentations. This is a highly interactive and emotionally engaging learning experience.

PRE-TRAINING REQUIREMENT

No previous experience or training is necessary. Participants will be asked to self-reflect and empathise with a person having thoughts of suicide. There is no expectation on participants to share personal experiences.

WHO SHOULD ATTEND?

Multi-sector managers and practitioners including health, housing, social care, education, criminal justice, call centre operators, private, voluntary and public sector workers and community groups or members.

ACCREDITATION

Participants can choose to register for Royal Society for Public Health (RSPH) Level 4 Award in Suicide First Aid®. This is an additional written assignment and upon completion participants will receive an official qualification certificate from RSPH.

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SUICIDE FIRST AID LITE (SFAL)

TRAINING OVERVIEW

Teaching the theory and practice of suicide intervention skills that can be applied in any professional or personal setting, this programme is delivered in a half-day event as a suicide prevention awareness session.

We use only the most experienced suicide prevention Tutors to deliver this unique learning experience: for anyone who seeks greater understanding and confidence to intervene with people at risk of suicide.

The Suicide First Aid Lite course gives learners the knowledge and tools to understand that suicide is one of the most preventable deaths and some basic skills can help someone with thoughts of suicide stay safe from their thoughts and stay alive.

TRAINING CONTENT

SFAL is comprised of 2 parts, each 90 minutes duration. The programme teaches the skills needed to identify someone who may be thinking about suicide and to pass the person onto a Suicide First Aider.

PART 1 – 90 MINUTES

- Introduction to the session; programme, ourselves and suicide prevention
- Stigma and survivors of bereavement by suicide and the Hidden Toll
- Suicide thoughts and suicide behaviour
- Intention of behaviour versus outcome of behaviour
- Possible causes of suicide thoughts
- Suicide – the ripple effect

PART 2 – 90 MINUTES

- 'I'm really glad you told me' audio visual
- Suicide Safety Guidance
- Recognising and asking about suicide
- Referring a person onto Suicide First Aiders

EVIDENCE BASE

Two independent evaluations in 2016 and 2017 by Dr Paul Rogers demonstrated significant statistical change in 14 of 19 measures. Increased confidence and reduced anxiety in dealing with suicide, were among the leading outcomes.

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SUICIDE FIRST AID LITE (SFAL)

METHODS OF DELIVERY

Taught over 3 hours using tutor facilitated socratic learning, tutor-led practise sessions, mini lectures, group work and audio-visual presentations. This is a has some interactive elements and is an emotionally engaging learning experience.

PRE-TRAINING REQUIREMENT

No previous experience or training is necessary. Participants will be asked to self- reflect and empathise with a person having thoughts of suicide. There is no expectation on participants to share personal experiences.

WHO SHOULD ATTEND?

Multi-sector managers and practitioners including health, housing, social care, education, criminal justice, call centre operators, private, voluntary and public sector workers and community groups or members.

CERTIFICATION

Upon completion, participants will receive a digital badge from NCSPET, demonstrating their knowledge of suicide prevention as a Suicide First Aider®, along with a certificate of attendance.

NEXT STEPS / ACCREDITATION

The information in SFAL is easy to grasp for people of all skill levels and those with no prior knowledge of the subject. It is designed to meet the needs of virtual groups and could be used as a forerunner to the one-day Suicide First Aid Programme.

The one-day programme Suicide First Aid through Understanding Suicide Interventions is a Royal Society of Public Health qualification programme and the next step for people wanting a more in-depth practise-based approach to the learning.

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SUICIDE AWARENESS WEBINARS

OPENING UP THE CONVERSATION ABOUT SUICIDE

SESSION OVERVIEW

Have you ever thought about developing your skills and knowledge in terms of how to respond to someone having thoughts of suicide?

Or perhaps you've been impacted by the subject of Suicide in some way and would like to become more comfortable with talking about it?

Join us for this powerful session, exploring suicide in a safe and empowering way.

A key takeaway is a message of hope – hope for recovery for those that are experiencing thoughts and feelings of suicide and hope that we can all play a part in creating suicide-safer communities.

SESSION OBJECTIVES

By attending this presentation delegates will be able to:

- Summarise the impact of suicide
- Identify some commonly held beliefs about suicide
- Understand how certain thoughts and beliefs may be contributing to stigma
- Explain some of the signs and risk factors of suicide
- Develop the knowledge and skills to respond to thoughts of suicide



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SUICIDE AWARENESS WEBINARS

UNDERSTANDING SUICIDE RISK ACROSS THE LIFESPAN: AGE, GENDER, AND VULNERABILITY

SESSION OVERVIEW

This session explores how suicide risk varies across different age groups and between genders, drawing on the latest data and research.

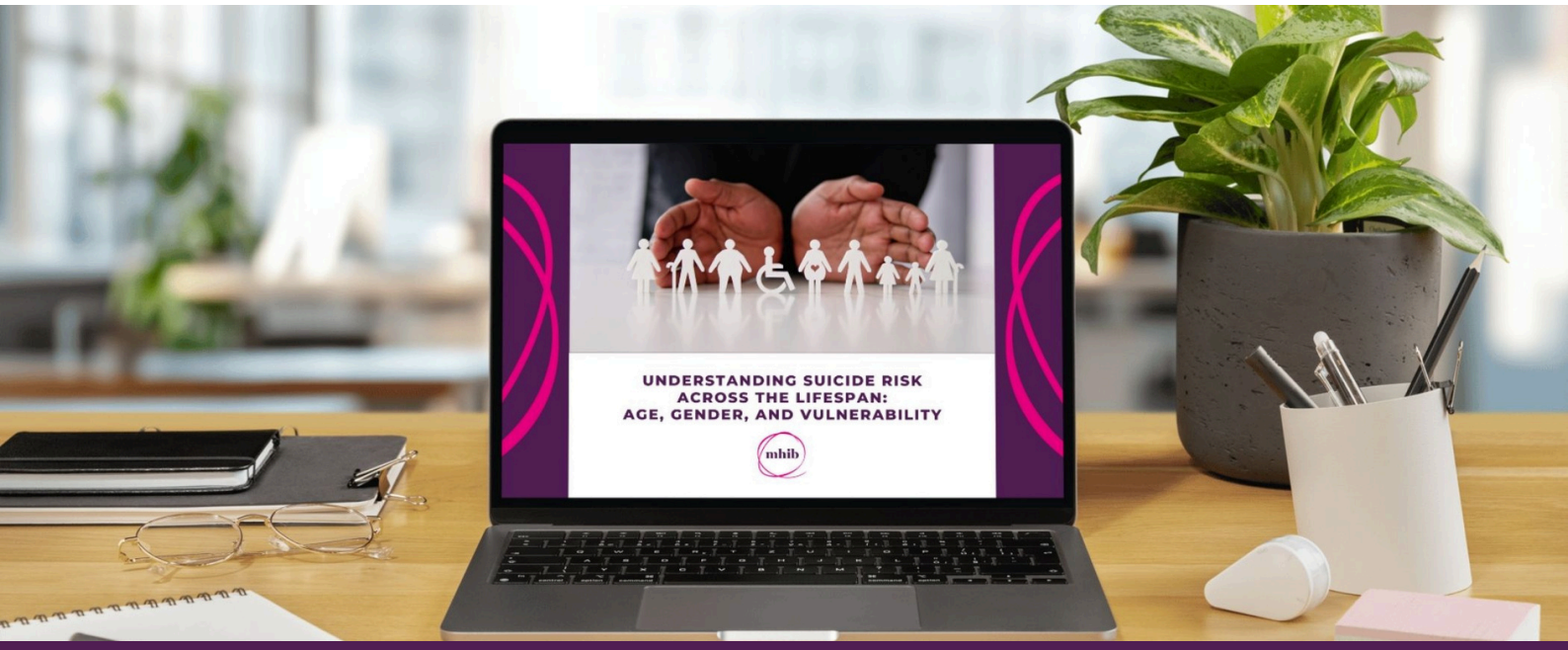
Participants will learn about the unique risk factors, warning signs, and intervention strategies relevant to children, young people, adults, and older adults, as well as the persistent gender disparities in suicide rates.

The session will also address stigma and barriers to help-seeking in these populations.

SESSION OBJECTIVES

By attending this presentation delegates will be able to:

- Identify current suicide trends by age and gender, referencing the latest UK data
- Understand the unique risk and protective factors for suicide in different demographic groups
- Recognise how stigma and societal attitudes impact suicide risk and help-seeking behaviour
- Develop tailored approaches to support individuals at risk across the lifespan



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SUICIDE AWARENESS WEBINARS

THE RIPPLE EFFECT: SUICIDE'S IMPACT ON FAMILIES, WORKPLACES, AND COMMUNITIES

SESSION OVERVIEW

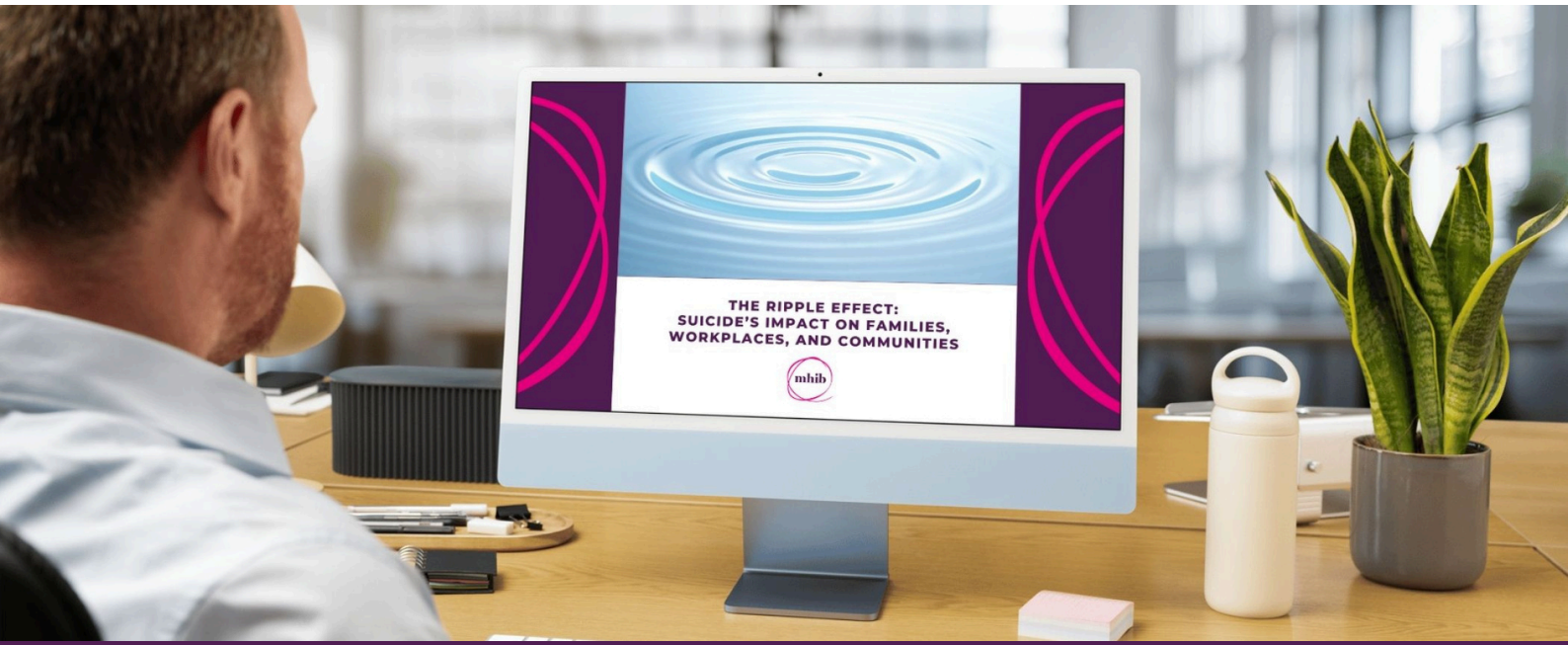
This webinar examines the broader impact of suicide beyond the individual, focusing on the emotional, social, and economic effects on families, colleagues, and communities.

The session introduces the concept of "the ripple effect," addresses the risk of suicide contagion, and highlights the importance of supportive environments and community-based prevention.

SESSION OBJECTIVES

By attending this presentation delegates will be able to:

- Explain the ripple effect of suicide and its consequences for those left behind
- Recognise signs of distress and increased risk among bereaved individuals and groups
- Identify strategies to support affected families, teams, and communities, including safe communication and reducing contagion risk
- Promote a culture of openness and support to reduce stigma and foster resilience



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EXPANDING SUICIDE AWARENESS AND PREVENTION: POSTVENTION SUPPORT

In the aftermath of a suicide, the impact on individuals, teams, and the wider workplace community can be profound and far-reaching. While suicide prevention remains a critical focus, it is equally important to recognise the unique needs that arise following such a loss.

Postvention - the support and guidance provided after a suicide - plays a vital role in helping those affected navigate their grief, reduce the risk of further harm, and foster a compassionate and resilient workplace environment.

Effective postvention support not only addresses the immediate emotional and practical needs of bereaved colleagues but also helps to mitigate the risk of suicide contagion, reduce stigma, and promote recovery.

By offering structured, evidence-based interventions - such as one-to-one support, team debriefs, and specialist training for managers - we empower organisations to respond with confidence and care during some of their most challenging moments.

Our expanded postvention support package is designed to ensure that no one has to face the aftermath of suicide alone.

Through tailored support, ongoing follow-up, and a focus on building suicide-safer workplaces, we are committed to helping organisations and individuals move forward with hope, understanding, and resilience.

ADDITIONAL POSTVENTION SUPPORT OFFERINGS

- One-to-one support with qualified practitioners (short- and long-term options)
- Team-based debriefs and facilitated support sessions
- Peer support groups (open and closed, including for specific groups such as men or professionals)
- Ongoing follow-up, especially around anniversaries or significant dates
- Training for managers and colleagues on how to support bereaved staff
- Resources and guidance for families, including practical and emotional support

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EXPANDING SUICIDE AWARENESS AND PREVENTION: POSTVENTION WEBINAR

SUPPORTING COLLEAGUES AFTER SUICIDE: IMMEDIATE AND ONGOING WORKPLACE RESPONSE

SESSION OVERVIEW

This one-hour webinar provides practical guidance for managers and staff on how to respond to the death of a colleague by suicide.

It covers immediate actions, communication, emotional support, and the importance of leadership in fostering a compassionate and supportive environment.

SESSION OBJECTIVES

By attending this presentation delegates will be able to:

- Understand the principles and aims of postvention in the workplace
- Identify immediate steps to support individuals and teams after a suicide
- Learn effective, compassionate communication strategies and safe messaging
- Recognise signs of distress and when to refer for additional support
- Promote ongoing support and recovery, including the role of leadership in trust-building



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EXPANDING SUICIDE AWARENESS AND PREVENTION: POSTVENTION WORKSHOP

SUICIDE POSTVENTION IN PRACTICE: BUILDING A SUICIDE-SAFER WORKPLACE

SESSION OVERVIEW

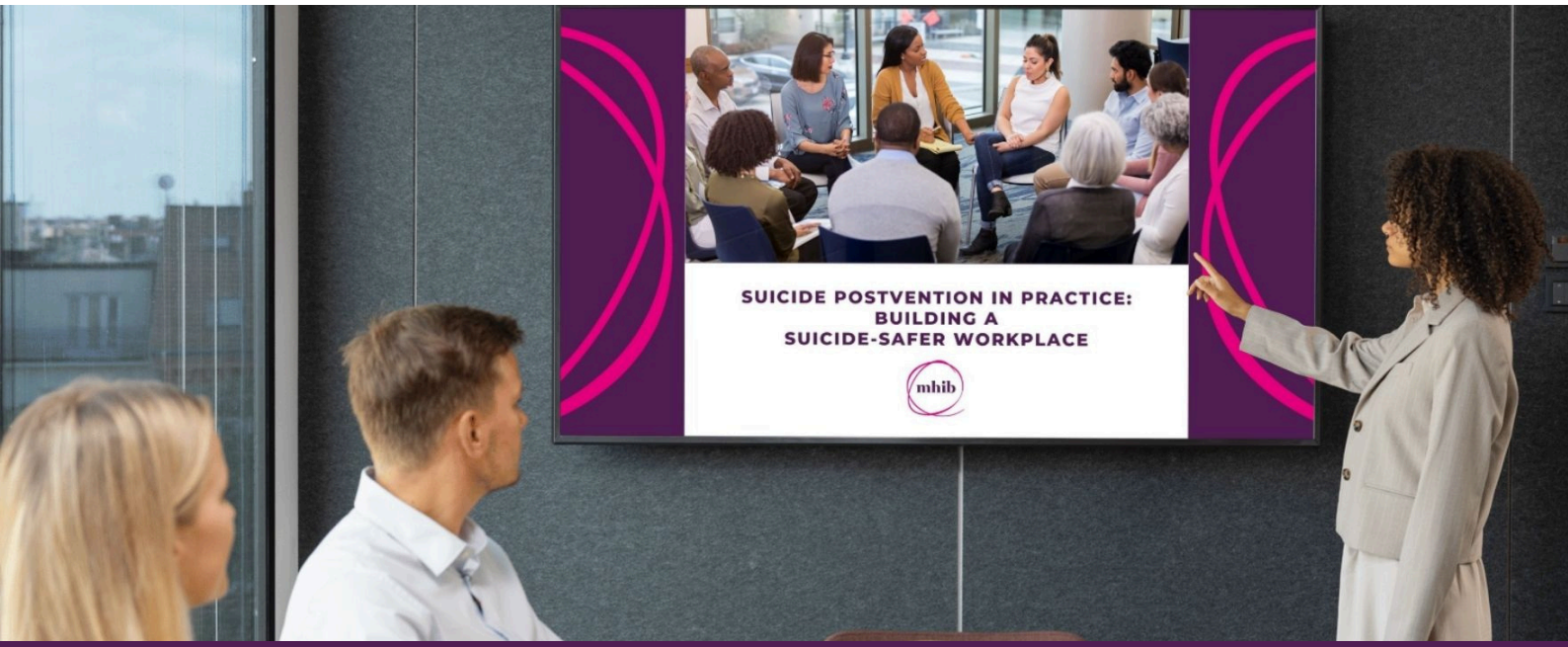
This interactive workshop equips participants with the skills to implement effective postvention following a suicide in the workplace.

Through case studies, group discussion, and role play, attendees will learn how to support individuals and teams, develop a postvention plan, and create suicide safety plans for those at risk.

SESSION OBJECTIVES

By attending this presentation delegates will be able to:

- Understand the psychological and organisational impact of suicide loss
- Develop a tailored postvention response plan, including roles and responsibilities
- Practice skills for supporting bereaved individuals and teams, including active listening and trauma-informed approaches
- Learn how to create and implement suicide safety plans for at-risk colleagues
- Explore strategies for ongoing monitoring, follow-up, and feedback to continually improve postvention support



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OUR LEAD TRAINERS

CLAIRE RUSSELL. CEO, FOUNDER & LEAD TRAINER



- 20+ years business ownership and leadership experience
- Mental Health Coach and Trainer
- Mental Health First Aid Instructor
- Suicide First Aid and Suicide Prevention Instructor
- International Speaker
- Strategic Partnership Lead

Claire is passionate about helping to effect change by educating people, by breaking down taboos and opening up the conversation about mental health.

STEVE HEATH



- Co-founder and Client Services Director
- 10+ years business ownership and leadership experience
- Mental Health Coach and Trainer
- Mental Health First Aid Instructor
- Yoga Alliance accredited Breath-work Teacher
- Client Relationship Management Lead

Steve's vision is to lead a global shift in mental health in the workplace. He is passionate about helping businesses to create meaningful and impactful wellbeing programmes.

JAY UNWIN



- Over a decade of experience spanning education, fitness, and psychology
- MSc in Psychology and BSc (Hons) in Biology
- Graduate member - British Psychological Society
- Associate member - International Stress Management Association
- Associate member - British Society of Lifestyle Medicine
- Former science teacher, functional fitness coach, and gym owner
- Lived experience of burnout, cancer, depression, and fibromyalgia

Jay's mission is to drive cultural change and equip individuals and organisations with the tools to thrive in work and life.

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CASE STUDY

Following Covid - we had all changed. We had re-evaluated our lives and what was important to us. It also took a toll on our mental health. Our business recognised the need to reassure our workforce that we understood the impact on everyone and wanted to provide as much support as possible – in the words of our CEO, to 'put our arms around the business'.

The business has formed an enviable reputation, over 100 years, offering jobs for life for those that want safe and secure employment. It is vitally important to us that we retain our unique offering, a family business for families. We have 3rd generation colleagues working in the business but we recognise the needs of today's workforce may differ to those of yesterday. **Our partnership with Mental Health in Business has been a perfect fit for our organisation, reaching all levels and length of service.**

We introduced 40 mental health first aiders across the country, that has allowed us to facilitate many conversations and offer a whole new level of support to our colleagues, peer to peer.

We have taken our full management team through the 'Managing Mental Health' course and grown their confidence – not just in managing mental health but holding open and honest discussions too.

MHIB host **monthly webinars for our whole workforce**, which are recorded so can be accessed at any time for people who maybe can't make the session, for example as a result of our different shift patterns. These are regularly attended by our senior team and we do not underestimate the power of the leadership teams visibility – **it really helps our colleagues know, we are taking this seriously**.

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CASE STUDY

In our engagement survey, we have specific commentary referencing the MHIB partnership.

"It's good to see that our business offers support on mental health"

"I really enjoy the webinars, I particularly enjoyed the Menopause one, it's always been a closed subject until now"

"The introduction of MHFAs is a really welcome step from WHM, the company is going in the right direction with this help"

"The webinars make me think differently about my own mental health"

For us, this is endorsement from our colleagues for our partnership.

Our MHFAs report that they feel really empowered to help others. It's no surprise that our wellbeing score has increased year on year since the introduction of MHIB.

Finally, I would add that is a privilege to work with the MHIB team who are exceptional in their knowledge and delivery.

The topics are delivered with sensitivity, warmth and compassion, all while understanding your business complexity – it is not one size fits all, which was hugely important for us.

To anyone wanting to introduce mental health support into your business, do it without hesitation.

The team are so knowledgeable and made the administration side of things very easy, the quality is top notch, I've never seen a better package put together.

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OUR CLIENTS

























































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