



City Mental Health
Alliance UK

Training Courses





“In May 2020 the City Mental Health Alliance (CMHA) delivered virtual Mental Health First Aid training to 16 Bank of England colleagues. The CMHA helpfully adapted the course, which is usually delivered physically, to be accessible remotely.

The course remained interactive and engaging despite the redesign to suit the situation. All 16 Bank colleagues enjoyed the course, and came away with added confidence, skills and knowledge to provide a new layer of mental health and wellbeing support to Bank staff.”

Wellbeing Lead, Bank of England

“HSBC’s Mental Health First Aiders across the Private Banking division attended the CMHA’s 60-minute skills refresher course, which was excellent. It provided really practical tips on how Mental Health First Aiders can best support their colleagues in the current pandemic, as well as look after themselves.

Our attendees not only valued the chance to refresh their skills and make it relevant for the current environment, but they also appreciated the opportunity to share their Mental Health First Aid experiences and learn from each other.”

Rob L Embury

**Country Head, Corporate Client Group and Wealth Client Group,
Private Banking, HSBC UK Bank plc**



CMHA training courses to support your business

In the UK, evidence suggests that around 1 in 4 people experience mental health issues in their workplace¹ and approximately 12.7% of all sickness absence can be attributed to mental health conditions².

With the ongoing issues caused by COVID-19, it is highly likely that even more of your employees are struggling to maintain good mental health and optimal performance. That is why the CMHA has developed a range of new training courses to help you to support the wellbeing of your people during this pandemic.



“Improving understanding of mental health and stigma, developing the mental health literacy of your organisation and giving people the right skills and confidence to

have good conversations about mental health are crucial to creating a healthy and inclusive culture in the workplace.”

Poppy Jaman, OBE, CEO, CMHA

Our courses will develop your people’s skills in spotting the signs of poor mental health in themselves and colleagues. It will increase their understanding of common mental health conditions, such as anxiety, stress and depression, and give them strategies for monitoring their own mental health as well as the skills to have those difficult conversations about mental health with colleagues.

Our range of courses has been specifically designed to meet the needs of employees in the workplace and we can tailor the focus and content of the course to meet the unique requirements of your organisation.

We can deliver all our training courses online at a date and time that is convenient for you.

¹Lelliott, P., Tulloch, S., Boardman, J., Harvey, S., & Henderson, H. (2008). *Mental health and work*.

²ONS. (2014). *Full Report: Sickness Absence on the Labour Market, February 2014*.



Key benefits of training

- ✓ Improve employee health through encouraging responsibility for personal wellbeing
- ✓ Ensure your line managers have the key skills to effectively support their direct reports during the current pandemic
- ✓ Reduce stigma and discrimination by increasing understanding and awareness of mental health
- ✓ Develop line manager/leader skills to better promote the wellbeing of their teams
- ✓ Improve mental health literacy and build confidence to have 'good' conversations around mental health

Why choose CMHA for your training needs?

The City Mental Health Alliance is a leading International authority on workplace mental health and wellbeing. Our training courses have been developed in collaboration with leading global businesses and expert advisors in the field of mental health and wellbeing.

Our trainers are mental health and workplace wellbeing professionals with extensive business experience at senior levels. They bring to the training an understanding of the business environment, offering a pragmatic and flexible approach whilst enabling participants to explore the subject matter in a safe environment, offering guidance, solutions, strategies and tools to implement in the workplace. They undergo a thorough assessment and quality assurance process to ensure that the training we deliver is always of a high standard.

You can tailor your course based on our range of standard courses listed on the next few pages. Or we can create a course specific to your organisation's needs.

Contact us

Email us at cmha@citymha.org.uk to discuss your training needs and to find out how we can help you maintain a culture of good mental health in your organisation.

CMHA Training Summary 2021

Average overall event rating (out of 10)	Would you recommend? (out of 10)
Overall, how would you rate the course on a scale of 1 to 10 (where 10 = excellent and 1 = extremely poor)?	On a scale of 1 to 10, would you recommend this course to others (where 10 = definitely recommend and 1 = would not recommend)?
8.92	9.1

"This was the most enjoyable, emotional and thought provoking course I've been on. I'm such an advocate in Mental Health and Wellbeing and would recommend this course to anyone - we need to highlight this area and need more people/colleagues to be more aware."

Mental Health First Aid 2-day course

Event experience	Yes
Did this course give you confidence to look after your own mental health and well-being?	95%
Did this course help provide clarity on what the boundaries and focus of your role should be?	95%
Did this course increase your knowledge of the resources and places that are available to provide support for yourself and others?	95%
Did this course give you the confidence to have a conversation with a colleague about their mental health?	95%

Attendees

Total course attendees* 975

*Total does not include attendees at open access courses

Please note: These figures represent average of all survey respondents across all courses where surveys were permitted by the client.

Attendee comments

Question:
If you enjoyed the event today, please tell us what you found most enjoyable/useful?

"What a productive two days; if more people took the time to attend courses like this maybe the world would be so much better for those that are in need."

MHFA 2-day course

"The hosts have been amazing and very easy to engage with which made the sessions very enjoyable."

Mental Health Awareness in the Workplace

"This training session was thought-provoking and forward looking, with theoretical content being brought to life by a trainer with good knowledge of the issues being discussed. I would thoroughly recommend."

Mental Health & Race course

"I enjoyed the way it was delivered, it felt like a safe and open place to discuss things. The use of the videos I believe were a very effective and engaging. I would love to be more involved in mental health!"

Mental Health Awareness in the Workplace

"There's nothing really to say apart from the fact that it was absolutely amazing. To be completely honest I thought this is going to be a "tick it off" type event; however, it was more than I have expected. I loved it."

Mental Health Awareness in the Workplace

"The case studies especially has helped me find a good way to interact with people that are going through a hard time."

Mental Health Awareness in the Workplace

"The materials and delivery of the course exceeded my expectations. There was a lot to cover but at no point did it feel rushed like other courses can."

MHFA 2-day course



**City Mental Health
Alliance UK**

Skills for a mentally healthy workplace

About our standard training courses

There are courses for line managers, HR and wellbeing professionals, senior business leaders and Mental Health First Aiders or Mental Health Champions. Each course is created in collaboration with businesses, industry advisors and mental health experts.

Our trainers have years of experience in mental health training, have worked in the corporate environment and are confident in delivering training online. All our training can be delivered online or in-person.

If none of our standard courses can be tailored meet your needs, we would be happy to create a unique course specific to your organisation's requirements.

Tailored in-house webinar, training & panel events

We can suggest and source speakers for a panel event, provide a Chairperson to lead the day or support your event in a host of other ways.

Find out more about how we can work with you to create a memorable and high-impact event by contacting Kate at cmha@citymha.org.uk.





Our standard training courses

- Mental Health Awareness for the Workplace 3 hours
- Mental Health & Wellbeing for People Managers 3 hours
- Mental Health & Race in the Workplace 90 mins
- Psychological Safety in the Workplace 90 mins
- Unhealthy Perfectionism & Imposter Syndrome 90 mins
- Mental Health First Aid 2 days
- Mental Health First Aider Refresher Course 4 hours
- CPD for Mental Health First Aiders / Wellbeing Champions / Ambassadors Network – Remote Support 60-90 mins
- Executive Leadership Masterclass 60-90 mins
- Mentally Healthy Hybrid/Remote Working 90 mins
- Bereavement in the Workplace 90 mins
- Thriving Through Change and Uncertainty 60-90 mins

You can find more details about each of these courses on the following pages.

Mental Health Awareness for the Workplace

Online: 3 hrs / In-person: 4 hrs
Group size: 5-35
Audience: All

Overview

There is clear evidence showing businesses that prioritise mental health and wellbeing see tangible benefits for their workforce as well as significant returns on investment.

CMHA's half-day course has been designed to ensure your employees understand the essentials of workplace mental health and what they can do to support their own and their colleagues' wellbeing.

A combination of knowledge and skills development means all participants leave the course with a personalised action plan enabling them to implement these back into their workplace.

What this course will cover

- Understanding mental health
- Building a mentally healthy working culture
- Common mental health diagnoses – anxiety disorders and depression
- Key stages in having a mental health conversation
- Internal resources and support pathways

Learning outcomes

By the end of the course, participants will be able to:

- Identify the main signs and symptoms of mental ill health
- Confidently have an open and appropriate conversation about mental health at work
- Know internal support and resources - signpost colleagues and access for themselves
- Understand their own mental health and wellbeing and how to protect and nurture it
- Understand how they can actively support and develop a mentally healthy workplace

Mental Health and Wellbeing for People Managers

Online:	2 – 3 hrs	/	In-person: 4 hrs
Group size:	5 - 35		
Audience:	All employees		

Overview

This course is specifically designed to help people managers understand how to support the mental health and wellbeing of their teams. It will look at the business case for mental health, defining what we mean by mental health and looking at the concept of the mental health spectrum. It goes on to examine common causes of work-related stress and its contribution to mental ill health. It will also discuss how line managers can help prevent workplace stress and give a good understanding of how to spot signs and symptoms of mental ill health.

The next part of the course looks at how managers can support good mental health and create a culture of wellbeing. It explores the role of leaders in setting tone and challenging stigma, as well as practicing listening and communication skills – providing a framework to have an appropriate and effective mental health conversation. This learning is put into practice with some tailored case studies and discussion.

What this course will cover

- Understanding mental health
- Causes, signs and symptoms of mental ill health in the workplace
- Supporting good mental health and building a mentally healthy working culture
- Key stages in having a mental health conversation
- Internal resources and support pathways

Learning outcomes

By the end of the course, participants will be able to:

- Identify the main signs and symptoms of mental ill health
- Confidently have an open and appropriate conversation about mental health with direct reports
- Know internal support and resources - signpost colleagues and access for themselves
- Understand their own mental health and wellbeing and how to protect and nurture it
- Understand how they can actively support and develop a mentally healthy workplace

Mental Health and Race in the Workplace

Online:	3hrs /	In-person: 4 hrs
Group size:	6 - 16	
Audience:	All employees	

Overview

The feeling of being together and not alone can help us open up with each other to increase race confidence and improve mental health and wellbeing in the workplace. Effecting change can often feel overwhelming, uncomfortable and lead to fear of saying the wrong thing, causing offence and simply not knowing enough. These feelings often lead to inaction!

This course aims to build awareness and understanding of the disparities experienced by people of Black and Minority Ethnic backgrounds and the intersectionality of race, racism and mental health. Participants will learn about racism and systemic racism, micro-aggression and allyship. The course will also cover the key stages for having compassionate conversations that will promote engagement, coalition building and the necessary actions to create psychologically safe environments for ethnically diverse people in the workplace.

What this course will cover

- Identify disparities and impact of racism on mental health.
- Historical overview of racism, micro-aggression and systemic racism.
- Developing allyship through reflective practice.
- Key stages in having a race and mental health conversation.
- Useful resources and support pathways.

Learning outcomes

By the end of the course, participants will be able to:

- Identify how disparities caused by racism impact the mental health of people of Black and Minority Ethnic backgrounds.
- Create and empower allies through facts and evidence-based information.
- Build race confidence and platforms to talk alongside people of Black and Minority Ethnic backgrounds.
- Promote proactive engagement and supportive conversations about race and mental health.
- Coalition-building to create resilience in the workplace.

Psychological Safety in the Workplace

Online / in person:	90 mins
Group size:	5 - 35
Audience:	All employees

Overview

Psychological safety is crucial to enable human flourishing. According to the FCA, creating an environment where employees feel safe to share ideas and speak up where they see issues, results in more productive and innovative businesses. It reduces the potential for inappropriate risk taking or behaviour which can result in major incidents of misconduct, causing harm to consumers and markets.

This course will examine the factors that leaders need to consider to when it comes to creating cultures that really do enable people to speak up on issues, to present a new idea or innovation, and to challenge the status quo. It will give participants strategies and tools to create a culture of psychological safety for all employees.

What this course will cover:

- What psychological safety is and its importance to a successful business
- Fear and futility – the impact of fear of consequences on organisations
- Factors which can prevent people from feeling psychologically safe
- Creating the right climate for improvement – how to cultivate trust and remove barriers
- How to lead by example and empower employees to innovate

Learning outcomes

By the end of the course, participants will be able to:

- Identify the factors that contribute to psychological safety in the workplace.
- Understand what employees need to feel empowered to speak up and flourish.
- Build confidence in role-modelling behaviours to promote safe environments.
- Identify working processes or rules that inhibit creative working and continuous improvement.
- Understand how to promote a working culture where employees are comfortable being themselves.

Unhealthy Perfectionism & Imposter Syndrome

Online / in person:	90 mins
Group size:	5 - 35
Audience:	All employees, but particularly those in the early stages of their careers

Overview

A healthy striving for excellence is a positive attribute. When people with a healthy striving for excellence fail, they are able to stand back, reflect objectively on their mistakes and learn from them. Conversely, people with unhealthy perfectionism will have unrealistically high expectations and standards for themselves and others. These standards may be attainable, but at significant negative consequence and can be a huge cause of stress and mental ill health.

This course will give participants the skills to identify the difference between a healthy striving for excellence and unhealthy perfectionism. The course teaches delegates practical skills to address unhealthy perfectionism in themselves and create positive change.

Learning outcomes

By the end of the course, participants will be able to:

- Understand the difference between healthy striving for excellence and unhealthy perfectionism.
- Identify behaviours and signals associated with developing unhealthy perfectionism.
- Understand the thoughts and feelings that drive these behaviours and the impact of unhealthy perfectionism on their mental health.
- Understand their own Stress Signature and how they can support their own mental health and wellbeing
- Know internal support and resources - signpost colleagues and access for themselves

Spot the signs

Have confident conversations

Deepen understanding



“We asked City Mental Health Alliance to support us to design and deliver an event for our junior talent on mental health awareness utilising stories, perspectives and topics that felt relevant to the stage in their careers. We worked closely with the team... to devise an event that was inclusive and informative and we really appreciated the perspectives they brought to the table.

We ended up holding a panel event with Deloitte participants but also those from the Thriving from the Start network – which received fantastic feedback both in terms of the openness and honesty of those participating which I think was in part to the expert chairing of the session by CMHA and their ability to hold space for these stories. We also provided a learning element to the session and CMHA delivered an excellent session on Unhealthy Perfectionism – which was packed full of practical and relevant advice.

The whole event felt seamless and we really appreciated CMHA’s input, calmness and professionalism on the day. I’d highly recommend working with them and hope that we can collaborate again in the future.”

Natalie Hall

Thrive in Financial Advisory Lead, Deloitte LLP

Mental Health First Aider – Remote / In-person

Online / in person:	2 days
Group size:	6-16
Audience:	All employees

This accredited two-day course gives participants the skills to become MHFAiders in your business. Participants will learn an in depth understanding of mental health and the factors that affect wellbeing. The course teaches delegates practical skills to spot the signs of mental illness and gives them the confidence to step in and support a person who needs assistance.

This course provides:

- Practical skills to spot the triggers and signs of a range of mental health issues
- Confidence to step in, reassure and support a person in distress using the Mental Health First Aid action plan
- Enhanced interpersonal skills such as non-judgemental listening
- Knowledge to help someone recover their health by guiding them to further support - whether through self-help resources, internal support such as EAP, or external sources such as their GP
- An understanding of how to keep themselves safe while performing their duties

Learning outcomes

By the end of the course, participants will be able to:

- Recognise the symptoms of mental ill health
- Provide initial help
- Guide the person towards appropriate professional help
- Be mindful of their own wellbeing
- Challenge stigma and discrimination

“Awesome course - told it straight and tackled tough issues...”

Mental Health First Aider Refresher – Remote / In-person

Online / in person:	4 hours
Group size:	6-25
Audience:	MHFAiders who passed the course more than 3 years ago

Overview

This accredited 4-hour course gives the MHFAiders in your organisation the opportunity to refresh their skills, the same way your physical first aiders do. It is a great way to demonstrate your organisation's commitment to treating mental health and physical health equally. Investing in the course will give you the confidence that your Mental Health First Aiders continue to carry out their role safely and effectively.

The 4-hour MHFA Refresher course will empower your MHFAiders to:

- Keep their awareness of mental health supports current
- Update their knowledge of mental health and what influences it
- Practice applying the Mental Health First Aid action plan

Please note that the MHFA Refresher is only for people who have completed the MHFA 2-day course.

Learning outcomes

By the end of the course, participants will be able to:

- Recognise the symptoms of mental ill health
- Provide initial help
- Guide the person towards appropriate professional help
- Be mindful of their own wellbeing
- Challenge stigma and discrimination

CPD for Mental Health First Aiders / Wellbeing Champions / Ambassadors Network – Remote Support

Online / in person: 60-90 mins

Group size: 5-40 (can be adjusted to fit your organisations' network)

Audience: MHFAiders, Wellbeing Champions, MH Ambassadors
and anyone in support role

Overview

During the current situation it's likely your MHFAiders / wellbeing champions / ambassadors are noticing an increase in colleagues experiencing mental ill health and are being approached for supportive conversations. Now, more than ever, it is vital this network feels connected across your organisation and is clear on the expectations, practicalities and boundaries of their role.

This session refreshes and reinforces key concepts as well as provide further education to develop skills, knowledge and understanding – preparing those in these roles to better support their own and colleagues mental health and wellbeing as well as ensuring the professional support and resources you have in place are communicated and utilised.

Learning outcomes

By the end of the course, participants will be able to:

- Utilise a framework for having a mental health conversation whilst working remotely
- Be clear on their role as a MHFAider/ Workplace Mental Health Champion / Ambassador
- Spot the signs when a colleague may be experiencing mental ill health whilst working remotely
- Look after their own mental health and wellbeing
- Identify and signpost to internal resources and support pathways

Spot the signs

Have confident conversations

Deepen understanding

Mentally Healthy Hybrid/Remote Working

Online / in person:	90 mins
Group size:	5-30
Audience:	All employees

Overview

Many employees are currently working from home full time or in a hybrid working pattern, with many navigating the competing priorities of their domestic/personal lives alongside delivering on their work.

For some, prolonged homeworking may be having a negative impact on mental health and wellbeing. For others, the uncertainty and complications created by hybrid working can cause anxiety and stress.

Decline in performance and motivation, feelings of isolation, lack of boundaries and potential burnout can be mitigated against by providing the opportunity for teams to develop their awareness, knowledge and skills to support healthier and more effective and sustainable strategies when hybrid or homeworking full time.

"I sometimes feel a bit dubious doing courses, as it really depends on those running it as to whether you get the most out of it. Jaan and Kate have been fantastic and I'm so pleased I was given a place on this course. The external sources and videos were very powerful, as were the exercises."

Learning outcomes

By the end of the course, participants will be able to:

- Understand the principles and good practice of mentally healthy and effective home working
- Set realistic commitments to develop behaviour and habits; enabling them to better fulfil their role whilst working remotely
- Develop effective strategies to support and nurture their mental health and wellbeing
- Identify and access internal resources and support to enable them to better fulfil their role when working remotely

Webinar: Thriving through Change

Online	60 – 90 mins
Group size:	any
Audience:	All employees

Overview

Delivered by Dr Jen Jenkins, Clinical Psychologist

The Covid-19 pandemic precipitated a rapid change to how we work, learn and collaborate. Over the last 18 months, many people have made significant adjustments to maintain their productivity and wellbeing whilst working from home.

It is important for everyone to stay flexible as circumstances evolve and the new ways of working become clarified and defined. The challenge is that change and uncertainty create a threat state for the brain which has the effect of making us cognitively rigid, reducing our capacity to perform to our best and potentially having a negative impact on wellbeing.

This webinar will provide practical support to colleagues as they navigate this period of change and learning. It will explore the relationship between thoughts and feelings. Attendees will learn how to put their thoughts 'on trial' when they find ourselves worrying or adopting a pessimistic outlook.

Participants will learn simple, effective and practical techniques to be able to help themselves and others navigate the changes required to thrive in a hybrid environment.

Jen Jenkins, PhD

Jen's work as a Business Psychologist has been built by combining her academic background in Psychology with over ten years' commercial experience in the pharmaceutical industry culminating in roles as International Director in the areas of Commercial Operations and Learning & Development.



As a business psychology consultant for the last ten years, Jen's approach is to combine simple insights from Psychology and Neuroscience with her commercial expertise to create people development programmes that are aligned with core business objectives and support a culture of productivity and wellbeing. Jen specialises in creating high performing, resilient teams, supporting clients to develop a growth mindset and cognitive flexibility which enables them to thrive in uncertain and challenging times. Jen is also a skilled practitioner in a number of psychometric tools which she uses to support coaching conversations and to provide insight for optimising individual and team performance.

Read more about Dr Jenkins here: <https://bit.ly/3GMhPeK>

Executive Leadership Masterclass

Online / in person:	60-90 minutes
Group size:	5-20
Audience:	Senior Executives

Overview

Working in uncertain, complex and ambiguous situations has become the new normal. This session has been designed specifically for senior leaders to develop the skills and knowledge to confidently lead their organisations through challenging times.

Through a blend of thought leadership, interactive discussion and thoughtful conversations between colleagues, this roundtable session will provide senior leaders with a better understanding of how to look after their own mental health and wellbeing, as well as that of their colleagues and their teams.

It will give them tools and strategies for maintaining the energy and focus they need to sustain performance, as well as teach how to model healthy behaviours.

“Even the most experienced of managers are telling me that they are finding the situation challenging. It is important that they feel supported in adjusting to this new normal so that they can, in turn, better support their teams.”

Poppy Jaman, CEO, CMHA

(Please note we can bespoke the course content and duration to accommodate different audience groups and levels of availability)

Masterclass overview

- Understanding mental health in the workplace and its role in creating successful and sustainable business
- Best practice and innovation from others in your sector
- Your role as a leader in creating a mentally healthy workplace
- Key components of strategy and metrics to support the development of a mentally healthy and psychologically safe workplace
- Supporting your own mental health and wellbeing
- How to appropriately support a colleague in the workplace

Bereavement in the Workplace

Online / in person:	90 mins
Group size:	5-30
Audience:	All employees

Overview

Grief is a natural human response to loss. Managing and supporting the bereaved can be particularly challenging for employers, line managers and colleagues. Losing someone to the Coronavirus will result in additional complications and considerations for the person affected and may lead to traumatic bereavement if unsupported.

Effective and appropriate support can help employees to remain at work and ensure they are looking after themselves during this grieving process. Employers have an opportunity to develop their support to employees through this crisis and make a difference through helpful understanding and building stronger leadership and supportive networks.

"It was extremely informative on the different aspects of poor mental health but also offered a framework in which to support others, with practical tips! Excellent!!"

Learning outcomes

By the end of the course, participants will:

- Have an overview of traumatic bereavement and the grieving process
- Understand the impact of the grief response and behaviours associated to this process in the workplace
- Develop skills to make appropriate approaches to support employees
- Have awareness of both internal and national resources to signpost colleagues towards
- Learn ways to support and look after their own mental health and wellbeing when supporting a colleague experiencing grief

Spot the signs

Have confident conversations

Deepen understanding



Pricing – online course delivery

Course/duration	Standard Rate	CMHA Member Rate
2-day MHFA Course	£5,000 (including delegate materials)	£4,800 (including delegate materials)
1 day	£2,850	£2,600
3 – 4 hours	£2,400	£2,100
60-90 minutes	£1,700	£1,500

N.B. These rates are for online delivery only and may vary for in-person delivery. Please enquire for more information about the costs for in-person courses.

Additional design fees may apply for amendments to standard course content

Contact us

Email us at cmha@citymha.org.uk to discuss your training needs and to find out how we can help you maintain a culture of good mental health in your organisation.



**City Mental Health
Alliance UK**

About the City Mental Health Alliance

The City Mental Health Alliance (CMHA) is a membership organisation that works with senior leaders in large corporate businesses typically from financial, legal, professional services and technology sector to help transform workplaces into mentally healthy environments. The CMHA is established in the UK, Hong Kong and Australia.

The CMHA works hand in hand with members, at a leadership and operational level, to facilitate change and embed good mental health practice within workplaces in a sustainable and measurable way. We are a solutions-focused organisation.

Our strength lies in the unique collaboration of our members, working together to draw upon the vast pool of knowledge and experience from across business, and with guidance from our expert advisory board, to find, test and deliver solutions that work for our members.

Who we work with

The CMHA works directly with senior business leaders and HR and wellbeing professionals to embed good mental health practice within their organisations in a sustainable way.

We have also developed a number of strategic partnerships with organisations, regulators, policy and law makers who have influence over the direction of mental health in the workplace e.g. National Governments, World Health Organisation, World Economic Forum, regulators, industry bodies, and relevant charities.

Our vision

Our vision is to create mentally healthy workplaces and inspire health creation in businesses.

Health creation means creating working environments and experiences that are so positive they improve peoples' health – both physically and mentally.

We do not promote or endorse commercial products and services from other organisations.

Contact us

cmha@citymha.org.uk

www.citymha.org.uk



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Training Courses



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