

Microlink's Mental Health and Wellbeing Support Services



Mental Health and Wellbeing Support Services

With around **1 in 5** people affected by a common mental health condition in the UK, organisations have an important role to play in creating environments where employees feel understood, receive timely support, and are able to thrive. That's why, at Microlink, we're pleased to offer a range of services to help your workforce identify and respond to mental health concerns with confidence.

Each of our mental health support services can be delivered for all employees or tailored specifically for line managers and HR professionals. While we typically focus on common mental health conditions, such as stress, anxiety, and depression, we're also happy to offer completely bespoke programmes designed around your organisation's unique needs and priorities. Delivery is virtual by default, but in person sessions can be delivered for an additional cost.

Safe and healthy working environments are not only a fundamental right for employees but are also associated with improved engagement, wellbeing and productivity across the workforce. Supporting mental health in the workplace can also contribute to fewer days lost to sickness absence, lower staff turnover and recruitment costs, and access to a wider pool of applicants for vacancies.

Whether you're looking to raise awareness, equip leaders with the skills to support their teams, or review and refine your current mental health provision, we're here to help in the following ways.



Lunch and Learn Sessions



Our lunch and learn sessions are awareness sessions suitable for up to 20 attendees. These interactive 60-minute events are designed to fit seamlessly into the working day, making it easy for organisations to build essential mental health awareness. Providing an introduction to mental health and wellbeing in the workplace, our engaging lunch and learn sessions help attendees to recognise the signs and symptoms of common mental health conditions, such as stress, anxiety, and depression, understand the impact these conditions can have on individuals and teams, and develop the confidence to respond appropriately and compassionately in practice.

Attendees will explore the importance of using inclusive and respectful language, learn how to have supportive conversations with colleagues who may be struggling, and examine the barriers faced by those experiencing mental health challenges. They will also discover the role they can play in reducing stigma, encouraging early intervention, and fostering a workplace culture where people feel safe to seek support.

Suitable for employees at all levels, and especially popular with existing teams, our lunch and learn sessions are delivered in a clear and accessible format, providing organisations with a practical first step towards creating a more informed, open, and mentally healthy workplace culture.



Mental Health Awareness Webinars



Our mental health awareness webinars are suited to audiences of more than 20. While these informative 60-minute events offer the same high-quality, evidence-based content as our lunch and learn sessions, their presentation-style format makes them an ideal option for organisations looking to engage larger groups in a single sitting and allows for a more bespoke narrative, tailored to your organisation. Our psychologists work with your stakeholders in advance of the session to ensure the content is highly relevant to your workplace culture, setting and strategic priorities.

Attendees will be introduced to mental health and wellbeing in the workplace, developing their awareness of common mental health conditions, the impact these can conditions have on the workforce, and the barriers faced by those experiencing mental health challenges. They will also explore the role of language in shaping supportive conversations around mental health and build their confidence in responding to colleagues who may be struggling.

Providing clear and accessible information for employees at all levels, our mental health webinars highlight how organisations can promote more inclusive, respectful, and compassionate work environments: where stigma is reduced, early intervention is encouraged, and people feel safe to seek support when they need it.

Mental Health Workshops



Our mental health workshops are engaging 2-hour or half day sessions that provide a more comprehensive exploration of mental health in the workplace. Through a combination of expert facilitation, group discussion, case studies and breakout activities, attendees will develop the knowledge, skills, and confidence to apply their learning in practice.

These interactive workshops explore the wider factors that influence mental health at work, the principles of psychological safety and their relationship with trust and openness, and the role of reasonable adjustments in creating accessible and supportive workplaces. Attendees will also consider how policy, practice, environment, and culture can impact employee wellbeing, and how everyone can contribute to a more informed, inclusive, and mentally healthy organisation.

Using relevant case studies and real-life examples, attendees will examine complex workplace scenarios involving mental health challenges, learn practical techniques for looking after their own wellbeing while supporting others, and become familiar with a range of internal and external resources that can provide further assistance if needed.

Our mental health workshops offer a valuable opportunity to translate mental health awareness into meaningful action. They are especially popular with people professionals, senior leaders and managers. Similarly to our webinars, our psychologists work with your stakeholders in advance to tailor the content to the needs of your organisation.





Mental Health Audits



Our mental health audits provide organisations with expert-led reviews of how effectively mental health and wellbeing are supported across specific areas of the workplace, such as recruitment and retention, environment and culture, awareness and support, and accessibility and adjustments. They are designed to offer a clear understanding of current practice, highlighting strengths as well as opportunities to enhance consistency, effectiveness, and impact.

Bringing together structured reviews of relevant policies and procedures with direct engagement from employees and stakeholders across the organisation, these audits explore both intended approaches to mental health and wellbeing and how they are experienced in daily working life. Findings are presented in accessible reports that outline key themes and include practical, context-specific recommendations that can be implemented within existing ways of working.

Where helpful, our psychologists can also provide support with interpreting audit findings and strategic support in how the recommendations can be translated into meaningful next steps.

Mental Health Toolkits



Our mental health toolkits equip organisations with a practical, accessible resource that facilitates the ongoing development of mental health awareness across the workplace. Bringing together clear guidance, conversation prompts, evidence-based tools and techniques, and signposting information, they offer employees at all levels a reliable point of reference when navigating mental health concerns.

Designed to reinforce learning beyond our interactive sessions, but also suitable as a standalone resource these toolkits support organisations in embedding best practice into everyday working life. They help users recognise the signs and symptoms of common mental health conditions, respond confidently and compassionately within professional boundaries, and identify relevant sources of advice and further assistance when needed.

Suitable for organisations of all sizes, our mental health toolkits complement existing wellbeing initiatives by serving as an easy-to-use resource that promotes informed decision-making and encourages timely access to support. While they are not intended to replace formal policies, procedures, or training, they contribute to more consistent and effective mental health practices across the workplace. Our psychologists work in partnership with your stakeholders to co-design and brand the toolkit, ensuring that the content and narrative is highly relevant to your workplace culture, setting and strategic priorities.

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What's Next



Ready to Get Started?

If you found this brochure helpful, we'd love to support you further. Please reach out to **hellond@microlinkpc.com**

Need more information?

To discuss a more tailored, bespoke solution for your organisation, **our consultants and business development team are here to help.**

We're excited about the possibilities ahead—and look forward to working with you to build a truly inclusive workplace for all.



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people focused solutions

🌐 microlinkpc.com

☎ 02380 240 300

✉ hellond@microlinkpc.com

Microlink pc (UK) Ltd

Microlink House
Brickfield Lane
Chandler's Ford
Hampshire
United Kingdom
SO53 4DP

microlinkpc.com

Registered Number: 03325643

Vat No: 927583587