



STRESS AWARENESS MONTH

TURNING STRESS AWARENESS INTO PRACTICAL ACTION



MENTAL HEALTH
IN BUSINESS



Coventry & Warwickshire
Chamber of
Commerce

CONTENTS

INTRODUCTION	3
STRESS AWARENESS MONTH OFFERS	4
STRESS AWARENESS WEBINAR	
◆ Be the Change: Small Actions to Reduce Stress and Build Everyday Resilience	5
STRESS AWARENESS WORKSHOP FOR MANAGERS	
◆ Leading Through Stress: A Manager's Guide to Legal Duties, Psychological Risk and Supportive Conversations	6
ABOUT US	
◆ Our Lead Trainers	7
◆ Case Study	8
◆ Our Clients	10

INTRODUCTION

MHIB is a proud Coventry & Warwickshire Chamber member and we're pleased to offer our Stress Awareness Month Offer to Chamber members with an additional 10% discount.

In today's fast-moving, uncertain working environment, stress is no longer something organisations can afford to view as "just part of the job".

Rising workloads, constant change, and wider global pressures are having a very real impact on people's mental health - and increasingly, on organisational performance, absence, and risk.

At the same time, expectations are shifting. UK employers have a clear legal duty to assess and manage risks to psychological health, not just physical safety. The Health and Safety Executive (HSE) continues to highlight work-related stress as a key area of focus, with recent enforcement cases reinforcing the importance of taking a proactive, preventative approach.

For many organisations, this creates a challenge: how do you move beyond awareness into meaningful, practical action?

Stress Awareness Month 2026 provides a timely opportunity to reset the conversation. This year's theme, #BeTheChange, reminds us that while we may not control every external pressure, we can take small, consistent steps to reduce stress and build resilience - at an individual, team and organisational level.

At Mental Health in Business (MHIB), we specialise in turning complex challenges into practical, real-world solutions. Our approach combines evidence-based insight with lived experience and a deep understanding of organisational realities, helping businesses create healthier, safer and more sustainable ways of working.

This April, we're supporting organisations to take that next step - with focused, accessible sessions designed to build confidence, reduce risk, and create lasting change.



Claire Russell
Founder & CEO



** To access the additional discount, simply mention your CW Chamber membership when enquiring.*

STRESS AWARENESS MONTH OFFERS

To support organisations during Stress Awareness Month, we've created two brand-new sessions designed to work at every level of your organisation. Our Be the Change webinar empowers employees with practical, everyday actions to reduce stress and build resilience, while our Leading Through Stress workshop equips managers with the knowledge, tools and confidence to meet their legal responsibilities and support their teams effectively.

Together, they provide a joined-up approach helping individuals take ownership of their wellbeing, while giving leaders the clarity and capability to manage stress proactively and responsibly. All sessions are available at a **reduced rate for bookings made in April**, with options to book individually or combine both for maximum impact.

STRESS AWARENESS MONTH OFFERS AVAILABLE THIS APRIL

Webinar Only	Combined Package	Workshop Only
1 x Be The Change Webinar 1 hour session Virtual delivery All-team	1 x Leading Through Stress Workshop 2 hour interactive workshop Virtual delivery Max 24 delegates per cohort 1 x Be The Change Webinar 1 hour session Virtual delivery All-team	1 x Leading Through Stress Workshop 2 hour interactive workshop Virtual delivery Max 24 delegates per cohort
Member Price £756* + VAT Offer Price £840* + VAT RRP £1,050. Saving £294.	Member Price £1,732* + VAT Offer Price £1,925* + VAT RRP £2,750. Saving £1,018.	Member Price £1,224* + VAT Offer Price £1,360* + VAT RRP £1,700. Saving £476.

If you'd like to explore how these sessions could support your people...

We'd love to have a conversation.

You can speak to your usual Mhib contact or email info@mhib.co.uk to discuss options and lock in our Stress Awareness Month pricing.

Prices shown above are for individual cohorts.

We can also work with larger organisations requiring multiple cohorts and/or tailored programmes - supporting organisations to move from one-off activity to a more strategic, joined-up approach to mental health and wellbeing.

Pricing available on request for larger organisations requiring multiple cohorts.

*Member Price includes additional 10% discount, please mention your CW Chamber membership when enquiring. Offer prices valid until 30th April only. RRP will apply from 1st May.

STRESS AWARENESS MONTH APRIL 2026

WEBINAR

BRAND
NEW
FOR
2026

BE THE CHANGE: SMALL ACTIONS TO REDUCE STRESS AND BUILD EVERYDAY RESILIENCE

Session Outline:

This uplifting, accessible webinar is designed for everyone in your organisation who is feeling the impact of ongoing change, uncertainty and rising pressures. Anchored in Stress Awareness Month 2026's #BeTheChange theme, it focuses on the power of small, consistent actions to reduce stress and build resilience – at an individual, team and organisational level.

We begin by demystifying stress: what it is, how it shows up in our minds, bodies and behaviours, and how it differs from everyday pressure. We draw on current UK insights to show that stress is common but not inevitable, and emphasise that even when we cannot control the global or organisational picture, we can still choose small steps that make a real difference to our wellbeing.

The webinar then explores “be the change” in practice: simple daily habits, micro-boundaries, realistic self-care and supportive conversations that anyone can use to move from feeling overwhelmed to feeling more in control. We lightly introduce what UK employers are expected to do under HSE guidance on work-related stress, so participants understand that stress at work is a recognised health and safety issue – and that their voices, feedback and actions help create safer, healthier workplaces.

Throughout, we highlight how small actions – such as checking in with a colleague, challenging unhelpful myths about stress, taking short breaks, or asking for clarity – can ripple out to influence team culture and organisational change. Participants leave feeling empowered, not blamed: clear on what they can do today, this week and this month to “be the change” for themselves and others.

Session Objectives:

By the end of this webinar, participants should be able to:

- Describe what stress is, how it differs from normal pressure, recognise common signs of stress in themselves or colleagues and understand how change or uncertainty contribute to stress.
- Explain how small, everyday actions – such as taking short recovery breaks, setting simple boundaries, moving their body or connecting with others – can reduce stress and build resilience over time.
- Identify at least three personal “be the change” actions they can start this week to support their own wellbeing during times of uncertainty.
- Outline at least two ways they can contribute to a kinder, lower-stress workplace culture by using their influence.

STRESS AWARENESS MONTH APRIL 2026

WORKSHOP FOR MANAGERS

BRAND
NEW
FOR
2026

LEADING THROUGH STRESS: A MANAGER'S GUIDE TO LEGAL DUTIES, PSYCHOLOGICAL RISK AND SUPPORTIVE CONVERSATIONS

Session Outline:

This workshop is designed specifically for managers, leaders, supervisors and HR professionals who are leading teams through high levels of change, transformation or restructuring. It bridges the gap between “wellbeing intentions” and the practical, day-to-day actions managers must take to meet their legal responsibilities, protect their people and maintain performance.

The session gives a clear, accessible overview of the HSE Management Standards for work-related stress, what “reasonably practicable” looks like in real organisational settings, and what recent HSE enforcement action (particularly in the Further Education) sector tells us about where organisations – and line managers – are getting it wrong. Participants will explore how psychosocial hazards such as workload, role clarity, control, support, relationships and change are experienced by their teams, and how to use a risk-assessment mindset, not just reactive support, to reduce those risks.

Through short case studies, small-group activities and practical tools, managers will practise how to have timely, compassionate and bounded one-to-one conversations about stress, including what to ask, what not to ask, and how to agree realistic adjustments that support both wellbeing and business needs. The workshop also reminds managers how to spot early warning signs, know when and how to escalate concerns, and look after their own wellbeing so they can lead sustainably through ongoing uncertainty and organisational change. Throughout, the emphasis is on real-world application: participants leave with a clear understanding of their role, increased confidence to act, and a simple action plan to start improving how stress is identified, discussed and managed in their own teams.

Session Objectives:

Having attended this session, attendees will be able to:

- Summarise their key legal responsibilities around work-related stress (including the HSE Management Standards and the requirement to assess and control psychological risks) and describe learnings from recent HSE enforcement action.
- Identify at least five common work-related stressors in their own context and use a simple risk-assessment approach to plan practical, preventative control measures.
- Conduct a structured, compassionate one-to-one conversation about stress with a team member using a clear framework, including agreeing reasonable adjustments and knowing when to involve HR, Occupational Health or other support.
- Create a personal leadership action plan outlining at least three specific steps they will take in the next three months to reduce stress risks, foster psychological safety and model healthy working practices for their teams.

OUR LEAD TRAINERS

CLAIRE RUSSELL. CEO, FOUNDER & LEAD TRAINER

- Clarity Coach
- Menopause Experts Group Menopause Trainer and Coach (MEG)
- Breathe to Heal Facilitator (Yoga Alliance Approved)
- MHFA England Mental Health First Aid Instructor (Adult)
- MHFA England Mental Health First Aid Instructor (Youth)
- Understanding Suicide Intervention (NCSPET)
- Understanding Suicide Intervention Children and Young People (NCSPET)
- Source Process and Breathwork Practitioner and Therapist (GPBA Accredited)



With over 20 years of corporate leadership experience and a powerful personal story, Claire is a passionate advocate for breaking mental health stigma and reducing suicide rates. Her work is shaped by lived experience, including her own mental health challenges and the loss of her partner to suicide, making her a deeply authentic and impactful speaker, trainer, and coach. Claire is also a long-standing volunteer with Samaritans and a sought-after voice on resilience, workplace wellbeing, and suicide prevention.

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 Breathwork 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.



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.**

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 it 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.

OUR CLIENTS

