

# CLEAR

for business

## Supporting Business Productivity through Workforce Wellbeing, Increased Attendance and Staff Retention

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**Employee  
Assistance**



**Training  
& Development**



**Trauma  
Informed**

**CLEAR**

Emotional Trauma & Therapy Specialists

**business@clearsupport.net**  
**clearsupport.net**

Charity No. 1165574

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*“Supporting the mental health of our colleagues is of great importance to us. Although we already had two trained mental health first aiders, we wanted to ensure some of our key line managers also had the knowledge and skills to identify who in their teams may be struggling with their mental health. Clear delivered excellent training that facilitated some open and honest discussions. The course was very informative and interesting. Since having the training, I’ve noticed that there is more conversation about mental health which is helping reduce the stigma associated with it.”*

**Allen & Heath**

Professional Audio Manufacturer, Cornwall



## **CLEAR for Business helps organisations to increase employee wellbeing, attendance, and engagement, supporting increased productivity and staff retention.**

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CLEAR for Business delivers a menu of workforce training, wellbeing resources, policy development, critical incident and 1-2-1 support. We will work hard to understand your individual business needs and tailor both the content and delivery of our support to meet your needs. Whether you need training for Mental health First Aiders or want to become a Trauma Informed Workplace – or anything in between, CLEAR for Business can help.

And that's not all, CLEAR for Business is a Workforce Offer with an important difference. By investing in your workforce through CLEAR you will also be helping many other people in the county that we are proud to call home. Every penny of surplus will be reinvested into our charitable work, preventing, reducing, and helping children, young people, and adults to recover from the harm caused by sexual and relational abuse, violent crime, and other traumatic experiences.

Support and delivery is enabled through a team of highly skilled and experienced business experts, trainers and practitioners. All our therapists and counsellors are trained, qualified, and registered with the appropriate governing body such as the British Association of Counsellors and Psychotherapists. Our services are monitored and evaluated against national standards and insights gained from feedback is used to continuously improve and develop what we do.

# The CLEAR for Business Offer

## Training:

Accredited and bespoke training, delivered online, in your workplace or in our training spaces:

- **Mental Health in the Workplace and Beyond:** for management teams and Boards
- **Mental Health First Aid:** accredited by Mental Health First Aid England, for workplace champions, peer supporters (peer partners)
- **Safeguarding L3: Children and Adults:** an accredited lifetime qualification for safeguarding leads and anyone working closely with children or vulnerable adults
- **Connect 5:** positive emotional wellbeing based on Public Health England's Five Ways to Wellbeing – suitable for all of your workforce
- **Peer Support Training:** training for Peer Supporters and how to successfully introduce a 'Peer Partner' offer within your workplace
- **Bystander Training:** helping to recognise and respond safely and with confidence to bullying, harassment and inappropriate behaviour in the workplace and beyond
- **Bespoke workshops tailored to your need:** examples are, building emotional resilience, managing anxiety, tackling sexual harassment, mindfulness, sleep, impact of trauma (and more)

## Resources:

A range of physical, online and in-person resources for ongoing support

- CLEAR about Wellbeing journals for your staff
  - A signposting toolkit to other help and support
  - Policy review, development and implementation
  - Helpline and signposting service for managers, supervisors, and peer supporters
  - Quarterly Peer Networking events (an opportunity for wellbeing champions in small businesses to learn and access support)
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- Bi-annual safeguarding bulletins and updates
- Opportunities for your people to volunteer, fundraise and share skills.

### **Critical Incident Support:**

Accidents and unexpected incidents can happen in and near the workplace. These can be upsetting and disruptive. Our team can help people to understand their responses to witnessing traumatic events and provide strategies and support for recovery.

- De-escalation support for people who witness traumatic events or incidents in the workplace (group and/or 1-2-1)
- Where needed, ongoing emotional support for longer-term impacts.

### **1:1 confidential counselling for individual employees:**

- Our team of qualified therapists and counsellors can support people who have witnessed or experienced trauma, including traumatic bereavement, abuse, and violence. We can also provide support for people who self-harm.
- If a member of an employee's family is struggling with any of the above, this can impact on that team members attendance and performance at work. We can help them to understand what is happening for their family member and how best to support them.

CLEAR for Business Support can be purchased as stand-alone items or through monthly payment plans for our Silver, Gold and Platinum options. The Platinum Offer includes the CLEAR Kitemark of a Trauma-Informed Workplace.

<b>Package Options</b>	<b>SILVER</b>	<b>GOLD</b>	<b>PLATINUM</b>
<b>Peer Partner Training</b>	✓ 1 person	✓ up to 3 people	✓ up to 6 people
<b>Ongoing support/ supervision for Peer Partner</b>	✓ 1 Peer Partner	✓ up to 3 people	✓ up to 6 people
<b>Peer Partner Network attendance</b>	✓ 1 Peer Partner	✓ up to 3 people	✓ up to 6 people
<b>Mental Health First Aid (MHFA)</b>	✓ up to 2 people	✓ up to 3 people	✓ up to 6 people
<b>Level 3 Safeguarding</b>	✓ 1 person	✓ 2 people	✓ up to 4 people
<b>MHFA refresher training and updates</b>	✓ 1 person	✓ 3 people	✓ up to 6 people
<b>Connect 5 training</b>		✓ up to 6 people	✓ up to 8 people
<b>Mental Health in the Workplace and Beyond</b>		✓	✓
<b>Bespoke Workshops</b>			✓ 3/year
<b>Critical Incident Support</b>	✓	✓	✓
<b>1:1 Counselling/Therapy</b>	✓ 6 sessions	✓ 12 sessions	✓ 18 sessions
<b>Resources: Wellbeing Journals</b>	✓	✓	✓
<b>Resources: Signposting Toolkit</b>	✓	✓	✓
<b>Review of policy, procedure and practice</b>	✓	✓	✓
<b>Trauma- Informed Workplace CLEAR Kitemark</b>			✓

## **Silver**

- Review of policy and procedure and practice
- Developing and supporting a Peer Partner within the organisation
- Peer Partner Network attendance
- Mental Health First Aid training for 2 members of staff
- Level 3 Safeguarding Training for 1 member of staff
- Refresher training and updates
- Critical Incident Support
- Employee access to counselling (\*6hrs of therapy sessions)

## **Gold**

- Review of policy and procedure and practice
- Mental Health Support in the Workplace – aimed at leaders – half day workshop
- Developing and supporting 3 Peer Partners within the organisation
- Mental Health First Aid training for 3 members of staff
- Level 3 Safeguarding Training for 2 members of staff
- Connect 5 Training for up to 6 members of staff
- Peer Partners Network attendance for 3 members of staff
- Refresher training and updates
- Critical Incident Support
- Employee access to counselling (\*12hrs of therapy sessions)

## **Platinum**

- Review of policy and procedure and practice
- Mental Health Support in the Workplace – aimed at leaders – half day workshop
- Developing and supporting 6 Peer Partners within the organisation
- Mental Health First Aid training for 6 members of staff
- Level 3 Safeguarding Training for up to 4 members of staff
- Connect 5 Training for up to 8 members of staff
- Peer Partners Network attendance for 6 members of staff
- Refresher training and updates
- 3 bespoke workshops
- Critical Incident Support
- Employee access to counselling (\*18hrs of therapy sessions)
- Trauma Informed Workplace CLEAR kitemark



**CLEAR will support you in developing a workforce wellbeing strategy, enabling you to be seen as a safe place in which to work, creating an open, accessible, and positive culture, ensuring that you recruit and retain your most valuable asset, your people.**



**Contact CLEAR**  
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