



Line manager training



Your Line Managers play a vital role in the wellbeing of your staff. As a Unum Group Income Protection customer you have access to our suite of CPD-accredited wellbeing training workshops, designed for line managers and HR people. These sessions aim to empower, upskill and support attendees to confidently spot problems, and provide employees with practical help in the key areas of absence and wellbeing.

With sessions open for up to 350 attendees, our online webinars can support businesses to deliver consistent, interactive training for their line managers. Since 2018, we've delivered our training to over 28,000 attendees, with 91% of them saying their session was good or excellent.

If you're unsure about what areas of wellbeing best suits you, we can also provide a complete mental health and wellbeing review of your business. We'll explore the key issues, and guide you on how to use the training strategically – targeting specific areas of need to demonstrate a more tangible return for your investment.

STRESS MANAGEMENT AND MENTAL HEALTH (2 SESSIONS)



Helping to prevent mental ill-health is not just the 'right thing to do'. Recognising, valuing, improving and protecting mental wellbeing in the workplace also makes sound business sense. Designed as a two-part series taking in prevention and intervention, these hour-long workshops focus on the awareness and the importance of prevention, stress awareness and management, and good mental health and wellbeing in the workplace.

SESSION 1: PREVENTION

This session highlights the importance of laying the core foundations for workplace mental health and wellbeing, understanding the top causes of work-related stress and reducing key triggers. We'll shine the spotlight on the manager, and how to be a positive role model, plus what you can do to build resilience within your workforce.

SESSION 2: INTERVENTION

This session aims to equip line managers with the skills to intervene and provide early support before an employee reaches crisis point. We'll explore the symptoms and signs that suggest someone may be struggling, how to recognise them, and provide detailed guidance on how to have the often difficult and sensitive conversations about employee mental health and wellbeing. We'll also look at the range of tools and resources available to you.

CANCER IN THE WORKPLACE



Developed with our partner Maggie's cancer charity, this workshop shows how and when to provide support. It gives a better understanding of the likely effects of cancer and its treatments – leading to greater confidence in discussing the needs of affected employees.

We'll look at:

- The biology of cancer
- Types of treatment and possible side-effects, including the less obvious
- How to offer appropriate support – from diagnosis to a return to work

PREVENTING MUSCULOSKELETAL DISORDERS IN THE WORKPLACE



With so many more people working from home, this session shows the importance of implementing best practice for maximum comfort, efficiency and safety in the workplace, and identifies the employer's and employee's responsibilities in preventing and managing musculoskeletal disorders (MSDs).

We'll look at:

- Basic anatomy of common MSDs
- Causes of MSD in the working environment
- Practical ergonomic principles to prevent MSD
- Psychological impact of MSDs
- Access to support tools and resources
- Basic understanding of risk factors and adjustments for manual workers

SICKNESS ABSENCE MANAGEMENT



While some sickness absence is inevitable, there are steps employers can take to reduce its impact on people – and the business. This session shows how managing and recording sickness absence effectively can support absent employees, help staff to stay healthy, and reduce costs.

We'll look at:

- The cost of staff absence
- Recognising absence trends
- Supporting an employee through sickness absence
- Recording absence effectively and using data
- Return to work planning and interviews
- Practical management tools

LONG-TERM CONDITIONS



Long term conditions can affect anyone and include (among others), mental health conditions, inflammatory bowel diseases, arthritis, Multiple Sclerosis and asthma.

While some may be thought of as minor, they can be limiting and debilitating. In this practical workshop, we'll explore the characteristics of a long-term condition, the principles behind providing support and the potential legal implications of doing nothing. We'll also explain how to have conversations to enable shared knowledge and decision-making between you and your employee, the support you can access – and look at ways to review the employee's progress so any potential relapses are better managed at work.

GENDER, HEALTH, WORK



Gender-related health issues are rarely talked about at work, often due to stigma or embarrassment. In this session, we aim to increase understanding about common gender specific health conditions, encourage communication, and educate line managers on how they can support their staff.

We'll look at:

- What are gender-related health issues?
- Basic education on common conditions and the impact on employees, physically, mentally and emotionally
- Burnout and mental health
- What you can do as an organisation
- Education for managers on how to provide support

These sessions are open to our Group Income Protection customers and require a minimum of 15 attendees. If you're unable to meet this minimum number, please check out our [Wellbeing Calendar](#) for our webinars or visit our suite of online, [CPD-accredited e-modules](#).

Our On Course workshops are just one part of our suite of Wellbeing tools and resources available to support your business and your employees – check out our [Wellbeing Hub](#) to learn about the other ways Unum can support you

To find out more about our courses or to book your place:

book online [here](#)

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