

On Course workshops for existing customers

As part of our focus on prevention, we've created the On Course suite primarily for line managers and Human Resources professionals. These sessions aim to empower, upskill and support attendees to confidently spot problems and provide employees with practical help.

Designed for up to 50 attendees, our online webinars (**minimum 15 people**) can support multi-sited businesses to deliver consistent, interactive training for their line managers.

We also provide collaborative, face-to-face onsite workshops (**minimum 15 people**). Lasting up to 2.5 hours, all sessions are CPD-certified*, offering 2 hours of CPD on completion.

*Except U-First, which is an employee wellbeing session.

[Mental health in the workplace >](#)

[Fluctuating conditions >](#)

[Cancer in the workplace >](#)

[Gender, health, work >](#)

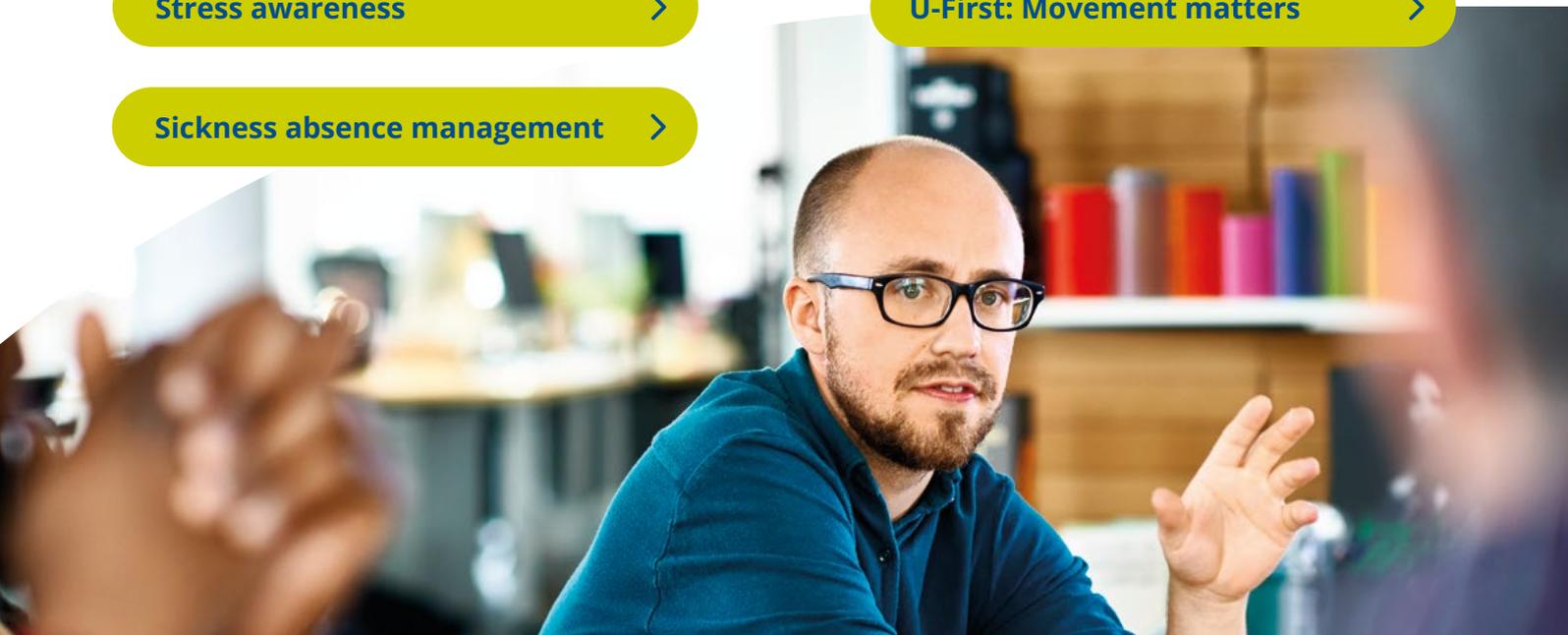
[Musculoskeletal disorders >](#)

[U-First: Resilience >](#)

[Stress awareness >](#)

[U-First: Movement matters >](#)

[Sickness absence management >](#)





Mental health in the workplace

This workshop focuses on both the fast-growing awareness and the importance of good mental health and wellbeing in the workplace.

Helping employees 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.

This session was developed by our in-house psychiatrist and rehabilitation team following our partnership with the Mental Health Foundation.



What does it cover?

- ✓ Why mental health is a universal asset for the individual, organisation and society
- ✓ How to recognise mental ill-health
- ✓ The tools you can give staff to help identify, manage and prevent poor mental health in the workplace

Do I need to do any pre-work?

No. We will cover the content in the session.



Cancer in the workplace

Developed with 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.

What does it cover?

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

Do I need to do any pre-work?

No. We will cover the content in the session.





Prevention of musculoskeletal disorders in the workplace

This session shows the importance of implementing best practice for maximum comfort, efficiency and safety in the workplace.

It identifies the employer's and employee's responsibilities in preventing and managing musculoskeletal disorders (MSDs).



What does it cover?

- ✓ 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

Do I need to do any pre-work?

No. We will cover the content in the session.



Stress awareness and management

**Stress-related illness is one of the most common causes of absence¹.
It can impact productivity, staff engagement, and lead to long-term absence.**

This session, developed in partnership with Affinity Health at Work, shows how to recognise the signs and reduce key triggers - a vital skill in today's workplace.

What does it cover?

- ✓ Managing stress and why it's important
- ✓ The manager's role
- ✓ Recognising signs of stress
- ✓ Providing support through stressful times



Do I need to do any pre-work?

When you book, we will send an invite with the pre-work attached, which is designed to increase attendees' understanding of the physical response to stress and awareness of 'resilience'.

¹ CIPD Health and wellbeing report – April 2019



Sickness absence management

While some sickness absence is inevitable for any organisation, 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.



What does it cover?

- ✓ 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

Do I need to do any pre-work?

No – but we'll work with you beforehand so we understand your business issues and ensure the workshop meets your specific needs.



Fluctuating conditions

Fluctuating conditions can affect anyone and include among others, asthma, inflammatory bowel diseases, arthritis, Multiple Sclerosis etc. 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 fluctuating condition, the principles behind providing support and 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.

What does it cover?

- ✓ What is a recurring condition?
- ✓ How we can support in the workplace
- ✓ Sharing knowledge and shared decision-making
- ✓ Available support



Do I need to do any pre-work?

No. We will cover the content in the session.



Gender, health, work (webinar only)

Gender-related health issues are rarely talked about at work, often due to stigma or embarrassment.

This webinar has been developed to increase understanding about common gender specific health conditions, encourage communication, and educate line managers on how they can support their staff.



What does it cover?

- ✓ 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

Do I need to do any pre-work?

No. We will cover the content in the session.



U-First: Resilience

U-First

This session is designed specifically for employees.

This hour-long session can be delivered as a lunch and learn, or as a standalone session either face-to-face or via an online webinar. This session has been created to give your most valuable asset – your staff – the space to nurture their wellbeing.

What does it cover?

This interactive and friendly session is designed to make your staff feel comfortable and safe to review how they might feel when under stress. It also explores strategies to improve their resilience, steps they can take to improve their wellbeing at home and work, and setting achievable goals.

Each attendee will get a take home with resources, wellbeing strategies and their personal pledges to improve their wellbeing.





U-First: Movement matters

This session is designed specifically for employees.

Nearly half of employees now work flexibly or from home¹. But with around a third of adults largely inactive for 6 hours², we're at increased risk of developing musculoskeletal disorders and other conditions from sitting still too long – affecting wellbeing, engagement and productivity.



What does it cover?

This one-hour session explains why movement matters, and covers common musculoskeletal disorders and their causes, understanding risk factors, how to set up a workstation (including cars) and signposts people to other useful resources.

1. CIPD megatrends flexible working report 2019 2. NHS UK



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

book online [here](#)

call us on **01306 646 001**

or email oncourse@unum.co.uk



unum.co.uk

Unum Limited is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Registered Office and mailing address: Milton Court, Dorking, Surrey RH4 3LZ Registered in England 983768 Unum Limited is a member of the Unum Group of Companies. We monitor telephone conversations and e-mail communications from time to time for the purposes of training and in the interests of continually improving the quality of service we provide.