



THE BURNT CHEF
PROJECT

TRAINING BROCHURE 2025

BREAKING STIGMA
HEALING THE INDUSTRY



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PROJECT



4 OUT OF 5

hospitality workers had
experienced one or more
instance of mental health
illness within their career

DON'T TAKE OUR WORD FOR IT...

“—

We found the session very insightful and that it is important to raise awareness around the topic as not only this will benefit herself, but she will now be able to help and maybe spot a colleague in need.

I myself found the session very interesting and engaging, loved the interacting bits. I think it is crucial to talk more about mental health in the Hospitality industry and make it an OK topic of discussion; I also think the content regarding working on prevention strategies, learning how to cope with mental health issues before it becomes a bigger problem.

Carlotte Torrione - Human Resources Officer
Belmond Group - Trains and Cruises



BELMOND

—”



MANAGERS INTRODUCTION TO MENTAL HEALTH AWARENESS

Up to 16 Delegates



This 3 hour course provides managers with the basic skills and helps to improve confidence needed to:

- Understand the impact of poor mental health on their team
- Pro-actively tackle workplace stress
- Improve their ability to identify potential mental health issues
- Increase confidence around how to open a courageous conversation
- Practise active listening and empathy
- Signpost to relevant support systems



WELLBEING CHAMPION - MENTAL HEALTH AWARENESS

Up to 16 Delegates



Create your own internal wellbeing committee to support your company wellbeing objectives and provide additional support to teams.

This 3 hour course is similar to the Managers Mental Health Awareness session and provides Wellbeing Champions with the basic skills and helps to improve confidence needed to:

- Challenge mental health stigmas
- Support managers in tackling work-related stress
- Improve their ability to identify potential mental health issues with peers
- Increase confidence around how to open a courageous conversation
- Practise active listening and empathy
- Signpost to relevant support systems both internal and external



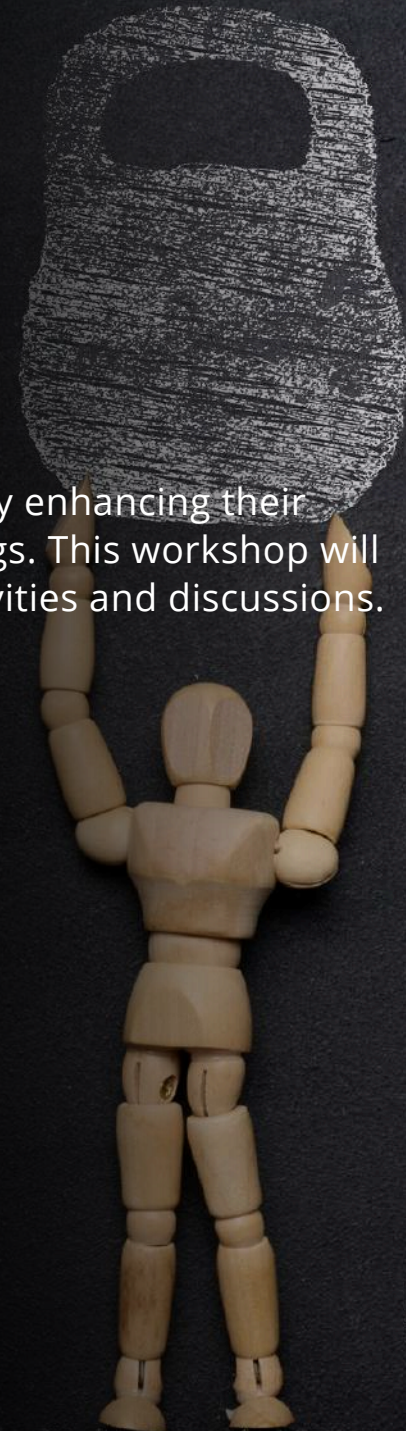
RESILIENCE WORKSHOP

Up to 30 Delegates



The Burnt Chef Project's Resilience Workshop is designed to empower participants by enhancing their understanding and application of resilience in both personal and professional settings. This workshop will delve into practical strategies to build and maintain resilience through engaging activities and discussions.

- Understand the fundamental concepts of resilience.
- Explore the 4 C's of cultivating resilience:
 - Confidence: Building self-assurance and trust in one's abilities.
 - Connection: Establishing strong relationships and support networks.
 - Coping: Developing effective strategies to manage stress and adversity.
 - Control: Enhancing personal agency and the ability to direct outcomes.



MHFA & SFA TRAINING

MENTAL HEALTH FIRST AIDER - 2024 VERSION

10 - 16 Delegates



As an MHFAider® you will be able to:

- Recognise those that may be experiencing poor mental health and provide them with first-level support and early intervention
- Encourage a person to identify and access sources of professional help and other supports
- Practise active listening and empathy
- Have a conversation with improved mental health literacy around language and stigma
- Discuss the MHFAider® role in depth, including boundaries and confidentiality
- Practise self-care
- Know how to use the MHFAider Support App®
- Know how to access a dedicated text service provided by The Burnt Chef Project and ongoing learning opportunities with MHFA England

MHFA CHAMPION COURSE

10 - 16 Delegates



This course is available as either an online or face-to-face training session.

This one day course trains you as an MHFA Champion, giving you:

- An understanding of common mental health issues
- Knowledge and confidence to advocate for mental health awareness
- Ability to spot signs of mental ill health
- Skills to support positive wellbeing

MHFA REFRESHER COURSE

8 - 24 Delegates



The four-hour MHFA Refresher course gives you the chance to:

- Renew your skills
- Update your knowledge of mental health support
- Practice applying the Mental Health First Aid action plan
- Access three years of MHFAider® Support and Benefits

Please note that the MHFA Refresher is only for people who have completed an MHFA course or an Armed Forces Mental Health First Aider course

SUICIDE FIRST AID

16 - 20 Delegates



This is a half day course designed to improve knowledge and understanding of this difficult subject. Ideal for those who want to help colleagues who may be in distress but also for those who work in hotels and may be needing to intervene with guests. It will cover:

- Introduction to suicide prevention
- Stigma and survivors of bereavement by suicide and the hidden toll
- Suicide thoughts and suicide behaviour
- Intention of behaviour versus outcome of behaviour
- Possible causes of suicide thoughts
- Suicide Safety Guidance
- Referring a person onto suicide first aiders.

A full day version is also available which goes into a great deal more detail for £165 + VAT per person (same MIN and MAX numbers)

HOW TO CONFIDENTLY MANAGE MENTAL ILLNESS IN THE WORKPLACE

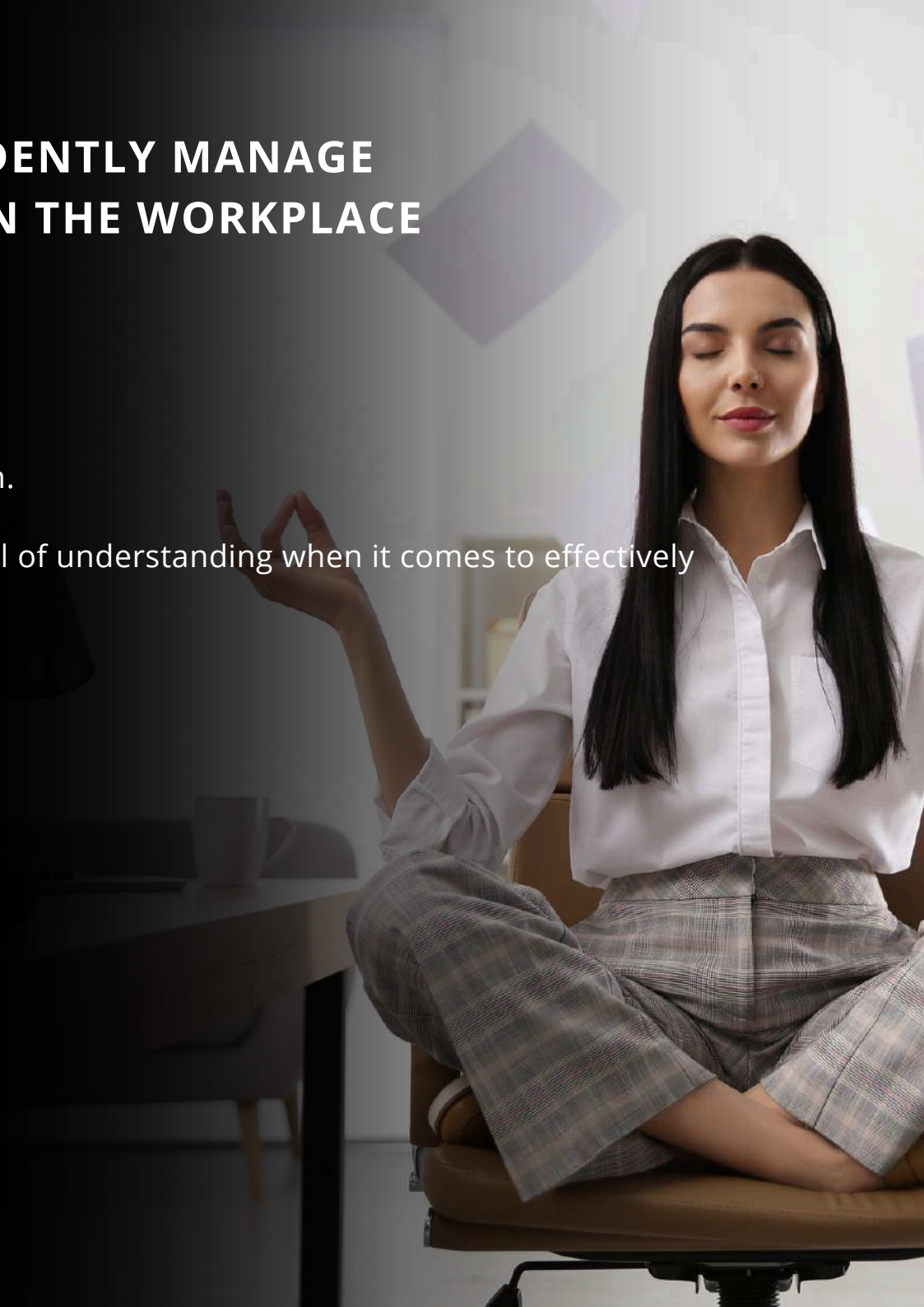
Up to 16 Delegates



This course can be delivered in person or online via Zoom.

The aim of the session is to give participants a better level of understanding when it comes to effectively managing mental health within the workplace covering:

- Understanding costs and impacts to the business
- Legal responsibility
- Employer vs Employee vs Manager responsibilities
- Early identification of ill mental health
- Workplace adjustments
- Supporting a return to work
- Conduct vs capability



UNDERSTANDING MENOPAUSE FOR MANAGERS

Up to 20 Delegates



This course can be delivered in person or online via Zoom.

The aim of the session is to give participants a better level of understanding when it comes to understanding menopause covering:

- Understanding the menopause
- Facts and figures
- Signs and symptoms
- The role of the manager
- The importance of conversation
- Supporting employees – what can a business do?
- Menopause and the law
- Resources



ALCOHOL AND DRUG ADDICTION AWARENESS - VIRTUAL

Up to 20 Delegates



This course is delivered online.

This training aims to give participants a better awareness and understanding of alcohol and drug addictions including how to ensure our language and approach to this subject is up-to-date and supportive within the workplace

- Aware of the prevalence of substance misuse
- Know about the different substances that people might use, how these are used, their effects, risks and legal status.
- Will have an understanding of adolescent brain development/adverse childhood experiences how this impacts on risk taking behaviour and the use of alcohol and drugs as a coping mechanism
- Have a deeper understanding of Risk & Protective Factors
- Have a deeper understanding of Stages of Change in order to support and avoid resistance.
- Identify potential signs of poor mental health
- Identify key factors within suicide concerns
- Identifying the stigmas around language used with regard to drug use
- Identifying the stigmas around language used within regards to suicide
- Identifying the how technology impacts upon this theoretical construct
- Identifying referrals pathways (signposting)

SEXUAL HARASSMENT AWARENESS AND PREVENTION

Up to 18 Delegates



In light of the new duty on employers to “take reasonable steps” to prevent sexual harassment set out in the Worker Protection (Amendment of Equality Act 2010) Act 2023 that came into force on 26th October, this workshop is designed to upskill your workforce in sexual harassment awareness and prevention.

- **Education:** Understand sexual harassment in the workplace and the personal, reputational and legal consequences
- **Self-awareness:** Reflect on past behaviours and be conscious of what they're doing and saying following the training
- **Prevention:** Real life case studies of sexual harassment and how to prevent this.
- **Reporting:** Empower staff to feel able to report incidents of, or suspected, sexual harassment
- What the updated Sexual Harassment legislation and employer duty means
- Where sexual harassment can take place, by whom and to whom (e.g. in the pub on Friday evening and also witnessing sexual harassment)
- Recognising what could legally be classed as sexual harassment and reflecting on past behaviours
- Individual filters – how our past experiences shape our filters and how we individually see the world
- The impact of sexual harassment; personal, reputational and legal consequences
- Nervous system responses, including fight, flight, freeze and fawn, and why some people may go along with behaviour / jokes / banter
- Real life case studies of sexual harassment. The impact of getting it wrong; personally, reputationally and legally • Guidelines for behaviour and communication
- Reporting – what to do if you witness or experience sexual harassment

NEURODIVERSITY IN THE WORKPLACE AWARE - VIRTUAL

Up to 40 Delegates



Increase your understanding of neurodiversity.

Learn how to properly support neurodiverse individuals and unlock their huge potential.

- Introduction to terminology around neurodiversity
- Be able to list the main neurodivergent conditions and each set of strengths that are common with each condition.
- Understand the concept of neurodiversity.
- Explore some of the common myths around neurodiversity.
- Discover perception stereotypes.
- How schools impact self-esteem and confidence.
- See the link between unsupported neurodivergent conditions and mental health disorders
- Gain a better understanding of the challenges faced by neurodivergent individuals in terms of communication and being social.
- Be introduced to sensory overload.
- Understand why the autism spectrum and neurodiversity spectrum are not a line to put people on.
- Gain an insight into the positive impact that reasonable adjustments can make.

SPOTTING, MANAGING, AND PREVENTING BURNOUT

Up to 20 Delegates



We're uncovering burnout and understand why it is so prevalent within hospitality with business psychologist and Human Givens psychotherapist and coach. This is a virtual session.

We will cover:

- How can we spot burn-out in ourselves and others?
- The Human Givens Needs Framework
- Prevention
- Care and management
- Resources

Do you want to spot the signs and prevent burnout within yourself or your team? This course is for you.



INTRODUCTION TO LGBTQIA+ AWARENESS

10 - 20 Delegates



Beyond the Binary works with companies, schools, families and individuals around LGBTQIA+ inclusion through training, consultancy and public speaking, so that everyone can be seen and heard unapologetically as they are.

Active inclusion is all about conversations that matter and making raw connections with other human beings.

This 3 hour training course is run virtually and split into 3 sections:

Rainbow Roots: Introduction to LGBTQIA+ awareness

- LGBTQIA+ Terminology
- Queer History
- Pronoun Development
- Sexuality Vs Gender
- Mental Health impact

Talking the T: Transgender community awareness

- Transgender Terminology
- Transitioning Journeys
- Gender Spectrum
- Gender Dysphoria
- Mental Health Impact

LetsTalk Inclusion: How to have inclusivity and authenticity at the heart and centre of your culture

- What is inclusion?
- Inclusive practices and quick wins
- Building Block Theory – Positive work vibes
- Legalisation and HR
- Mental health impact

INTRODUCTION TO FINANCIAL HEALTH

Up to 25 Delegates



This 2 hour training course can be run in person or virtually.

- Understanding the basics of budgeting
- Creating your own budget
- How to identify and start tackling debt
- Exploring ways in which we can start saving money and cutting costs
- Understanding the concept of investment and how to start with a small amount of funds

QUALIFICATIONS AVAILABLE



LEVEL 3 AWARD IN UNDERSTANDING MENTAL HEALTH IN THE WORKPLACE FOR MANAGERS



This Level 3 award is designed to help develop your own personal growth and support you in understanding mental health within the workplace, how it may affect employees and how managers can help support them. This award will be split into two units, all of which is underpinned by learning and development provided by our expert partner, The Burnt Chef Project.

Training will include the following topics:

Unit 1: Introduction to mental health, mental ill health and wellbeing

- Understanding mental health and wellbeing
- Understand how mental ill health affects the experience of individuals
- Understand mental health continuum
- Understand ways to self-manage own wellbeing

Training will include the following topics:

Unit 2: Mental health in the workplace for managers

- Understand the moral, financial and legal rationale for supporting wellbeing in the workplace
- Understand the relationship between mental wellbeing and the workplace
- Understand ways to engage in a mental health conversation with employees
- Understand ways to support employees in relation to their mental and wellbeing
- Understand the absence management and return to work process in relation to mental health and wellbeing
- Understand ways to manage manager's own wellbeing in the workplace

In order for an individual to pass this award they will need to pass two multiple choice tests

QUALIFICATIONS AVAILABLE

HOSPITALITY AND WORKPLACE MENTAL HEALTH MANAGEMENT LEVEL 4 APPRENTICESHIP



The Level 4 Hospitality and Workplace Mental Health Management apprenticeship is a programme which provides learners with the skills and knowledge to manage a highly effective hospitality business whilst also nurturing and building a high performing and motivated team. The programme is split into 2 parts and focuses on business management and people leadership, all of which is underpinned by learning and development provided by our expert partner Performance Learning Group.

Training will include the following topics:

- Managerial styles and behaviours
- Managing stakeholders' expectations
- Understanding organisational culture, values and behaviour
- Personal development as a manager and leader
- Management and leadership influencing skills
- Introduction to management coaching and mentoring

Successful Apprentices will receive the following awards upon completion:

- Level 4 Hospitality Manager Apprenticeship Standard
- Level 3 Award in Understand Mental Health in the Workplace for Managers
- Level 2 English and Maths Functional Skills
- Foundation Chartered Manager Status within the CMI

**THIS COURSE CAN BE PAID BY LEVY WITH A COMMERCIAL
CONTRIBUTION TO THE BURNT CHEF PROJECT**
(Options also available for non-levy paying employers)

In order for an individual to undertake an apprenticeship programme they need to be working minimum 30 hours a week, have resided in the EU for over 3 years and not have the same qualification already.

QUALIFICATIONS AVAILABLE

LEVEL 7 STRATEGIC APPROACHES TO MENTAL HEALTH & WELLBEING



Fostering a healthy working environment, optimising productivity and staff engagement necessitates care for employees' mental health and wellbeing. A culture of mental wellness among staff can significantly impact the organisation's performance, from heightened productivity, fewer absences to reduction of staff attrition.

This award seeks to equip senior leaders with a sound understanding of the impact of mental health and wellbeing on organisation effectiveness. Leaders will critique and evaluate contemporary strategies to cultivate healthy work environments and manage wellbeing within the workplace. The programme culminates in leaders devising recommendations to instil within the organisational framework, which enhance and maintain a positive culture of mental health and wellbeing.

Training will include the following topics:

- **Module 1** : Introduction • Programme, requirements, outcomes, impact, and expectations. • Assignment • Mental Health
- **Module 2** : Strategic Impact • CSR & Brand Perception • Triple Bottom Line & Sustainability • Cultural Impact • Competitive Advantage
- **Module 3** : Managing Mental Health • Fundamentals of Mental Health • Holding Mental Health conversations • Legal frameworks and compliance • Balancing individual need and operational performance • Stigma, Stereotyping & Discrimination • Organisational contexts and how to make mental health a strategic priority
- **Module 4** : Contemporary approaches to create healthy work systems • Flexibility • Structural redesign • Training and Development opportunities • Mental Health First aid • Supervision & Appraisal
- **Module 5** : Creating a sustainable mental health strategy • Strategic Alignment • Strategic HRM • Policy development • Leadership approaches • Culture development • Communication Strategies • Accreditation and benchmarking

The program includes a total of five modules, with each module requiring an average of 14 hours for completion. Within each module, you can expect 2-3 hours of structured teaching time, as well as 10-12 hours of self-managed learning.



THE BURNT CHEF
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ROADMAP

MENTAL HEALTH STRATEGY

LAUNCH/ACTIVATION

1. Review any existing data to ensure roadmap has best chance of success
1. Introduce The Burnt Chef Project to leadership team
2. Cascade communication through all employees
3. Hold launch event
4. Detail next steps including resources & training

ROLL OUT TRAINING

1. Launch Mental Health Awareness training with leadership teams and wellbeing champions
2. Gather feedback
3. Follow up training with 'How to Manage Mental Health in the Workplace' training to improve confidence
4. Identify gaps and target accordingly

LAUNCH/RE-ENGAGE SUPPORT SYSTEM

Full launch or re-engage event including wellbeing champions and leaders

- Empowers individuals to manage their own mental health
- Reduces risk of critical illness
- Improves recovery rate and productivity
- Reduces turnover related to mental illness and boosts recruitment interest
- Gather MI reporting data and review

REVIEW PROGRESS

1. Review data points
2. Ensure impact targets are being met
3. Deliberate next steps
4. Gather testimonials

FINISH



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CONTACT US



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