



***Evaluating MHFA  
& Champion networks:  
a comprehensive audit***

# Introduction

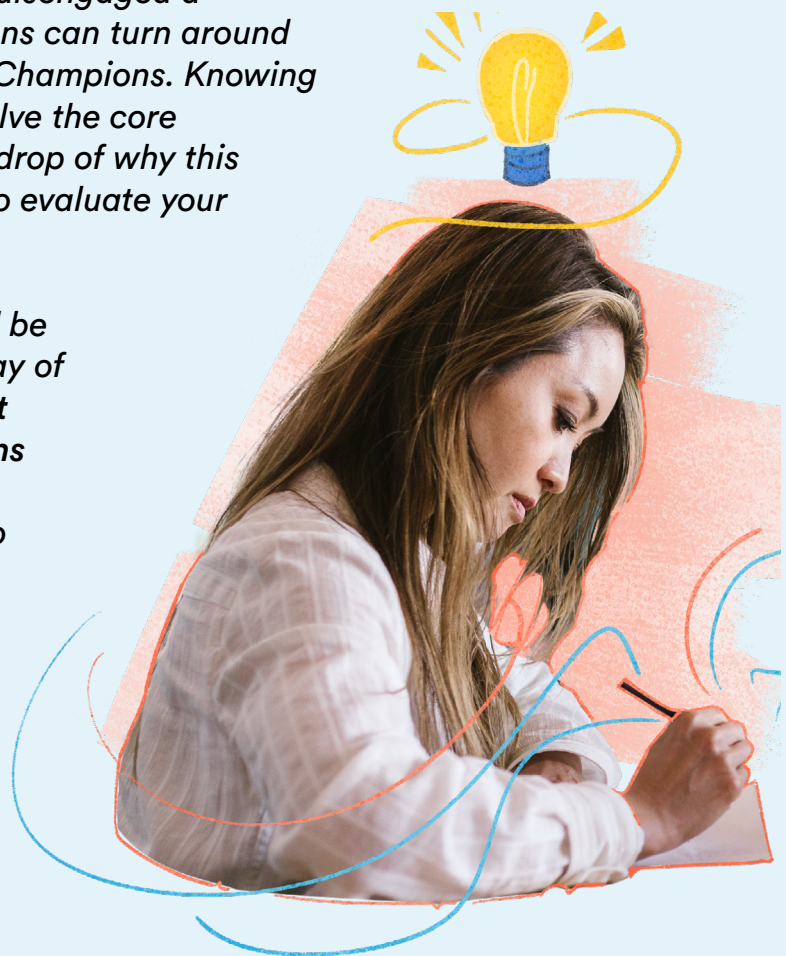
*Did you launch your Mental Health First Aid (MHFA) network hoping it would be a game-changer for improving mental health?*

*So did many organisations. Unfortunately, many are now grappling with a network that's unengaged and failed to deliver the desired impact. Caught in limbo, organisations can't "switch off" the network but they can't "switch them on" either.*

*The lesson here highlights the importance of how MHFAs and Champions are implemented and supported.*

*The good news is, no matter how disengaged a network is, we believe organisations can turn around the investment in their MHFAs or Champions. Knowing where the gaps are and how to solve the core implementation issues is the backdrop of why this audit was designed, helping you to evaluate your wellbeing network.*

*Please note, this document should be utilised with our live webinar replay of the session 'Boosting Engagement With Your MHFA Network: Lessons Learned' so you understand what your responses mean in relation to your networks success.*



## OVERVIEW

# ***An overview of your network and wellbeing strategy***

*The questions below help you to reflect on the core foundations that underpin your network and organisation.*

Total number of employees:

Total number of MHFAs:

Total number of MHFAs that are active in your network:

Total number of Champions:

Do you have a wellbeing strategy in place?

Yes      No

Do you know where your MHFA network sits within your wellbeing strategy?

Yes      No

## RECRUITMENT

# *The recruitment of your MHFA network*

*Next, we'll dive into one of the most overlooked areas; the recruitment practices you've built behind your network.*

Do your MHFAs have a role profile?

Yes      No

Have your MHFAs signed a commitment statement?

Yes      No

Have you established a network lead?

Yes      No

Do you have an application process that clearly defines who should/shouldn't be a MHFA?

Yes      No

Is there management endorsement behind the MHFA?

Yes      No

### Top tip

*Unsure on what a role profile or commitment statement should look like? You can access our role profile template [here](#) and commitment template [here](#).*

# ***Executive engagement and operational considerations***

*In this section, we'll explore how executive buy-in and business operations can really impact how MHFAs carry out their role.*

**Is your MHFA network branded?**

Yes      No

**Do you have a senior sponsor?**

Yes      No

**Is there a process in place for booking time with MHFAs?**

Yes      No

**If yes, has this been communicated out to each area of the business?**

Yes      No

# ***Communication and development of the network***

*Next, we'll explore what ongoing development exists within your organisation and how MHFAs communicate internally and externally.*

**Are the MHFA network regularly communicating with each other?**

Yes          No

**Is there good communication between the HR/People Function and the MHFA network?**

Yes          No

**Are MHFAs 'visible' on-site and virtually? (e.g. lanyards, desk signs, zoom backgrounds)**

Yes          No

**Have the MHFAs had any form of mental health training in the past 6 months?**

Yes          No

**Is there a clear training programme for MHFAs in their role?**

Yes          No

SUPPORT

# ***Support and safety of the network***

*The support that sits behind your network and processes that govern safe and ethical practice must be reviewed.*

**Do you offer specific supervision for your network?**

Yes      No

**Do you monitor and track the conversations MHFAs are having with colleagues?**

Yes      No

**Do you have a clear process/policy to follow for safeguarding incidents?**

Yes      No

**Are you acting on the data captured from MHFAs to further support employee wellbeing?**

Yes      No

**Are you tracking the impact of your MHFAs?**

Yes      No

# Conclusion

*When done right, wellbeing networks have the power to transform organisations. We've witnessed their impact first-hand as a key component of a strong wellbeing strategy. We truly hope that the questions prompted in this audit have helped you assess your wellbeing network and what you can focus on moving forward.*

*As always, please feel free to contact us at Everymind at Work for any further guidance or support on how to transform your MHFA or Champion network. You can contact us by [visiting our website](#) or emailing the team at [info@everymindatwork.com](mailto:info@everymindatwork.com).*

**Ready to speak with us?  
You can book a call with  
a member of the team  
just here**

**Speak with us**







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