

All discussions between individuals and you in your role as a Mental Health First Aider are confidential.

Confidentiality must never be broken, other than

- where you believe that there is a credible threat of harm to the individual themselves, or to another,
- or where the individual has consented to specific information being shared.

Breaching confidentiality, other than as described above, would result in your immediate removal from the role of mental health first aider.

Care also needs to be exercised when seeking to deal with the organisational root causes of stress and poor mental wellbeing. If seeking to take action to improve a workplace situation could result in an individual being identified, then the action should not be taken and confidentiality should be maintained.

- Staff work load may be weighted to account for this work.
- The role is voluntary and by mutual agreement. Notice to withdraw from the role will normally be one month.
- The business need of you established role will take precedence. Any conflicts of time should be discussed with your line manager in the first instance.

To safe guard all concerned a number of 'flags' have been agreed.

- **Red flag** If there is a credible threat to the individual concerned or others – then this is the only time confidentiality should be broken. In this case the University Security should be contacted via the University Emergency number - 888 from an internal phone or 01509222141 w00(l)d8(b)-5(e)6 will then contact the emergency services.
- **Black flag** – Tf1 nBT/2S1 0 0 1 222.89 584.02 144.02 192.41y0Q.000008871 0 595.

