

BAM Therapy

BODY AND MIND · PSYCHOLOGIST-LED WELLBEING

Psychologist-led wellbeing for organisations

Staff wellbeing that goes beyond a poster in the staff room. Workshops and talks, resilience and burnout sessions, and reflective practice for teams — designed and delivered by a Clinical Psychologist, in your workplace across Exeter and Devon, or online.

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- Staff wellbeing workshops & talks
Stress, anxiety, sleep, self-criticism, thinking habits, supporting a colleague
 - Resilience & burnout sessions
Recognising burnout early, recovering from it, and what managers can change
 - Reflective practice & staff support
For teams working alongside distress, trauma and risk
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Exeter, Devon & online

A Clinical Psychologist, not a wellbeing package

Most workplace wellbeing is delivered by trainers working from a set programme. Here, the person designing the session is the person delivering it — a Clinical Psychologist trained to doctoral level, registered with the HCPC, who has worked in NHS and private settings since 2009.

The content is grounded in the same evidence base used in clinical practice — cognitive behavioural therapy, compassion-focused therapy, acceptance and commitment therapy and mindfulness-based approaches — translated into plain English and made genuinely useful on a Tuesday afternoon.

Sessions are **trauma-informed** throughout. Nobody is put on the spot, nothing is compulsory, and everything is invitational. That matters in any workplace, and it matters a great deal in organisations whose staff support people in distress.

WHAT'S ON OFFER

Three strands of support

Each can stand alone or be combined into a longer programme. Everything is shaped around your organisation rather than taken off the shelf.

Staff wellbeing workshops & talks

Psychologist-led sessions on stress, anxiety, sleep, self-criticism and thinking habits — as a lunchtime talk, a half-day workshop, or part of a wellbeing week or away day.

Resilience & burnout sessions

A structured programme on what actually protects people under sustained pressure: recognising burnout early, recovering from it, and building resilience that doesn't rely on individuals simply coping harder.

Reflective practice & staff support

For teams whose work brings them alongside distress, trauma and risk: facilitated reflective practice, trauma-informed care training, and support for the people doing the supporting.

Clinically-informed yoga for organisations

Where a team would benefit from something more embodied, this work sits alongside clinically-informed yoga — the same practitioner, one coherent approach, rather than a separate supplier bolted on. Many organisations pair a wellbeing or resilience programme with yoga so that staff practise what they've learned rather than only hearing it. Chair-based and mat-free options mean an ordinary meeting room works, and mats are not needed for trauma-informed yoga.

Staff wellbeing sessions your team can choose from

These are not motivational talks. Each takes a piece of well-evidenced psychology — how anxiety works, why sleep unravels under stress, what self-criticism costs us — and turns it into something a team can understand and use. Topics are regularly combined and adapted; if what you need isn't listed, ask.

Stress, pressure and overwhelm

What stress does to the body and the mind, why it builds, and what genuinely helps — including the difference between pressures a person can change and pressures they can only carry differently.

Understanding anxiety and worry

How anxiety works, why it escalates, and the practical tools that quieten it. Useful for staff, and useful for anyone managing people who are struggling.

Sleep and recovery

Why sleep is often the first thing to go under pressure, what the evidence says about repairing it, and how rest and recovery actually work — including for shift workers and on-call staff.

Self-criticism and self-compassion

The internal voice that drives many high performers, what it costs over time, and how compassion-focused approaches build a steadier, more sustainable way of working.

Thinking habits

The patterns of thinking that quietly shape mood and decisions — how to notice them, and how cognitive behavioural approaches help people step back from them.

Supporting a colleague who's struggling

For managers and team leads: how to start the conversation, what helps, what to avoid, where the limits of your role sit, and how to point someone towards proper support.

Sessions are interactive where a group wants that, and comfortably passive where it doesn't. Nobody is made to speak, role-play or share anything personal.

Resilience is not the same as putting up with it

Resilience work has a bad name in some workplaces, and often deservedly so. Too much of it quietly puts the problem back on the individual: if you were more resilient, you'd cope. That isn't what the evidence says, and it isn't what is taught here.

Psychological resilience is the capacity to meet difficulty, recover from it, and keep functioning — and it is built as much by conditions as by character. Workload, control over your own work, clarity about what's expected, the quality of relationships in a team, and whether recovery is genuinely possible all shape it.

So these sessions do two things at once. They give individuals real, usable psychological skills. And they help teams and managers see the conditions that either build resilience or quietly erode it — because a team where nobody takes a proper break cannot be trained into resilience.

Burnout is treated as what it is: a recognised occupational phenomenon with a predictable shape — exhaustion, growing cynicism or detachment, and a fading sense of doing the job well. Recognised early, it is far easier to turn around.

PREVENTING BURNOUT, CULTIVATING RESILIENCE

The ground a resilience programme covers

- What sustained pressure does to the body and the mind
- Spotting burnout early, in yourself and in colleagues
- Evidence-based tools that hold up on a difficult day
- Recovery that actually restores, including sleep
- Breathwork and the nervous system as practical regulation
- What managers can change: workload, control and psychological safety

A full programme covers all of these; a shorter session takes the parts most relevant to your team. Delivered as an introductory session, a half- or full-day workshop, or a six-week programme with practice between sessions — the format most likely to produce lasting change.

A space to think, not a space to be assessed

Teams who work alongside distress, trauma and risk carry something home with them. Facilitated reflective practice gives that work a proper place to be thought about — the case that stayed with someone, the call that went badly, the slow weight of hearing difficult things week after week.

It is deliberately not a case management meeting, a supervision check, or a performance conversation. Nothing individuals share is fed back to managers, no notes are kept about what people say, and nobody is assessed. The exceptions are the ones every practitioner works to: a risk of serious harm or a safeguarding concern has to be acted on, and that is said openly to the group at the start.

Groups are held in a trauma-informed way, with predictable structure, clear boundaries and choice about what anyone shares.

HOW OFTEN

Monthly is the most common pattern, fortnightly for teams under heavier load.

GROUP SIZE

Six to twelve people, so that everyone could speak if they wanted to.

WHERE

In your workplace, at a venue you use, or online for teams across sites.

Also within this strand

- **Trauma-informed care training** for services and their staff
- Facilitated sessions after a serious incident, or a period that has shaken a team
- Support for managers holding responsibility for staff doing difficult work

Who this suits

NHS teams, charity and third-sector support workers, domestic abuse and sexual violence services, housing and advice services, social care, and education and pastoral staff.

The purpose is practical as well as humane. Staff who have somewhere to process difficult work are less likely to burn out, less likely to become detached from the people they support, and more likely to stay.

The benefits to your organisation

Wellbeing provision earns its place when it changes something. Here is what this work is designed to do — and what it deliberately does not claim.

Problems caught earlier, when they are still reversible

Burnout has a predictable shape: exhaustion, growing cynicism or detachment, and a fading sense of doing the job well. Teaching staff and managers to recognise that pattern early means it can be addressed while it is still far easier to turn around.

Staff who stay, and who stay engaged

Teams who have somewhere to process difficult work are less likely to burn out, less likely to become detached from the people they support, and more likely to stay. For services where recruitment is hard and handovers are costly, that is the practical case for this work.

Managers who know what to do

Much of the manager-facing content is about what an organisation can actually change — workload, control over one's own work, clarity of expectations, and whether recovery is genuinely possible. Line managers leave with language for difficult conversations and a clear sense of where their role ends.

Sessions people are willing to attend

Wellbeing initiatives only work if staff take part. Invitational language, no one singled out, no requirement to disclose anything personal, and complete beginners genuinely welcome — the design removes the reasons people quietly opt out.

Credibility with a sceptical audience

Resilience work has a poor reputation in some workplaces, often deservedly, because it puts the problem back on the individual. These sessions say openly that resilience is shaped by working conditions as much as by character. Teams engage far better when that is acknowledged honestly at the start.

Budget you can plan

Programmes are quoted per programme rather than per head, so the cost does not move with attendance. You see a written proposal — format, duration and price — before anything is committed.

What this is not

Workplace sessions are educational and preventative. They are not individual psychological therapy, and nobody is asked to disclose anything personal. What individuals share in a session stays in the room, and no individual feedback is passed to managers. Where someone needs individual support, they are pointed towards appropriate routes — their GP, an employee assistance programme, or private therapy.

FORMATS

Ways these are usually delivered

Every format runs in your workplace, at a venue you use, or online.

LUNCHTIME TALK

45 to 60 minutes

One topic, clearly explained, with time for questions. The easiest way to bring psychology into a workplace without asking much of anyone's diary.

HALF-DAY WORKSHOP

Two to three hours

One topic in real depth, with practical exercises and discussion. Suits wellbeing weeks and team development days.

AWAY DAYS & WELLBEING WEEKS

A session within your programme

A talk, workshop or restorative session alongside everything else you have planned. Often paired with a yoga or breathwork session to close the day.

A BLOCK OF SESSIONS

6 or 12 weeks

A themed series that builds week by week, so skills are practised rather than heard once. The format most likely to produce lasting change.

TRACK RECORD

Organisations BAM Therapy has worked with

- NHS primary care and general practice services
- NHS secondary care mental health teams
- Staff groups across various departments at the University of Exeter
- Local staff at the John Lewis store in Exeter
- Staff groups working at CoLab, Exeter
- Staff teams working in local law firms and legal settings
- Clients accessing support from Devon Rape Crisis

These partnerships are formed collaboratively and have included weekly sessions, one-off workshops, away-day activities, and 6-week and 12-week blocks.

From first email to first session

1 A conversation

A free, no-obligation call about your team — what the pressures are, what's been tried, what you're hoping for, and any practical constraints on time, space and budget.

2 A proposal shaped around you

A written outline of what would be delivered, in what format, over what period, and what it costs. Nothing generic, and nothing you haven't seen and agreed first.

3 Delivery and review

Sessions delivered by Kayleigh herself, in your workplace or online. Longer programmes include a review so the content adapts to what the group actually needs.

You'll deal with Kayleigh directly from the first email to the final session — no account managers, no associate trainers sent in her place. She'll ask what's actually going on for your team before proposing anything, and will say honestly if something other than a wellbeing session would serve you better.

LET'S TALK

Tell us about your team

A short message is all it takes to start. Tell us who your team are and what's going on for them, and you'll get an honest view on what would help — with no obligation to book anything.

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