

**Mental Health Network Meeting: 3 March 2022**  
**Staff Wellbeing**  
Session led by Kay Breton & Claire Darwin



**The aims of this session:**

- ✓ Sharing good practice (what helps at a universal, targeted and specialist level)
- ✓ We will have 'time to talk' and share resources

## Events

Upcoming (4)

Past (33)

1

<https://www.eventbrite.co.uk/o/psychology-in-schools-team-nsft-32627846273>

## News / FYI



Supporting our young people with anxiety

Mon, 21 Mar 2022 13:00 GMT

Free



How to Communicate with Others to Help Get What You Want

Mon, 21 Mar 2022 18:00 GMT

Free



Supporting our young people with challenging behaviour

Tue, 22 Mar 2022 18:00 GMT

Free



Top tips for managing exam stress - for young people and parents

Tue, 22 Mar 2022 19:15 GMT

2

[being well - MiSP Conference 2022 Tickets, Sat 18 Jun 2022 at 10:00 | Eventbrite](#)



3

### Newsflash!

An additional £3 million government funding to support children and young people's wellbeing was announced during Children's Mental Health Week. This funding will enable schools and colleges to start booking and attending DfE approved courses up to 31st May 2022. Eligible senior mental health leads (SMHLs) can reserve a grant and book a course starting before 31st May – the earliest you can start this application is the 1st April 2022. You can check out the guidance [here](#).

'Worth It' are just one of the validated providers and they have made a video to explain the process of applying for the grant and what they learned from the first round of funding. Watch their video [here](#). (Please note that we are not suggesting that they be used as a provider – their video may simply be helpful for some).

# The Context

[DS44224 Wellbeing Report 2021 - UK v11 WEB 1.pdf \(tes.com\)](#)

TES Wellbeing Report 2022 (carried out in the second half of 2021) - From 4,379 global responses (including 2,995 from the UK), we heard from school staff about the many struggles of the profession at this moment...

*“Wellbeing is always a key concern in schools. The wellness of leaders, staff and students are inextricably linked and constantly interacting, so when pressure hits one area, it affects all of them. It’s no surprise, then, that the events of the past two years – which have placed all schools under greater pressure than ever before in living memory – have taken a considerable toll”.*

# 5 ways to wellbeing

Health  
in Mind

Looking after your mental health is just as important as your physical health. Research by the New Economics Foundation has found there are five ways to look after your mental wellbeing:



connect

Connecting with the people around us is a great way to remind ourselves that we're important and valued by others.

- Arrange to meet people regularly
- Reach out to someone
- Take time to get to know your neighbours



be active

By regularly engaging in some form of exercise we can look after our mental and physical health at the same time.

- Go for a walk during your lunch break
- Walk to work
- Join a local sports club



take  
notice

Taking notice of our thoughts, emotions and surroundings is a great way to stay present and pay attention to our needs.

- Take up a mindful hobby e.g. knitting
- Write down three things you feel grateful for



keep  
learning

Learning new things is a good way to meet new people and boost our self confidence, which in turn improves our mental health and wellbeing.

- Try out a new recipe
- Join a class or learn a new language
- Learn something new about the people around you



give

Research has found a link between doing good things and an increase in wellbeing.

- Try and do one kind thing every day
- Become a Health in Mind Hero by giving your time through volunteering/ fundraising

[www.health-in-mind.org.uk](http://www.health-in-mind.org.uk)





## Activity (6 mins)

### Consider:

- One thing that you could do today or this week, to put a hole in your own bucket.
- One thing that you could do for someone in your school that would put a hole in theirs...





# Two Key Anna Freud Resources



[10 steps for school staff wellbeing | School staff wellbeing ideas | Supporting staff children's mental health | Anna Freud Centre](#)



[Guide to supporting staff wellbeing in school | School staff mental health and wellbeing | Teacher mental health | Anna Freud Centre](#)

# 10 ways to support school staff wellbeing...

1. Is there a staff mental lead or champion who is responsible for co-ordinating the school's approach to staff mental wellbeing, and ensuring it remains on the agenda?
2. Is there a mental health policy that addresses the needs of staff? Is it regularly reviewed? How is the policy embedded and communicated so that all staff are aware of it?
3. How does the ethos of the school promote openness about mental wellbeing, and encourage staff to feel comfortable sharing concerns?
4. Are there opportunities for supervision to help staff feel confident they are taking the right decisions when supporting pupils experiencing complex issues (including safeguarding and mental health, for instance)?
5. Could supervision be offered outside of line management, for those who do not feel comfortable approaching their manager with concerns about their mental wellbeing? Do staff know how to access external sources of support?



## 10 ways to support school staff wellbeing cont...

6. Could measures to reduce workload or to limit hours spent working outside of the school day be trialled – for example, by reviewing marking policies and email protocols? Does the senior leadership team (SLT) lead by example when it comes to limiting emailing at evenings and weekends?
7. Is there a comfortable, dedicated physical space within the school where staff members can take time out if needed?
8. Are there opportunities for staff to participate in activities with colleagues that are not linked to their work (for example social events, exercise classes, or creative groups)?
9. Is it feasible to introduce a staff wellbeing survey, to help understand the key issues in your school, and the impact of any measures you are taking to support staff wellbeing?
10. Is the mental wellbeing of staff an agenda item at staff and governor meetings?

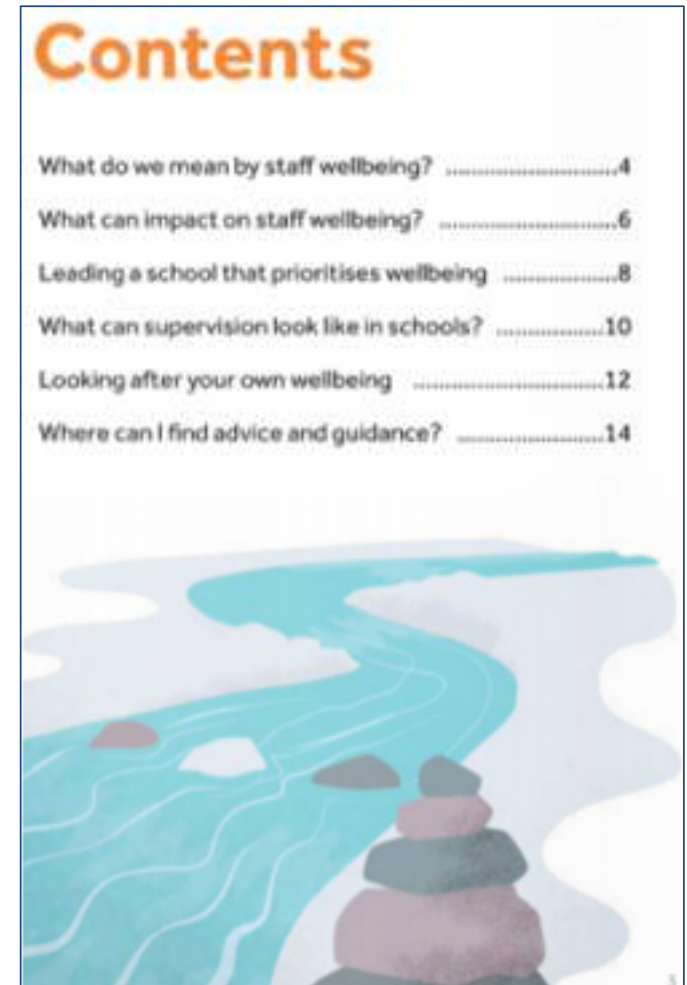
Or a simpler way to show this ...



# “Supporting staff wellbeing in schools...”

Good staff wellbeing can have a number of benefits for schools including:

- Positive impact on pupils, including improved educational outcomes, as both staff and CYP are more engaged.
- Increased productivity of staff
- Reduced absences from work in relation to sickness
- Staff being able to manage stress better and develop healthier coping strategies
- Improved job satisfaction
- A sense of feeling valued, supported and invested in



### **Specialist Support**

- Employee Assistance Programmes
- Crisis support
- Referrals to occupational health
- Education Support Partnership

### **Targeted Support**

- Supervision
- Training around mental health
- Regular mandatory wellbeing check-in meetings for all staff using a personal or peer support model
- Wellbeing events for staff

### **Universal Support**

- Staff wellbeing policy
- Dedicated staff rooms
- Drop in sessions for any concerns
- Staff wellbeing team established and supported to offer regular events
- Staff education on child and family mental health
- Culture of no blame and stigma for mental health needs of school community
- Feedback boxes where staff can share (anonymously) ideas for improvement of school ethos and model good working practices

The different levels of support for staff wellbeing...



# Activity Two

In the same breakout rooms please:

- 1) Try and think of at least one thing that happens in your school that supports staff wellbeing and share this with your group (6 mins)
- 2) Make a note of all the strategies / activities in your group and try and consider whether these fall under the 'universal', 'targeted' or 'specific' support offer (6 mins)
- 3) Decide on key messages that will be helpful to share with the whole network group. Please nominate someone to feedback to the rest of us at the end (3 mins)

## Page 17 & 18 of 'Ten ways to support school staff wellbeing'...

### Appendix A

#### Example staff wellbeing policy

Cherbourg Primary School



Wellbeing Policy

Created by	Whole Governing Body	Monitored by	Whole Governing Body
Date adopted	July 2018	Last reviewed	
Review cycle	Annual	Next review	July 2019

Mental health is a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.

(World Health Organization)

The biggest asset our school has is its staff; the biggest asset they have is their health and wellbeing. This policy is intended to outline the ways in which we can work together to make sure our school is a safe, caring and happy place to work, which, if we get it right, can help to enhance individual wellbeing, through personal fulfilment and professional identity. This in turn will benefit our pupils and our community.

We spend more daylight hours in school than at home, so it is important that we can have ownership of many of the decisions that affect us and that we have agency in our working lives. We can do this, even in areas where we have no choice about what we do (e.g. SATs, or deadlines for assessments), by taking responsibility for these actions and approaching the tasks in our own way.

All our work should be healthy, safe and supportive and governors have a responsibility to ensure our practices contribute to staff wellbeing. This includes monitoring staff absence and regularly requesting feedback from staff governors about wellbeing. Governors recognise the importance of the wellbeing of staff in our school.

We advocate a holistic, proactive approach to managing health and rehabilitation issues at work, with everyone working together: staff, leadership team, governors, HCC human resource, occupational health and health and safety professionals, to:

- tackle the causes of workplace injury and ill health, including stress and anxiety
- address the impact of health on employees' capacity to work, providing support for those with disabilities and health conditions and rehabilitation

#### Mental Health Champion

All staff should be mental health champions, but it is important for the staff to have a named person to maintain the importance of mental health issues and to champion their interest. A member of staff will be agreed each two years by self-nomination and an interview process by the Inclusion Team. This role will be to champion mental health for the school community, not to be directly responsible for it. The role will include promotion of well-being materials, being a 'listening ear', acting as a signpost for other services or professionals, relaying ideas and information to senior staff that could further improve wellbeing in school, having oversight of school improvement plans to ensure that mental health promotion has a key place, help to reduce barriers to mental health in school by promoting positive language in relation to mental health.

To support the well-being of our staff our priorities are:

**Language** – to be mindful of the language we use to talk mental health at all times.

**Communication** – to encourage individuals to communicate their needs and concerns.

**Relationships** – to promote good relationships between staff through training, time and tea (other drinks are available).

**Kindness** – to promote the importance of treating people as we would want to be treated ourselves.

**Tolerance** – for different ways people think and act, providing our goal of ensuring good outcomes for pupils is not affected.

**Respect** – for how a staff member may want to manage their own mental health or health, providing this doesn't impact on the safeguarding of our pupils.

**Harmony** – to promote ways of being with each other, including times when opinions differ, or when a person becomes upset with another.

**Equality** – to ensure all staff having an equal right to well-being in the workplace.

**Trust** – to develop a supportive process in which staff can trust, for the continued wellbeing of staff.

**Empowerment** – to ensure staff members feel a part of the decisions which affect them. This includes consultation on key decisions which affect individual staff, including policies and a genuine right to reply and appeal on decisions which may have an adverse effect.

**Balance** – to recognise the demands of workload on staff and to find ways to ensure a good balance over a school year between work that is necessary for good outcomes for pupils and time to enjoy when not at work.

#### What works well at Cherbourg Primary?

- We all talk to each other and are very good at being 'aware' of each other.
- Club Days: Being able to go to our own children's assemblies and sports' days.
- If someone notices someone isn't 'quite right' but they don't feel they can approach them they'll flag it to a parallel teacher or colleague who is closer to them.
- Learning support staff and class teachers know when colleague's 'snowed under' time is here (listing, data reports etc.) and release them or enable dedicated time out of class.
- Inset Days offer a variety of time for pupil progress meetings and time to learn.

Sample staff  
wellbeing  
policy

[Education staff wellbeing charter - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[The Education Staff Wellbeing Charter - November 2021  
\(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

### Applies to England

#### Contents

- [Overview](#)
- [About the charter](#)
- [Why you should use the charter](#)
- [Signing up to the charter](#)
- [How your information will be used](#)
- [Monitoring and evaluation](#)
- [Wellbeing resources](#)
- [Other resources](#)

#### Related content

[Ways to reduce workload in your school: tips from school leaders](#)

[Flexible working: resources for teachers and leaders](#)

[School workload reduction toolkit](#)

[Workplace wellbeing tool](#)

[Reducing school workload](#)

#### Collection

[Flexible working: resources for teachers and leaders](#)

# Staff Wellbeing | Suffolk County Council

- If you need to talk through any concerns you have about your wellbeing, you can get in touch with the [Education Support helpline](#), which offers free, confidential support for teachers and education staff.  
When you call the number, you'll talk to a qualified counsellor. They'll offer you immediate, confidential support including advice, counselling or coaching.
- **Who can use the Education Support helpline?**
- Any serving, former or retired member of staff who has worked in any part of the education sector including but not limited to Early Years, Primary, Secondary, Further, Higher, Adult and/or Prison education sector.
- **Don't wait for a crisis to call the Education Support line on 08000 562 561 or email: [support@edsupport.org.uk](mailto:support@edsupport.org.uk)**



# An advert from the Suffolk Wellbeing Service – for interest.

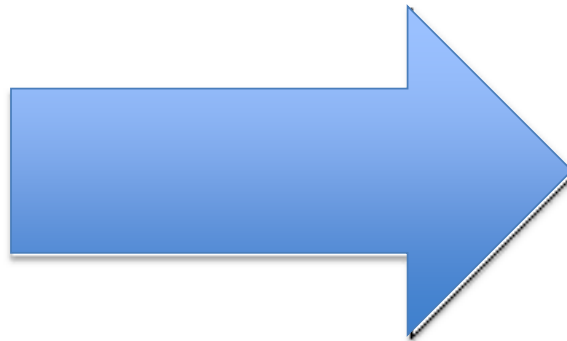
## Wellbeing in the Workplace

- A **Free workshop available to book** for organisations, designed to support staff with their wellbeing
- **Work related stress, depression or anxiety accounted for 55% of all days lost in 2019/20 due to work related ill-health\***
- **The session covers**
  - understanding stress in the workplace
  - what to look out for
  - ways to overcome stress
  - how to control feelings of stress
- We offer **practical tips and techniques** to improve and help manage stress and building resilience
- Workshops are **held on Zoom or MS Teams** for groups of 10+
- Co-delivered by **Wellbeing Suffolk Practitioners & Senior Employment Advisers**

For more information & to book a bespoke workshop for your organisation or team,  
email: [communications.wellbeing@nsft.nhs.uk](mailto:communications.wellbeing@nsft.nhs.uk)



Resource and reference slides follow for your  
interest...





[E-ACT Ideas Conference - staff wellbeing on Vimeo](#)

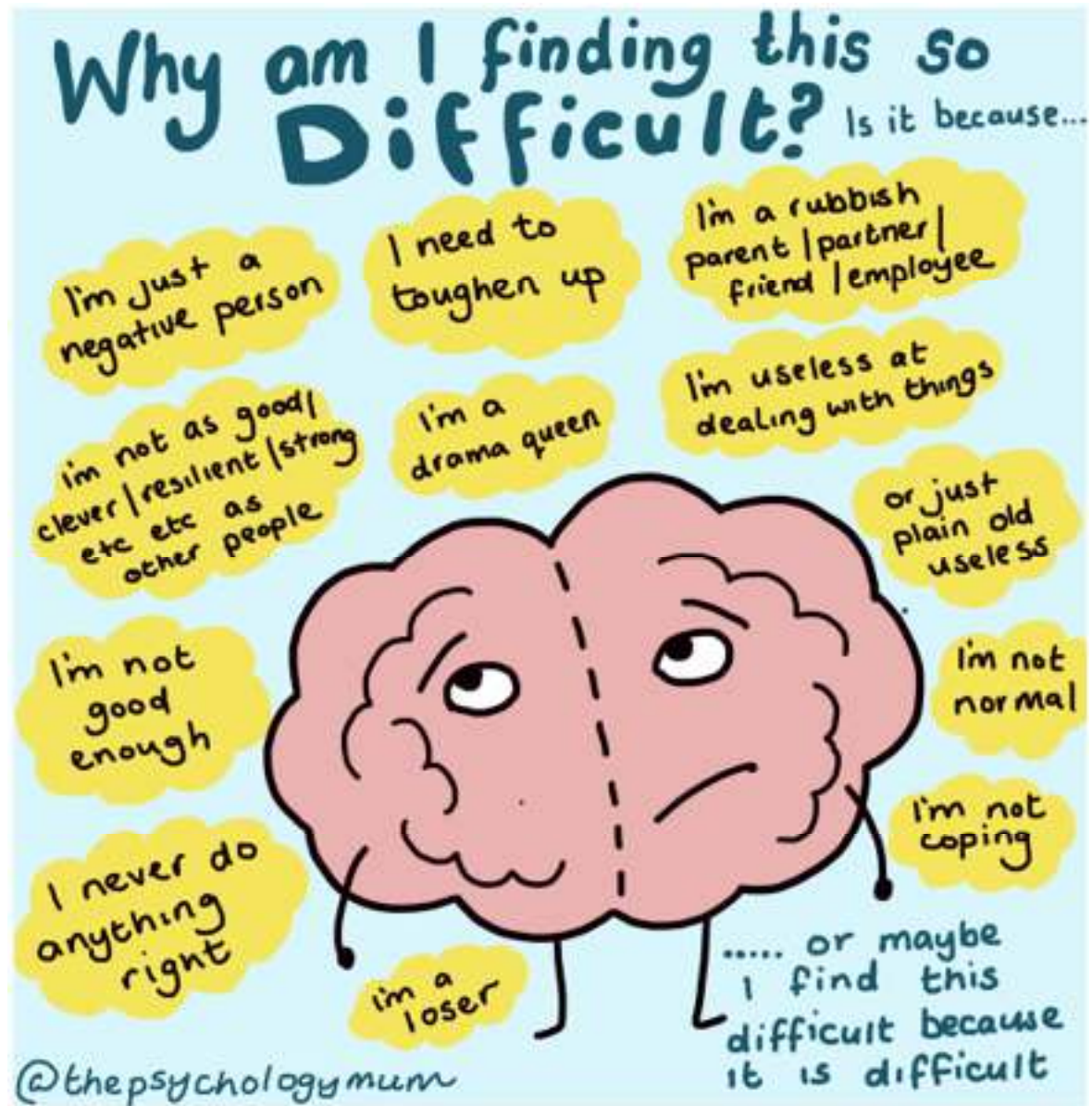
Might be of interest?

@thepsychologymum

# Routes off the Anxiety Roundabout









[NourishingDepleting.pdf \(getselfhelp.co.uk\)](http://getselfhelp.co.uk/NourishingDepleting.pdf)

# You are not alone



# Places for further help...

[www.nhs.uk/conditions/stress-anxiety-depression/mental-health-helplines/](http://www.nhs.uk/conditions/stress-anxiety-depression/mental-health-helplines/)

[www.nhs.uk/conditions/stress-anxiety-depression/moodzone-mental-wellbeing-audio-guides/](http://www.nhs.uk/conditions/stress-anxiety-depression/moodzone-mental-wellbeing-audio-guides/)

## **Shout**

24/7 text service for anyone in crisis Text: 85258

Website: [www.giveusashout.org](http://www.giveusashout.org)

## **Cruse Bereavement Care**

For people who have experienced bereavement.

Phone: 0808 808 1677 Website: [www.cruse.org.uk](http://www.cruse.org.uk)

## **Mind**

Phone: 0300 123 3393 (Monday to Friday, 9am to 6pm)

Website: [www.mind.org.uk](http://www.mind.org.uk)

## **Samaritans**

Phone: 116 123 (free 24-hour helpline)

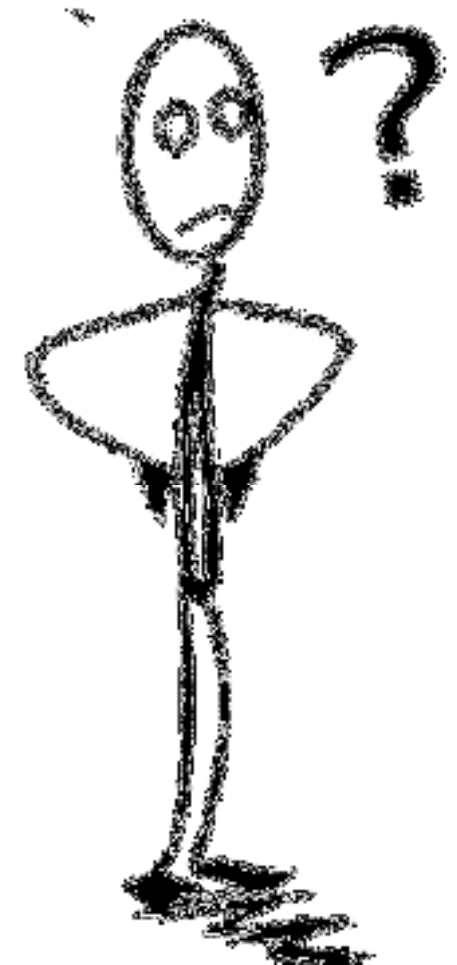
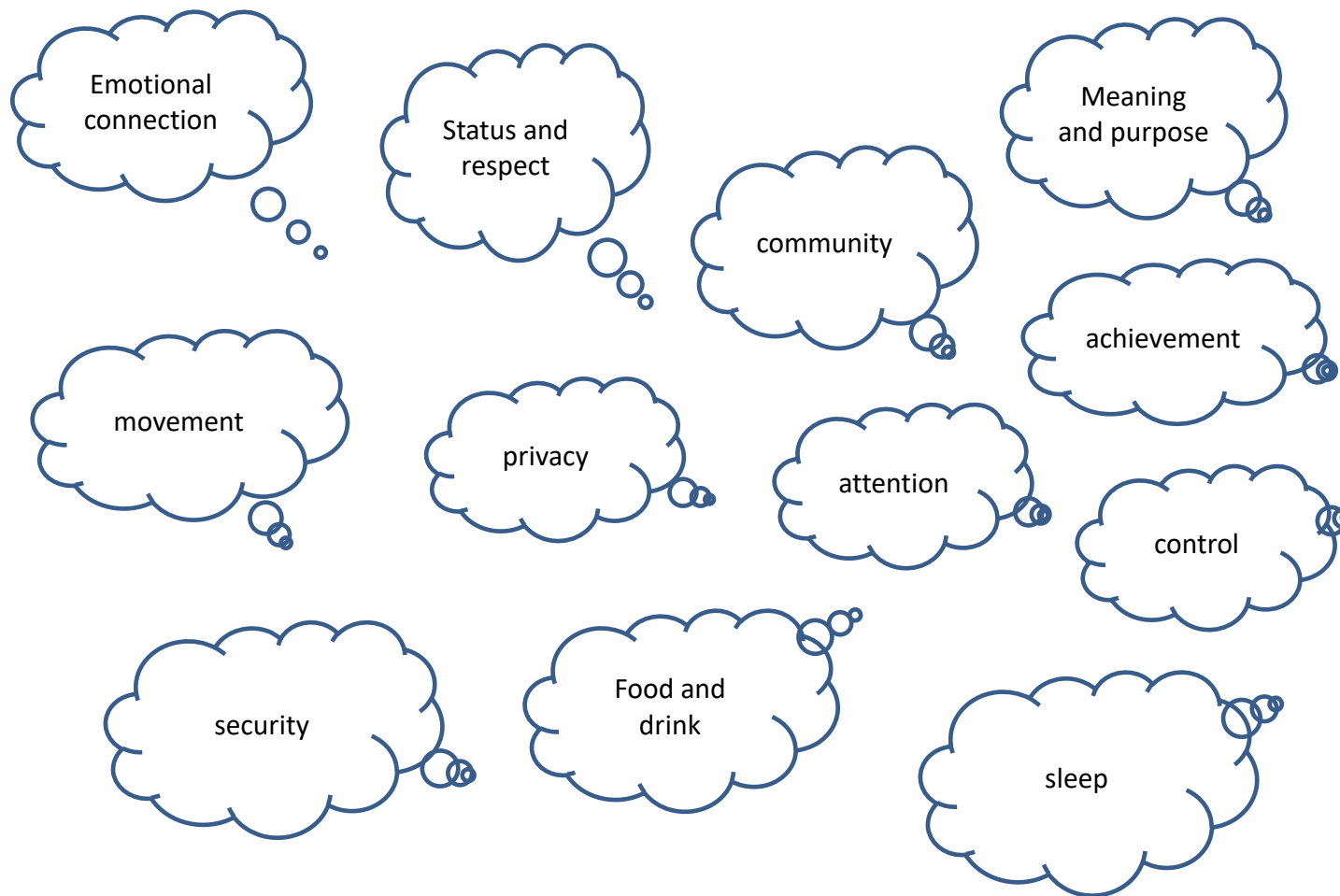
Website: [www.samaritans.org.uk](http://www.samaritans.org.uk)

## **Victim Support**

Phone: 0808 168 9111

Website: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)





Suffolk Mind use an 'organising idea' that we all have physical and emotional needs and a set of skills and resources that we're born with to meet those needs. This is referred to as the Emotional Needs & Resources Model.

How can we combat fears of not coping, not being good enough or letting others down? Here are the top tips from an international panel of experts for helping each other and team support.

- [Look out for each other as a team, take care of yourself](#)
- [Ask others how they are](#)
- [Listen carefully first, speak second](#)
- [One antidote to stress is kindness](#)
- [This is a long haul, not a sprint, pace yourself](#)
- [Make daily team time to check in with each other to be proud of yourselves](#)
- [Everyone should have regular short periods of rest and recovery](#)
- [Have things to look forward to](#)
- [Look after yourself– you cannot look after others if you neglect yourself](#)
- [Resources and References](#)

## Other resources of interest?

- [resource3\\_howtopromotewellbeingfinal.pdf \(mind.org.uk\)](#)
- [School workload reduction toolkit - GOV.UK \(www.gov.uk\)](#)
- [wmfs-staff-survey-brochure-a5-final.pdf \(corc.uk.net\)](#)
- [NEOST wstaff wellbeing guide for schools and trusts - 16 June 2020 \(local.gov.uk\)](#)