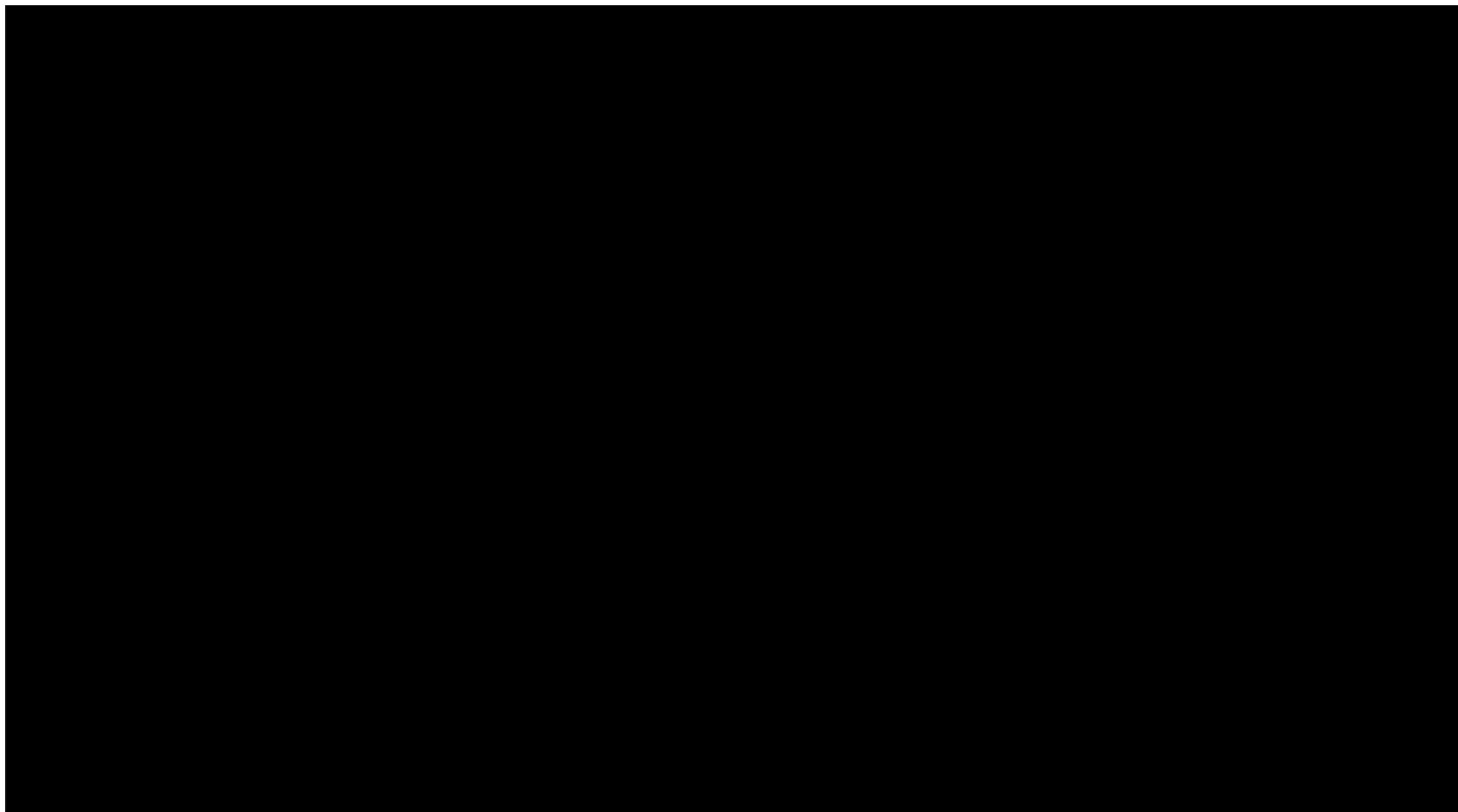


How can we retain good staff?



Work Place Mental Health



What were the issues?

- Difference in standards across two sites: one was inadequate, the other good.
- Differing perceptions of staff at each site and Key Stage.
- Extreme turbulence in leadership and staffing.
- Significant increase in the number of permanent exclusions.
- Increase in the complex nature of pupils resulting in very challenging behaviours.
- High levels of sickness absence, across both sites.

2017-2018	Staff Days
Tudor Grove	198.5
Pallion	442.5

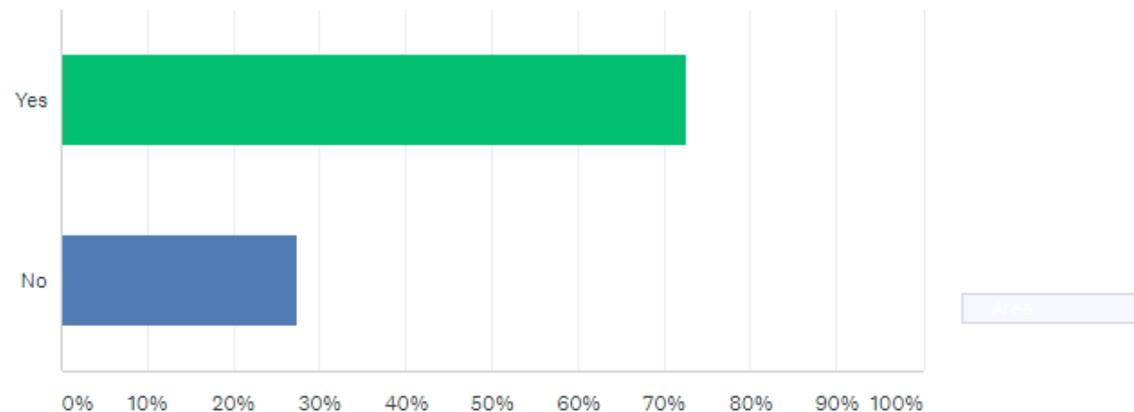
What did we do?



1. We carried out an emotional well-being survey

Do you feel that Senior leadership in the school sees staff well-being as important?

Answered: 40 Skipped: 0

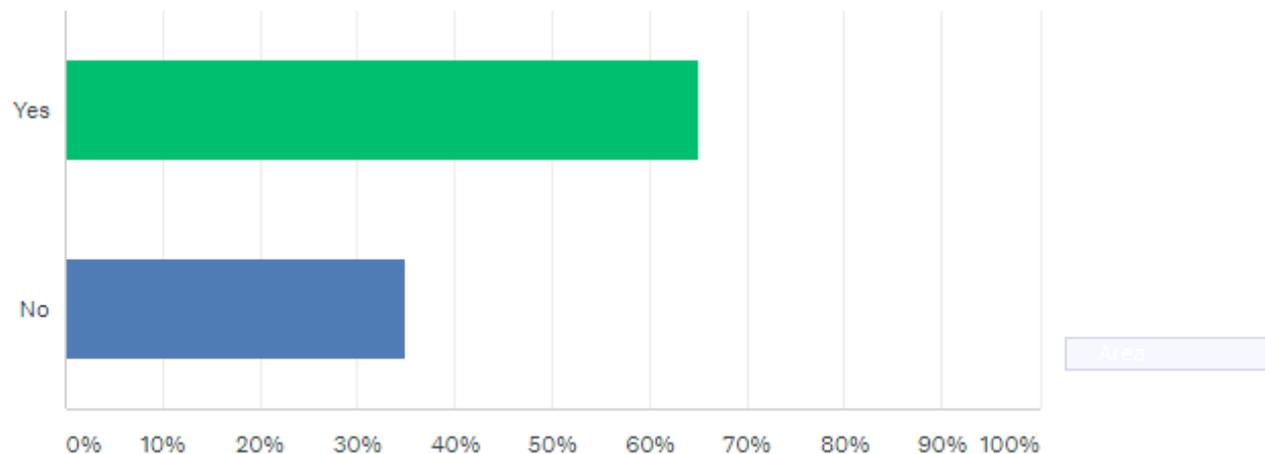


ANSWER CHOICES	RESPONSES
Yes	72.50% 29
No	27.50% 11
TOTAL	40

What did we do?

Do you think you would benefit from a regular health check supervision session with your line manager?

Answered: 40 Skipped: 0

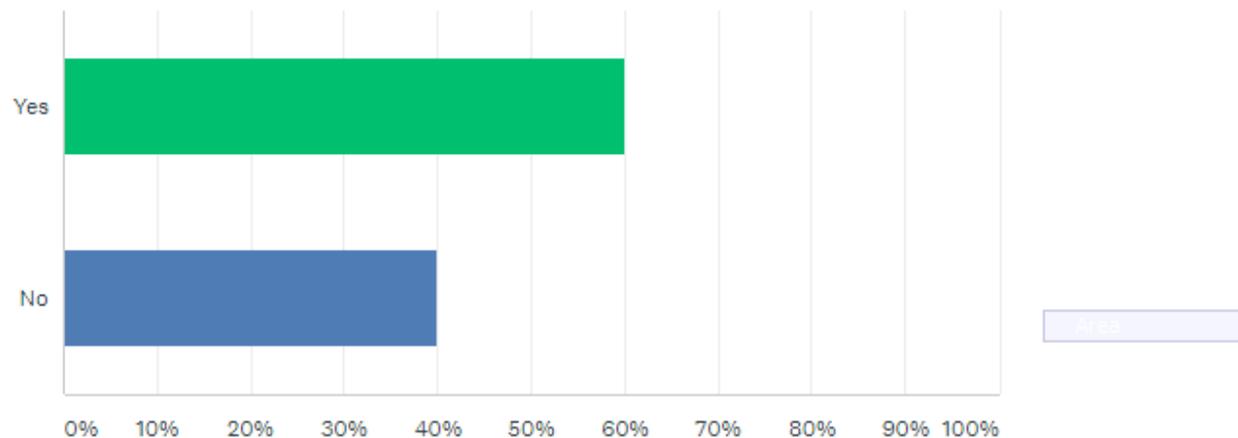


ANSWER CHOICES	RESPONSES
Yes	65.00% 26
No	35.00% 14
TOTAL	40

What did we do?

If the school were to employ a counsellor to improve staff-well-being, would you consider utilising this service?

Answered: 40 Skipped: 0

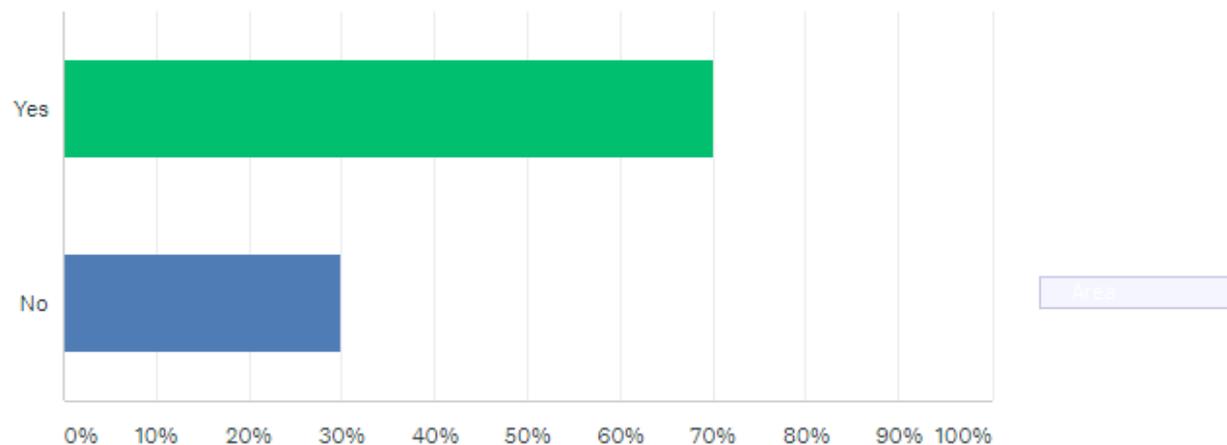


ANSWER CHOICES	RESPONSES
Yes	60.00% 24
No	40.00% 16
TOTAL	40

What did we do?

The school has access to an Occupational Health Service, would you consider using this service?

Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	70.00% 28
No	30.00% 12
TOTAL	40

What did we do?

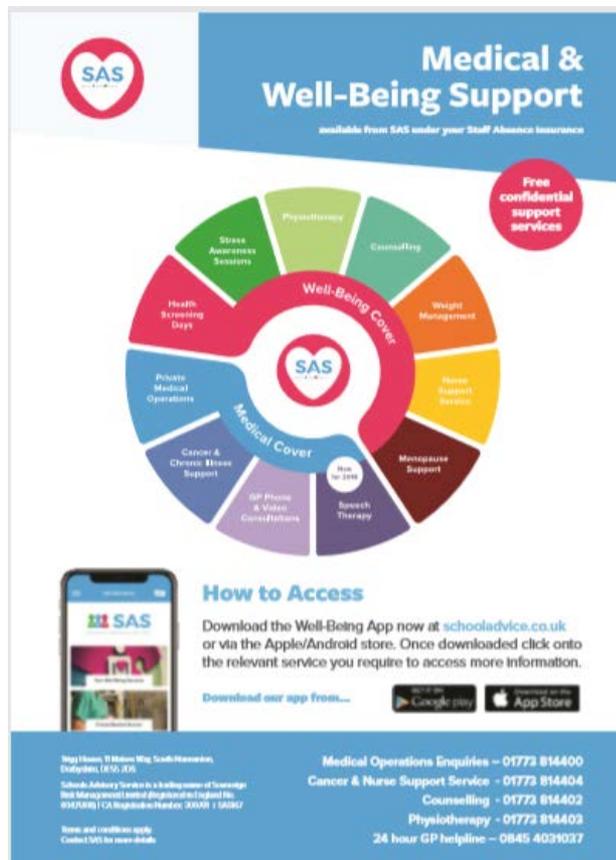
2. Introduced a Christmas shopping afternoon.



Staff quote “Things like xmas afternoon is a very good idea as personally it relives some everyday stress”

What did we do?

3. Invested in a whole school first day cover insurance policy.



Medical & Well-Being Support
available from SAS under your Staff Absence Insurance

Free confidential support services

Well-Being Cover

- Physiotherapy
- Counselling
- Weight Management
- Nurse Support Services
- Menopause Support
- Speech Therapy
- GP Phone & Video Consultations
- Cancer & Chronic Illness Support
- Private Medical Operations
- Health Screening Days
- Stress Awareness Sessions

Medical Cover

How to Access

Download the Well-Being App now at schooladvice.co.uk or via the Apple/Android store. Once downloaded click onto the relevant service you require to access more information.

Download our app from...

Medical Operations Enquiries - 01773 814400
Cancer & Nurse Support Service - 01773 814404
Counselling - 01773 814402
Physiotherapy - 01773 814403
24 hour GP helpline - 0845 4031037

Benefits

- First day cover for sickness absence – reduces stress levels for SLT and Key Stage Teams.
- APP – allows staff to access support confidentiality.
- Staff health checks included – used INSET day to run these.
- Range of services accessible.
- Staff have full confidentiality.

What did we do?

4. Replaced half termly twilight sessions with Emotional Well Being Twilights.



What did we do?



5. Improved the quality of CPD and ensuring it was targeted to school improvement priorities and individual staff needs/roles.

What impacts have we had?

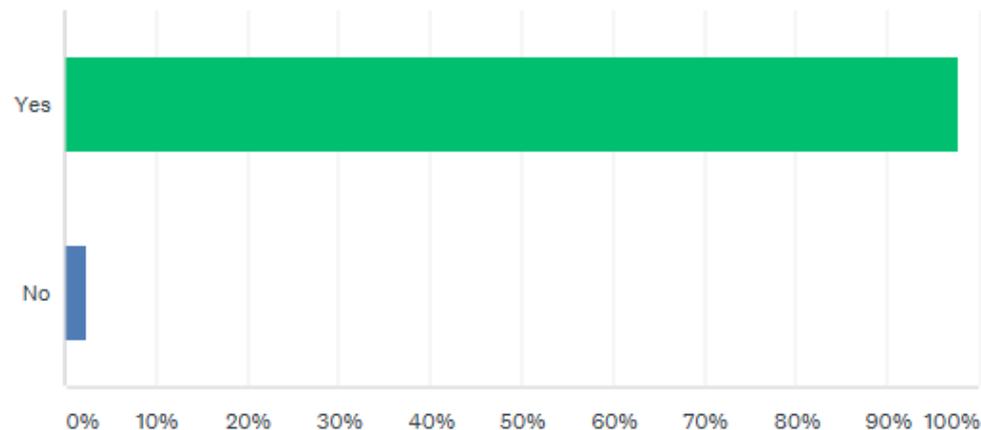
Q1

Customize

Save As ▼

Do you feel that Senior leadership in the school sees staff well-being as important?

Answered: 44 Skipped: 0



ANSWER CHOICES	RESPONSES	
▼ Yes	97.73%	43
▼ No	2.27%	1
TOTAL		44

What impacts have we had?



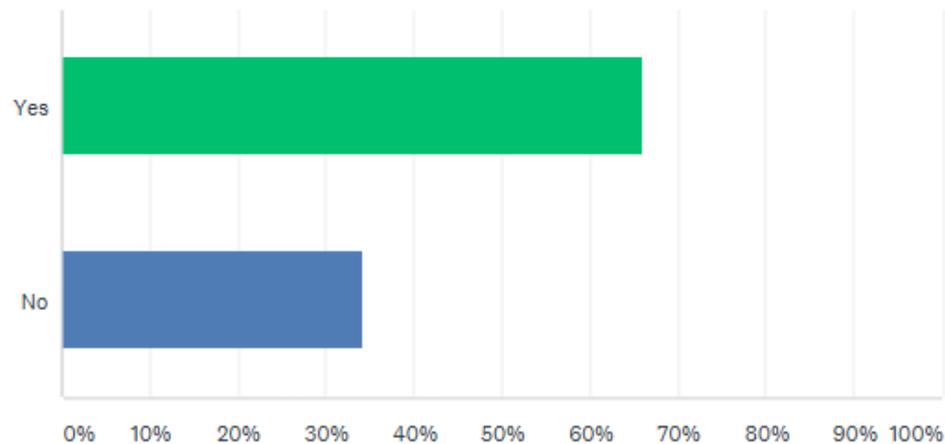
Q2

Customize

Save As ▼

Do you think you benefit from the emotional well-being twilight sessions?

Answered: 44 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	65.91% 29
No	34.09% 15
TOTAL	44

What impacts have we had?



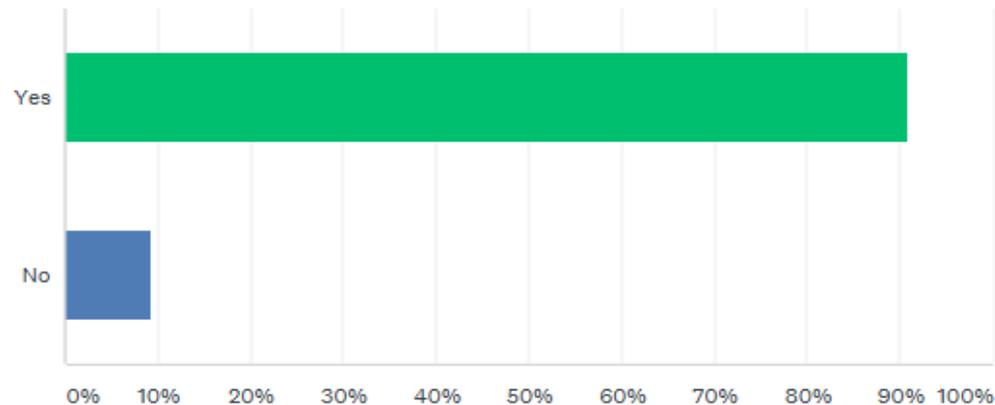
Q3

Customize

Save As ▼

Do you think the investment in the School's Advisory Service (APP) and first day insurance cover has been worthwhile?

Answered: 43 Skipped: 1



ANSWER CHOICES	RESPONSES
▼ Yes	90.70% 39
▼ No	9.30% 4
TOTAL	43



What impacts have we had?

- Both sites now rated Good by Ofsted.
- Improved perceptions of staff at each site and Key Stage.
- Improvements in leadership and increased stability in permanent staffing.
- Improved staff morale
- Reduced levels of sickness absence, across both sites.

2018-2019	Staff Days
Tudor Grove	198.5, now 79
Pallion	442.5. now 175

Staff comment – November 2018
“I fell the premise of emotional wellbeing is right and school are striving towards it”.

Staff comment – November 2018
“Love it! I have never had the opportunity to have a focus on emotional wellbeing as a teacher. Makes you feel valued and cared about”.

What does it look like for staff?

“There is a clear commitment to the emotional well-being of staff and the headteacher has taken responsibility for leading on this aspect of the school’s development priorities. I was told about the ‘Celebrating Success’ initiative that results in a member of staff being awarded with a thoroughly deserved half day off school each month because of their above and beyond commitment to the school. ”

IQM Centre of Excellence Review, November 2018



“Staff morale is high. Staff appreciate the high quality of training from leaders. The professional development programme for staff is having a positive impact on the quality of teaching and learning at the school”.

Ofsted, June 2018

What does it look like for pupils?



“Staff go the extra mile to personalise learning for individuals especially those who are particularly vulnerable or disengaged, trying many approaches until they can hook into the interests of the young people. Rich and varied experiences are given to support learning and it is clear teachers seek ways to provide access to challenging concepts that will enable pupils to achieve. As a result progress is clearly evidence in books”

IQM Centre of Excellence Review, November 2018



“Leaders ensure that the physical education and sport premium is used well. All pupils are involved in physical outdoor education every week. This fosters their engagement with learning, alongside improving their health and mental well-being”.

Ofsted, June 2018



What next?

- Development of staff well being group.
- Development of staff well being policy.
- Strengthen the professional supervision through the appraisal process.
- Train the trainer - Youth Mental Health First Aid programme.
- Train the trainer – Relax Kids programme.
- Mental Health Chartermark.
- CPD - promoting mental health well being.

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

Looking after your own well-being?

- 1.** Knowing personal limits and having the ability to say 'no' when necessary. This helps you to have more balance in life and will enable you to take better care of others.
- 2.** Identifying supportive people that you have in your life. If you would like to increase your support networks then you might consider taking up new hobbies or activities. You can also speak to a professional for more support.
- 3.** Talking. There are times when challenging situations affect us emotionally. If you have had a difficult day at school, try to speak to someone before you leave school as this can then help you to process how you are feeling, ask for support and separate your work and home life.
- 4.** Being flexible around change. Even with the best plans, sometimes unexpected events or situations occur. Our ability to accept change and plan and adapt can help us to manage any potential feelings of stress and anxiety and cope better overall.
- 5.** Self-compassion. If you take some time to stop and reflect on the thoughts in your head, are they more positive or critical? Once you have identified any negative thought, you can begin to introduce more positive thoughts and 'turn the volume down' on the critical voices.