

# It's About More than the Fluffies

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# 45 minutes about school staff wellbeing

- About you
- About me
- Staff wellbeing: what it was, what it is and where it's going
- The Staff Wellbeing Team experience
- a headteacher speaks about staff wellbeing shift in their school

# About you

- Understands duty of care
- Naturally concerned
- May not fully understand what 'wellbeing' is
- Worried about having to 'do' staff wellbeing
- Looking for ideas and impact
- Puts own wellbeing at the bottom of the pile

# About me

- 30 years working in education, training and wellbeing
- Published author on subject
- Doctorial research into place and human wellbeing
- Researching academically
- Working with practitioners

# Interpretations of wellbeing





# Wellbeing commonalities

- Peace and acceptance
- Health
- Freedom and release
- Nature
- Family and friends
- Making a difference
- Feeling you matter
- Purpose and direction
- Growth and achievement

Everybody well







# What school staff wellbeing used to look like

- What's that?
- No one's complaining
- People can be ill during the holidays
- **Wellbeing well-meaning but superficial, imposed by others**
- We tried Zumba...
- And put some fruit in the staffroom
- 'We don't do that here.'
- Lots of lip service
- Viewed as a bit whacky?



# What school staff wellbeing looks like in 2019

- Acceptance of wellbeing as being a 'good thing'
- Staff safeguarding
- **Wellbeing integral drive, identified and manifested by the staff**
- People keen - but unsure what to do
- Evidence and impact
- Fruit, exercise, mental health, mindfulness now openly discussed
- Where there is not wellbeing, there is often ill-being



# The impact of staff *ill-being* on a school

1. Absenteeism rockets
2. Underperformance widespread
3. Lack of CPD
4. No extra mile
5. High staff turnover - can't get the staff?
6. Silent, empty staffroom
7. No Staff Wellbeing Team
8. Presenteeism/off-site ASAP
9. Strict/cluttered environment
10. Culture of Fear/Apathy



# Great staff wellbeing in school

1. First-rate attendance
2. Outstanding performance
3. Enthusiastic, innovative CPD
4. Extra discretionary effort
5. Good retention rates
6. Queues
7. Clean, tidy, inspiring school environment
8. Revelry in the staffroom
9. High-trust culture
10. Dynamic Staff Wellbeing Team



# How to 'do' staff wellbeing

1. Propagate trust
2. Excellence not perfection
3. Communicate – do it and track it
4. Skill-up SLT in people management
5. Observation *conversations*
6. Coach, coach, coach. And peer coach
7. Clutterclear as CPD
8. Staff Wellbeing Team (or the like)
9. Staff Wellbeing Policy
10. Make Heads matter



# The Staff Wellbeing Team

1. Emerged from 15 years of research
2. Framework and structure to staff wellbeing
3. Tailors to your school
4. Cross-school volunteers
5. Meets Ofsted, safeguarding and Duty of Care criteria
6. Creates trackable evidence of:
  - trust creation
  - values in practice
  - staff voice
  - ownership
  - distributed leadership
  - reflective thinking
  - delegation
  - appreciative inquiry and more...

# What a Staff Wellbeing Team *does*

1. Creates a school Staff Wellbeing Policy
2. Manages a small staff wellbeing budget
3. Implements quick wins
4. Meets monthly
5. Inputs to staff meetings
6. Liaises with headteacher/SLT
7. Updates governing body
8. Signposts on staff wellbeing issues
9. Organises staff social/wellbeing events
10. Participates in wider on-going staff wellbeing research

# It about more than the fluffies

- Staff Wellbeing Teams look after the people who are looking after the people



# Cathy Westgate Hudson Road

- 'It's not just a treat system.'

# Beth Smith Roman Road

- 'Why is everyone so happy?'

# Cheerio

- Thank you, goodbye and be well.





# The future of school staff wellbeing?

1. Above and beyond Duty of Care
2. Shared ownership of individual wellbeing
3. Protected classroom time
4. Staff wellbeing within attractive job package
5. Environmental literacy - Third Place nudging
6. Headteacher wellbeing properly addressed
7. Staff Wellbeing Team (staff voice) the norm