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Supporting Staff Wellbeing

Create a whole-school environment that prioritises staff wellbeing, ensuring effective teaching and support

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Expert speakers include:

Ben White

Research Lead, Ashford Teaching Alliance (ATA), DfE
Teacher Workload Advisory Group

Thérèse Hoyle

Head Facilitator of Thérèse Hoyle Consultancies

**Kelly Hannaghan and
Kate O'Connor**

Lessness Heath Primary School

Laura Knight

Director of Digital Learning, Berkhamsted School

KEY BENEFITS

PERFORMANCE

Rebalance staff achievement and wellbeing

STAFF RELATIONSHIPS

Create a healthy, non-judgemental workplace

TRAINING

Ensure wellbeing-led professional development

'Teaching staff do an incredibly important and demanding job ... employers need to support their staff so that they can come into work at their best'

PAUL FARMER, CHIEF EXECUTIVE OF MIND, DFE,
MARCH 2019

Though fulfilling, the role of teaching has developed well beyond previous expectations, demanding teachers to meet and adapt to the ever-changing needs of various stakeholders whilst ensuring a high-quality performance. This can result in the neglect of staff wellbeing, in turn negatively impacting the school community as a whole.

This conference will arm you with the knowledge and skills to both understand and address the key issues relating to staff wellbeing, enabling you to ensure wellbeing-led performance and achievement among all staff at your school.

Why should I attend this event?

- **Retention:** gain simple, cost-effective strategies that directly address the issues of workload and mitigate factors contributing to teacher burnout.
- **Change management:** ensure that staff can manage both internal and external changes in expectations effectively and sustainably.
- **Staff relationships:** strengthen relationships between staff and their SLT through effective dissemination of information, constructive two-way feedback and empathetic organisation.
- **Training:** optimise your approach to embedding wellbeing within CPD and teacher training.

Who should attend?

- Mental Health and Wellbeing Leads
- CPD Leads
- Headteachers
- Deputy Headteachers
- Assistant Headteachers
- HR Managers
- School Business Managers

This event is relevant for all stages.

'Optimus is the only provider of CPD conferences that I will recommend to our staff'

DEPUTY HEAD, KIRKHAM GRAMMAR SCHOOL

'Thought provoking. Always come away from the conferences with a lot more to do!'

ACADEMY BUSINESS MANAGER, MABLETHORPE
PRIMARY ACADEMY

Optimus Education offers a wealth of expertise to support your whole-school improvement.

From non-curricular awards, timely and informative conferences, packaged and bespoke consultancy, to in-house training and membership, Optimus is your one-stop-shop for your school or academy.

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This year's speakers include...



Thérèse Hoyle

Head Facilitator, Thérèse Hoyle Consultancies (Chair)

Thérèse Hoyle is an educational consultant and executive coach with more than 20 years' experience. She advises schools and teachers on aspects of behaviour management, staff wellbeing, organisational development, coaching and leadership. Thérèse has worked with teams all over the world, so far reaching more than 495 schools and 15,400 individuals. Her books include 101 Playground Games and 101 Wet Playtime Games and Activities. She is also an adviser for the Wellbeing Award for Schools.



Kelly Hannaghan

Wellbeing Leader, Lessness Heath Primary School

Kelly is the wellbeing leader at Lessness Heath Primary School and has spent her professional career passionately focusing on enhancing the opportunities and life chances of pupils, staff and families in education. Through the power of her mental health training and therapeutic relationship skills, she has successfully led on the Wellbeing Award for Schools process, resulting in the school being the first nationally to achieve this. Kelly is a regular blogger and active writer of wellbeing in education and is passionate about creating the conditions under which teachers and pupils flourish. Her approaches in leading school development processes has created outstanding outcomes.



Laura Knight

Director of Digital Learning, Berkhamsted School

Laura Knight is director of digital learning at Berkhamsted School, where she leads on staff training on online safeguarding and educational technology in the curriculum. She works on bridging the gaps between educators, parents and students on issues around digital wellbeing, privacy, decision-making and risk-taking.



Kate O'Connor

Headteacher, Lessness Heath Primary School

Kate has taught and led schools in challenging circumstances throughout her career spanning a 20 year period. She has led her current school out of special measures with a key focus on the value of relationship school cultures that look after and protect the wellbeing of the whole-school community. Kate believes passionately in growing schools that are characterised by cultures of trust, agency collaboration and happiness. She is an active speaker sharing strategies of the importance of creating a positive culture within education.



Charmaine Roche

Company Director, LifeFlowBalance

Charmaine Roche is an experienced executive coach and education consultant. She began working independently after 29 years as a teacher and senior leader in secondary education. She now owns her own company, LifeFlowBalance Coaching and Consulting Ltd. She describes herself as a systemic transformational coach who combines positive psychology, systems theory, and compassion based coaching methodology in her work with individuals, teams and organisations helping them flourish and implement change.



Ben White

Research Lead, Ashford Teaching Alliance (ATA), member of the DfE Teacher Workload Advisory Group

Ben White is a psychology teacher and research lead for ATA. He was a member of the DfE's advisory group on workload and data use which published in November 2018. Ben has led a range of research projects and syntheses for schools and education charities. Most recently this has included a research project exploring the relationship between teacher wellbeing, specific aspects of their workload and a summary of psychological research relating to behaviour change. He is a member of CEBE (Coalition for Evidence Based Education) with whom he is exploring evidence use in school leadership training. This year he is developing and beta-testing Compare and Learn – an in-lesson assessment app.

09:00 – 09:40	Registration and refreshments	
09:40 – 10:00	Chair's introduction and welcome: creating a whole-school culture of wellbeing <i>Thérèse Hoyle, Head Facilitator, Thérèse Hoyle Consultancies</i>	
10:00 – 10:30 Keynote 1	The relationship between workload and wellbeing This session will draw on school-based examples and psychological research to help define key factors relating to staff wellbeing and explore the ways in which they relate, leading to an overview of the three key levels at which leaders can support staff wellbeing across the school. <i>Ben White, Research Lead, Ashford Teaching Alliance, member of the DfE Teacher Workload Advisory Group</i>	
10:30 – 11:10 Keynote 2	Wellbeing-led change management Effectively and sustainably manage changes in Ofsted policy and curriculum requirements, ensuring wellbeing-led practice across school staff <i>Charmaine Roche, Company Director, LifeFlowBalance</i>	
11:10 – 11:20	Questions and answers	
11:20 – 11:50	Morning refreshments	
11:50 – 12:40	Streamed Sessions 1	
1A: Staff Retention Learn to build teachers' motivation through the use of recognition schemes that value their positive impact on children's educational outcomes, minimising staff turnover <i>Thérèse Hoyle, Head Facilitator, Thérèse Hoyle Consultancies</i>	1B: Planning and Marking Learn how to collaboratively develop planning and marking policies that demonstrate an awareness of teachers' individual needs and processes <i>Tom Fay, Executive Director of Teaching and Learning, Pontefract Academies Trust</i>	1C: Teacher Feedback Model and engage in constructive, non-judgemental, two-way feedback, ensuring trusting staff relationships <i>Mal Krishnasamy, MalCPD Education Consultancy and Coaching</i>
12:40 – 13:30	Lunch	
13:30 – 14:20 Case study-led Keynote	Managing Parental Expectations Harness parents' involvement within the school community to build trusting working relationships that will protect and benefit staff wellbeing <i>Kelly Hannaghan, Wellbeing Leader, Lessness Heath Primary School</i> <i>Kate O'Connor, Headteacher, Lessness Heath Primary School</i>	
14:20 – 14:30	Questions and answers	
14:30 – 15:20	Streamed Sessions 2	
2A: Wellbeing-led CPD Gain cost-effective, simple strategies to embed wellbeing practice within training, cultivating a continual whole-staff culture of wellbeing <i>Andrew Cowley, Co-founder, The Healthy Toolkit</i>	2B: Student Behaviour Cultivate a school community that removes the stigma from the issue of student behaviour as a reflection on teaching quality, building teachers' confidence to manage stressful behavioural issues in the classroom <i>Charmaine Roche, Company Director, LifeFlowBalance</i>	2C: Absence Gain simple tools to enable staff to effectively practice self-care, in turn minimising absence rates <i>Kimberley Evans, Consultant, Nourish the Workplace</i>
15:20 – 15:40	Afternoon refreshments	
15:40 – 16:30	Streamed Sessions 3	
3A: Trainee Teachers Understand and learn how to mitigate the negative impacts of teacher training on mental health, instilling good wellbeing practice at the start of the teaching career <i>Hannah Wilson, Head of Secondary School Teacher Training, University of Buckingham</i>	3B: Digital Wellbeing Optimise your staff's digital wellbeing to help address work-life balance, enabling healthy professional and personal relationships <i>Laura Knight, Director of Digital Learning, Berkhamsted School</i>	3C: Mindfulness Equip staff with the tools to mindfully manage stressful, high-pressure situations with objectivity and resilience <i>Belinda Heaven, Alpha Wellbeing Associates Ltd</i>
16:30	Conference close	

How to register

1. Book online and receive instant confirmation
oego.co/StaffWellbeing19
 2. Email: conference.bookings@optimus-education.com
 3. Questions: call us on 020 8315 1506
- Please see oego.co/TandCs for our subscriptions, cancellations and refund policy

Pricing

Prices	Book before 13/10/2019	Book after 13/10/2019
Primary/Special	£199 + VAT	£299 + VAT
Secondary	£279 + VAT	£379 + VAT
LAs	£329 + VAT	£429 + VAT
Others	£359 + VAT	£459 + VAT
Premium Plus	You could attend this conference as part of your Premium Plus package. For further information, please contact your Account Manager.	

If you do not fit into one of the above categories, please contact us on 020 8315 1506 or email oe.conferences@optimus-education.com

4 steps to Supporting Staff Wellbeing

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Before
the day

Create your account at oego.co/StaffWellbeing_Resources and gain access to pre-event reading and resources

PLUS

- Read our blogs on how to create a whole-school culture that actively promotes staff wellbeing and develop an effective communications policy
- Learn how to successfully utilise the DfE's workload reduction toolkit

②

During
the day

Have your burning questions answered by our experts and outstanding practitioners

PLUS

- Select targeted workshops to suit your specific needs
- Read our guides on how to create a resilient workplace and get your headteacher on board with staff wellbeing

③

After
the day

Log in at oego.co/StaffWellbeing_Resources and access the post-event resources

PLUS

- Download the speaker presentations and share these with colleagues
- Learn how to manage stress effectively and practise self-care

④

Share
across your school

Gain access to a wide variety of resources on supporting staff wellbeing for your staff to benefit from

Start accessing these resources today by creating a free delegate account on oego.co/Delegate

Remember, Optimus Premium Plus members can access resources for all of our conferences. Membership may also entitle you to attend this conference for free! Get in touch to learn more.