

Staff Wellbeing

Why should I do this course?

This training programme will help cultivate a healthy school environment by managing work-related stress and creating a culture of staff wellbeing. It will enable you to:

- Make use of techniques to manage your own work-related stress
- Formulate strategies with your peers to reduce stress and build resilience
- Analyse your school's working environment and ethos and identify possible improvements
- Assist with creating a sustainable wellbeing culture in your school..

Making the most of this course

1. Deliver Units 1 & 2 of this course to members of the SLT and reflect on your school working environment
2. Work together to explore ideas and strategies to support staff and raise wellbeing standards or you could prepare a whole-school wellbeing audit.
3. Deliver Units 3, 4 & 5 of this course to all school staff.
4. Develop a practical, realistic plan, including how best to prioritise, manage teaching, planning and personal time and sustain energy levels.

Suggested participants

Units 1-2

- Headteacher
- Assistant Head/Deputy Head
- Members of the senior leadership team

Units 3-5

- All school staff – both teaching and non-teaching

1. School Ethos and Policy

Understand your own personal levels of stress in order to empathise with and constructively support staff under stress.

- Investigate and understand stress
- Recognise what triggers stress
- Consider your school working environment and its wellbeing ethos
- Evaluate recent changes in your school
- Consider what measures are already in place to anticipate and reduce apparent, potential and genuine stress levels in your staff.



2. Leading Change

Enhance your understanding of responses to change-induced stress and the development of healthy coping strategies.

- Appreciate the impact and influence the SLT have on staff performance.
- Understand that change can be experienced as a stressor or stimulator.
- Explore the main stressors in your school
- Consider the possible staff perception that senior leaders are generators of stress for staff and how best to address this
- Prepare for a whole-staff wellbeing audit.

3. Managing Stress

Understand stress in a different light; a natural mechanism to keep us alive and well and develop strategies to build your own personal resilience.

- Appreciate your value as a staff member
- Understand what stress is.
- Explore the causes of stress.
- Recognise stress signals.
- Develop strategies to counteract stress and build personal resilience.



4. Solution Strategies

Empower yourself and your colleagues with practical wellbeing strategies that guarantee personal and professional support.

- Identify the underlying problems that trigger stress in your school.
- Assess the coping strategies already in place.
- Explore alternative wellbeing strategies.
- Investigate 'Unfreakability' and what that looks like in a teacher.
- Discover the secrets of 'power breathing'.



5. Sustaining a Wellbeing Culture

Work on a clear 'going forward' plan with practical advice and guidelines supporting healthy change.

- Evaluate long-term objectives
- Assess whole-school and personal priorities
- Explore effective energy and time management
- Examine wellbeing sustainability.