

Governor Conference July 2021

~ How to support staff wellbeing:
Practical suggestions ~

2021

Brentwood Diocese Education Service



Sacred Scripture

“Do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus.”

- Philipians 4 : 6-7



St Pope John Paul II, Sollicitudo Rei Socialis, On Social Concern, 1987

Solidarity is ‘not a feeling of vague compassion or shallow distress at the misfortunes of so many people, both near and far. On the contrary, it is a firm and persevering determination to commit oneself to the common good; that is to say to the good of all and of each individual because we are all really responsible for all’ (SRS, 38).



Definitions of well being

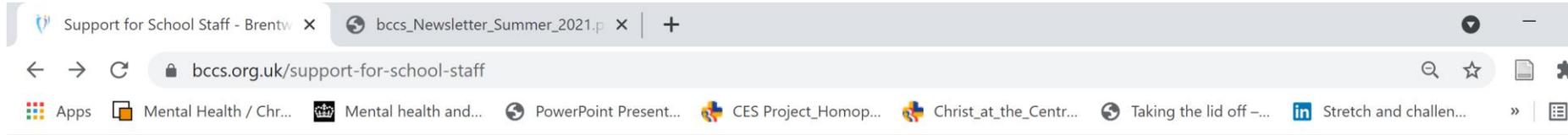
- Oxford Dictionary- A state of being comfortable, healthy and happy
- Collins Dictionary- The condition of being contented, healthy or successful
- WHO - Health- physical, mental and social well-being not merely the absence of disease or infirmity.
- WHO- Mental health is defined as a state of well-being in which every individual realises her or his 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

Governors Responsibilities for well-being in school

The largest expenditure of a school's budget is its salary bill. We need teachers in front of children but more than that, we need teachers who are motivated, enthusiastic and have the energy to deliver the curriculum. Employees have a duty of care to themselves, and we have to hope that teachers will be mindful of their own needs and manage these, but it is key that governors recognise that the wellbeing of staff will be a major factor in the success of the school

(Hub4 Leaders)

Brentwood Catholic Children's Society (BCCS)



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Support for School Staff

Write to us about the support you need for your school. We will try to help you find the resources you need to support your staff.

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Five ways to well being

New Economics Foundation



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Looking after yourself

- Connect
- Be active
- Keep learning
- Give
- Take notice
- Spiritual
- Social
- Emotional
- Physical
- Mental
- Financial
- Environmental

Practical suggestions

- **Connect**
 - **Spiritual**
 - **Social**
 - **Emotional**
- Opportunities for spiritual reflection: Staff liturgies, Staff retreats, Staff prayer book, Mindfulness (BCCS)
 - What staff facilities are available? Staff rooms, spaces to gather indoors and out, break times, after school activities?
 - How does supervision work, are there opportunities for staff to 'offload'? Are there external support mechanisms in place? Is there a peaceful space available?



Practical suggestions

- Be active • Physical

- Are there opportunities to have physical exercise in school or can staff use school facilities?
- Have staff been consulted to see if there are any opportunities for alternative types of activities they would wish to be involved in before/ after school?
- What support is there for staff to be involved in cycle to work schemes? Is there provision for cycles/ changing facilities etc.?



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Practical suggestions

- Keep learning • Mental



- What support is offered to staff for additional qualifications?
- Are there opportunities in CPD for staff to develop research based practice?
- What resources are available to support staff development?
- How is CPD organised/ calendared?



Practical suggestions

- Give
- Financial
- Time
- Are there opportunities for staff nominated charities?
- What is your policy about staff who run clubs etc? Do they have time in lieu?



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Practical suggestions

- Take notice
- Environmental
- How does the environment of the school impact on staff wellbeing? Are there areas which need addressing e.g. light, ventilation etc.
- Could there be facilities provided which are calming e.g. garden?



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What about other practical things?

- CPD calendar and appropriateness of training?
- PPA/ planning
- Lunchbreak
- Praise
- Working together
- School and department policies
- Making time for activities
- Opportunities for spiritual reflection

Workload etc.

- Use of time: length of meetings, planning, marking, reports
- Support of teams: departmental, year, phase, community
- Resources
- SEND support
- Coaching
- Positive feedback
- Is there a staff committee for wellbeing?
- Has the Diocesan model policy been adopted?

What do you do?

10 minutes to discuss this in groups

Quiz

How do you address the wellbeing of staff in your school?

	Yes	No	Not Sure
Do you have a wellbeing policy in your school?			
Is staff wellbeing a regular agenda item at full governing body meetings?			
Have you ever consulted with staff on their wellbeing?			
Does the governing body discuss staff turnover and staff absence trends?			
Is staff wellbeing part of the appraisal process?			
Do governors consider staff development?			
Is teacher workload addressed by the governing body?			
Do you think pupil behaviour is a cause of stress at your school?			
Is staff work-life balance regularly reviewed?			
Do you have a governor with responsibility for staff wellbeing?			



Further Support

- BDES

<https://www.dioceseofbrentwood.net/departments/education/resources/school-leaders-resources/mental-health-well/>

- BCCS
- Education Support
- Anna Freud – Staff wellbeing survey Cost £300 primary, £400 secondary, £400 all through.
- https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/984134/Education_staff_wellbeing_charter_2021.pdf



We are all responsible for all



Diocese of Brentwood Schools living out their Mission Statements
by their commitment to wellbeing

“Supporting Catholic schools to provide excellent education
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