

Staff Wellbeing

Helping professionals to understand and support staff wellbeing by:

- Raising awareness and recognition of mental health issues within the staff body
- Identifying aspects of wellbeing that effect staff in educational settings
- Looking at effective management and strategies

Mental wellbeing is the ability to cope with the day-to-day stresses of life



The Oxygen Mask Model
Looking after ourselves first isn't selfish it's a must!



Recognise what's normal for your colleague and what might have changed

Good Mental Health

- The ability to learn
- The ability to feel, express and manage a range of positive and negative emotions
- The ability to form and maintain good relationships with others
- The ability to cope with and manage change and uncertainty.

Understanding Stress:

- Everyone will feel anxious or stressed at some time in their life; they are normal emotional responses to certain situations.
- Stress become an issue when the response affects the quality of our life over a considered time. We all have a stress bucket, but the size of our bucket will be dependent on certain protective factors, including family, friendship groups, life events and our own personal characteristics.

Stress signatures:

Racing thoughts, worrying unnecessarily, difficulty making decisions, feeling overwhelmed, irritability, lacking self-esteem, headaches, over or under eating

Note on Burnout

Burnout refers to the physical and emotional exhaustion that comes from prolonged stress and frustration. When we feel we have too many demands and not enough resources, we begin to feel powerless to reach our personal goals. All of this can lead to a reduced feeling of personal accomplishment and diminished self-care

Supporting staff who are showing signs of stress, burnout or fatigue.

Spotting the signs; Inflexibility, emotional, overthinking, reluctance to socialise, low self-esteem, feeling restless/irritable, needing more reassurance than usual, over exercising/ feeling lethargic, alcohol excess, needing to do everything perfectly

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Spotting the signs

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How school management can play an important role:

- Rationalising administrative duties and workload
- Supporting staff to feel valued and respected
- Setting up a mentor system for new colleagues
- Creating time slot for teachers to share ideas and learn from each other
- Encouraging teacher co-operation, collaboration and valuing innovations
- SLT promoting and modelling positive work life balance



Including Wellbeing in an Action Plan will support policies and practices and help to identify roles and responsibilities within your setting. It will be embedded in your ethos and whole school environment.

Connect with NESSie on:



Useful websites & resources:

Anna Freud <https://www.annafreud.org/schools-and-colleges/resources/ten-ways-to-support-school-staff-wellbeing/>
<https://www.mentallyhealthyschools.org.uk/whole-school-approach/supporting-staff-wellbeing/>
Mind https://www.mind.org.uk/media-a/5761/mind-guide-for-line-managers-wellness-action-plans_final.pdf
Education Support Charity <https://www.educationsupport.org.uk/>
Mental Health Foundation <https://www.mentalhealth.org.uk/>
<https://www.headspace.com/educators>

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