



T&L Times

Well Being Edition 3— 30th April 2020

Welcome

With the country still in the grip of lockdown it is more important than ever that we consider the well being of ourselves and those around us. We hope that our well being edition this week gives you plenty of resources to support you in this area. As always we start with our inspirational well being quote.

“Be happy not because everything is good, but because you can see the good in everything”



Facebook Flnd

The Eikon Virtual Youth Club Facebook Page is Eikon's way of supporting children and young people, families and carers while we are in lockdown.

It's aim is to share important information such as staying safe online, signposting, advice, and guidance as well as fun activities. It includes links to resources that families can use and blogs from youth workers sharing ideas of how to keep busy. Just like the Facebook Page to follow. Click below to access the page



<https://www.facebook.com/EikonVYC/>

Rivermead Recommends

A new text service has been launched across Kent and Medway for people of all ages needing mental health support.



As part of the 'Release the Pressure' campaign, the texts are free on all major networks and the service is provided by SHOUT and the Crisis Text Line

By texting the word **“Kent”** or **“Medway”** to **85258**, you will start a conversation with one of many trained and experienced volunteers who can give support at any time, wherever you are. It's a place to go if you're struggling to cope and you need immediate help.

Fantastic Framework

The Interactive Resilience Framework from Boingboing was developed especially for schools and is one of the resources from the Academic Resilience Approach. Each clickable link takes you to a glossary section with further information about that particular approach, including expanding on what it is, why it is important, how it could be achieved in a school context, what young people themselves think about it, and examples of relevant research evidence with further references.

Here is the framework and what it offers

Resilience Framework (Children & Young People) Oct 2012 – adapted from Hart, Blincow and Thomas 2007 www.boingboing.org.uk					
	<u>BASICS</u>	<u>BELONGING</u>	<u>LEARNING</u>	<u>COPING</u>	<u>CORE SELF</u>
SPECIFIC APPROACHES	Good enough housing	Find somewhere for the child/YP to belong	Make school/college life work as well as possible	Understanding boundaries and keeping within them	Instil a sense of hope
		Help child/YP understand their place in the world			
	Enough money to live	Tap into good influences	Engage mentors for children/YP	Being brave	Support the child/YP to understand other people's feelings
		Keep relationships going		Solving problems	
	Being safe	The more healthy relationships the better	Map out career or life plan	Putting on rose-tinted glasses	Help the child/YP to know her/himself
	Access & transport	Take what you can from relationships where there is some hope		Fostering their interests	
	Healthy diet	Get together people the child/YP can count on	Help the child/YP to organise her/himself	Calming down & self-soothing	Help the child/YP take responsibility for her/himself
	Exercise and fresh air	Responsibilities & obligations			
	Enough sleep	Focus on good times and places	Highlight achievements	Remember tomorrow is another day	Foster their talents
	Play & leisure	Predict a good experience of someone or something new		Lean on others when necessary	
	Being free from prejudice and discrimination	Make friends and mix with other children/YPs	Develop life skills	Have a laugh	There are tried and tested treatments for specific problems, use them

To access the framework then click on the link below

<https://www.boingboing.org.uk/interactive-resilience-framework/>

Wonderful Website

The young minds website offers a wealth of advice Tips, advice and guidance on where you can get support for your mental health during the coronavirus (COVID-19) pandemic. Some of the key questions that it supports with include:

[I'm feeling anxious all the time](#)
[My mood is low because of all the bad news](#)
[I am struggling with self-isolation and social distancing](#)
[I am struggling to manage my eating disorder](#)
[I have lost a loved one due to coronavirus](#)
[What else can I do to look after my mental health?](#)
[Helplines and services available](#)

To access this resource then click on the link below

<https://youngminds.org.uk/find-help/looking-after-yourself/coronavirus-and-mental-health/>

Remarkable Rewind

Any resources which have been features in any of our previous well being newsletters along with a range of other useful well being resources can now be found on our Trust website. To access these resources then please click on the Trust logo.



Amazing Audio

The NHS offer a range audio guides to help you deal with a number of areas including

- Low mood, sadness and depression
- Anxiety control training
- Overcoming sleep problems
- Low confidence and assertiveness
- Unhelpful thinking



To access these audio guides then click on the link below

<https://www.nhs.uk/conditions/stress-anxiety-depression/moodzone-mental-wellbeing-audio-guides/>

Cool Checker

The NHS website has a free mood self-assessment tool that can help you better understand how you've been feeling recently.

With each question, think about how you've been feeling over the last 2 weeks.

When it comes to emotions, it can sometimes be hard to recognise or admit that we're not feeling 100%.

Anyone who is 16 or over can take this short questionnaire to:

- Help you better understand how you've been feeling over the last 2 weeks
- Point you in the right direction for helpful advice and information
- If you are struggling, it is not intended to replace a consultation with a GP.

To access the link then click on the NHS logo



Top Training

Don't forget we belong to Hays Education Training and can access courses on:

Yoga Mindfulness Life balance Managing virtual teams Mental Health Plan your day

To access any of these courses then e-mail me at dadsp001@rivermeadinclusivetrust.org to assign you.

Digestible Documents

This week we look at an article about support in the NHS which is relevant to many in Education too.

The [British Psychological Society](#) has outlined three phases of support staff as they respond to COVID-19, which employers should consider when developing and implementing robust and comprehensive mental wellbeing support offers

Preparation phase

During this phase, staff will likely a sense of rising to a experience anticipatory anxiety about the unknown potential of the outbreak on their personal and working lives. Many staff may feel unprepared with limited time to sufficiently plan and input into the rapid planning phase. To support staff during this time, employers should consider the support systems already in place and review if they have/offer the following recommendations.

Clear communication strategy

collective, honest, open and transparent messaging about plans to keep workers safe, supported, and in good health in this shared effort against the virus. Encouraging staff to avoid speculation and reassuring them that they will be provided advice and information. Staff with concerns or questions can be encouraged to actively speak with their manager or union to alleviate concerns, as well as directing them to the latest guidance.

Visible leadership

leaders must be visible, available and supportive to their staff while guiding them through this uncertainty. They should lead the communication setting out clear expectations for staff, preparing them for what is to come and how they will be supported, and signposting them to guidance and sources of support. recognise their hard work during this unprecedented time.

Enhanced line management support

supporting line managers to have psychologically informed, compassionate and supportive conversations with staff. Where managers are able to have open conversations, listen to their staff and are able to openly discuss concerns and anxieties, they will be better placed to support their staff and teams. They should also be aware of and able to confidently signpost to the relevant mental health sources of support through their local occupational health service.

Safety provisions

It's important to acknowledge the link between physical safety needs and psychological wellbeing and this should be reflected in your mental wellbeing support offer. Staff should be reminded about how they can protect themselves by following guidance in terms of hand hygiene, 'catch it, bin it, kill it' and stay at home if they feel unwell and contact NHS 111 (preferably online) for advice if they feel they may have symptoms of COVID-19.

Active phase

During this phase, staff will likely experience challenge and increased camaraderie as people come together. This can result in staff losing usual boundaries over working hours and breaks and letting social niceties slip as the focus turns to getting things done. The outbreak of COVID-19 will, however, create sustained pressure lasting weeks and possibly months. At this point, it is expected staff will experience disillusionment and exhaustion. This is the highest period of psychological risk where staff may neglect their physical and psychological self by putting their work above their own wellbeing. Employers should consider the risk of moral distress and injury on their staff and how this can be prevented and supported.

Maintaining staff morale and motivation will be essential as the outbreak progresses. Experience from previous outbreaks suggests that ongoing support to tackle staff fears will be vital. Clear communication from trusted sources, honesty and open discussion of fears, have been shown to be the most effective methods of sustaining morale.

In addition to implementing and maintaining the above recommendations set out in the preparation phase, employers should also consider:

Normalising psychological responses

reminding staff this an unprecedented situation and giving them permission to step back, take breaks and discuss their emotional wellbeing. Letting them know it's okay to experience symptoms of stress or anxiety. Equally, it's also okay to be coping with the impact of outbreak.

Delivering formal psychological care in stepped ways

It is recommended a stepped approach is adopted to support the mental wellbeing of staff with basic physical needs, information and peer support

and psychological first aid as the first line of support available to staff. Psychological interventions should be utilised for those who require it and can make effective use of it during crisis periods. Organisations may want to review their support for staff and expand provisions where possible, which could include debriefs, trauma risk management (TRiM),

Providing psychological care to families

Organisations may want to speak to and prepare their counselling services as they will have a key role in supporting staff.

Recovery phase

In this phase, staff will experience recovery and, in some cases, potentially the long-term psychological impacts of the outbreak. Having time to reflect, some individuals may experience a sense of regret over what they 'should' have done differently and shame or guilt.

To restore and maintain staff wellbeing during this period, as organisations start to recover and consider what the new 'business as usual' will become, employers should consider:

- How they can allow time and space for staff to take stock and seek help if needed. Employers may want to use trained practitioner psychologists to facilitate reflection and processing of experiences.
- Seeking feedback from staff about what their mental wellbeing needs are and how they can be best supported.
- Providing spaces for ongoing peer support to continue.
- Involving staff at all levels to share learning which can be fed into future preparedness plans.
- How they can recognise and reward the contribution of their staff for going above and beyond during this unprecedented time.

WHAT
DO
YOU NEED ?

