



Well Being Fortnightly

Well Being Edition 4— 13th November 2020

Welcome and context

Welcome to our first well being newsletter of Term 2 and we hope that you had a very restful break and a chance to recharge yourself ready for another busy term. This week we focus on some of the key messages which came from the recent 'Teachers Come First?' conference .

Although the conference was aimed primarily at Teachers I think there are messages for all of us and maybe the theme for this newsletter would be better rebadged as 'We all come first?'



We all are in our roles (whatever they may be) because we care about the next generation and want to do our very best for each and every one of our learners. However, are we really doing our best for them if we are run down, stressed and in a poor place mentally, physically and emotionally. The speakers at the conference spoke about strategies and techniques that we can think about to ensure that we are the very best versions of ourselves that we can be.

The two key messages throughout the conference were around

- Give staff the opportunity to say what is working and what is not working within your school.
- If you invest in your staff then they will invest in your school

We hope that some of the key notes from the conference are useful and if you would like to watch the whole conference yourself then it can be accessed at

<https://www.teacherscomefirst.org/>

Positively Empowered Kids

Claire Clements



Key points from session

Write down three things why you wanted to become a teacher. Where are you now and how far away from this are you?
What can you do to get back to this point?

Many professionals step away because of the red tape.– Can we reduce the amount of red tape that surrounds our jobs?

Want you to reignite your passion for why you came into this job. About you



Connection between teacher wellbeing, pupil wellbeing and pupil progress. It might surprise you!

Professor Jonathan Glazzard Carnegie Centre of Excellence for Mental Health in Schools, Leeds Beckett University

Key Points from the session

- Picture for staff stress is getting worse – over last three years has deteriorated
- Message was not around workload as the key problem. Significant issues were around school culture and how they were treated by colleagues and senior leaders.
- Link between teacher mental health and pupil learning
- Asked the pupils about the mental health of their teachers and how it effects them
- Pupils were able to tell if their teacher was feeling good or not – the impact on pupils was that they did not want to make the situation worse for their teacher. We try to stay quiet and get on with our learning (we don't ask questions)
- Lack of appreciation and lack of control (autonomy) contributes greatly to burn out.
- Well being needs to be elevated to a strategic level
- In performance management discussions
- At LAB meetings
- In school development plan
- You can tolerate excessive workload if other factors are not present.
- About senior leaders modelling behaviour – take a biscuit from me
- Fear that if you talk about your mental health that you might get managed out.



5 Ways to well being

Peter Wingrove



- Connecting with others is key. Connect with other people and try to connect with people on a daily basis.
- Try to be active and go for some exercise
- Keep learning – read as much as you can
- Take notice – have a conversation with someone
- Give something back to your community

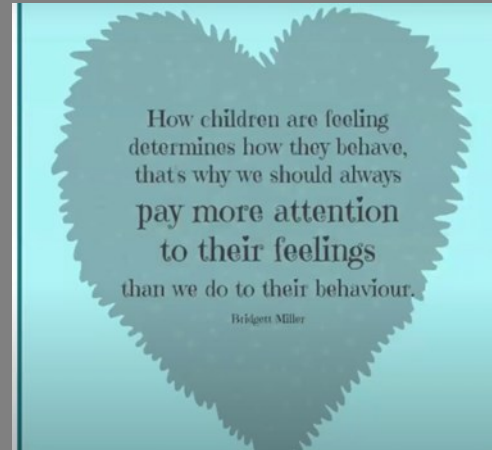


How we can become more aware of our emotions and help the children to understand and manage their own emotions and feelings

Jackie Wilson

Key Points from the session

- Like putting your oxygen on during a flight. We must first put ours on before helping others and putting theirs on. We must make sure we are ok before helping our children.



Key Points from the session

- Ask your children every day how are you feeling on a chart – 1-10 and go from there
- About building in the moment techniques
- Take 5 hand technique – breathe in and out

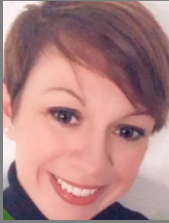


There is Another Way! Why putting teachers first is the only way

The Jeremy Hannay Interview

Key Points from the session

Adults in the building need to be well taken care of. Does not mean you don't care for your pupils. If you care for your adults then your children will be well looked after.



If we don't take care of ourselves, we might not be able to care for our pupils and our family

Nic Owen, Zennic Wellbeing

Key Points from the session

- You have to make time for well being as you are modelling for your pupils – If you see your teacher eating lunch or going on the playground / seeing friends then plant seeds in their minds. Know need to meet friends and eat in a healthy way.
 - Well being is about getting a balance between things that you want to do and those things that you have to do
 - You don't have to be the martyr and go in when you are ill as not doing any one any good.
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- ⇒ Body – go to bed and sleep. It is not good. Try to have 7 hours per day if possible / good nutrition . Put in the right foods into your body. / Hydration – keep body hydrated / exercise
 - ⇒ Mind - Could be mediation / slow down and being in the moment / Learn new skills
 - ⇒ Spirit – About what gives you that glow / laughing with someone / doing something for someone / singing / religion.
 - ⇒ Place – Community / work place – make your space enjoyable and comfortable
 - ⇒ People – Connection is huge / getting that work life balance



'Developing a Culture of Staff Wellbeing and Mental Health'

Steve Waters, Teach Well Alliance

Key Points from the session

- It is about having a culture in the school rather than paying lip service to this only
- Need to have a whole school culture.
- Putting well being at the heart of any change which is going on
 - Clear link between teacher well being and pupil well being – pupils want to do their best for their teacher.
 - Survey staff regularly to find out how staff are feeling – make this anonymous



'Feeling Frayed: How to Maintain your Strength'

David Gumbrell: The Resilience Project

Key Points from the session

- Act when something is not quite right with you – need to be compassionate not only to others but also to ourselves.
- Use what is around you to help you – Could be that you use nature to help you
- You can make yourself stronger by adapting the world that we live in.
- From yarn get a fibre and from this you get strands but entangling with others. These go into rope which then give the strength.
- When we try to go alone then this is incredibly challenging
- Whatever the problem is then try to find the solution before you go bang (Rope example)
- At times we can feel that we are not doing too well (finding our sea legs) might feel that we are wobbly. Need to find others to support us here.
- Sometimes get to the point when we feel sick – this is your body telling you to slow down and stop but at this point it can sometimes be too late.
- Don't have to be perfectionists. – why do we criticise ourselves when we are trying it for the first time.
- When you are feeling frayed it is about being aware of what works for you e.g. a walk. Know what these are and put them in place before it gets too much.



When high-stakes accountability is replaced with trust and professional development

Dan Fletcher—Three Bridges Primary

Don't Want

- High stakes accountability
- Lesson/Planning/Marking Scrutiny
- No autonomy
- OFSTED obsessed
- Short term vision
- Reactionary
- Little external CPD
- Poor outcomes
- No understanding of teacher wellbeing - Yoga sessions.

Want

Teacher Wellbeing is central to all decisions

- No observations
- No book scrutiny
- External CPD - Personal programmes/Masters etc
- Support for and from all staff
- No formal marking policy
- No formal planning policy
- Full autonomy in the classroom
- Left to teach
- Headteacher support

This week a really useful document (thanks to Ian Chappell our Chair of the Trust) around coping mentally during this winter.

A MENTAL HEALTH GUIDE TO COPING WITH LOCKDOWN IN THE WINTER

 @BELIEVEPHQ



LIGHTING

On dark mornings wake up gradually with increasing light. Try out a SAD light or lumie bodyclock



STAY CONNECTED

Even though it might be difficult to see friends and family it is important that you stay connected to them on a regular basis



HELP OTHERS

Whether it is helping around the house or supporting your brother or sister, helping others can help provide you with positive emotions



LIMIT NEWS

Limit the amount of time you spend on social media and checking news



COPING STRATEGIES

Identify some positive strategies you can engage in that help you to deal with stress, worry or anxiety



CONNECT TO YOUR VALUES

Re connect with things that are important to you and try to engage with them on a regular basis



TAKE TIME FOR YOURSELF

Plan time into your week where you can engage in activities that are relaxing. It is important to have time for yourself where you engage in some self care



PLAN YOUR WEEK

Organise your week and plan in activities that provide you with a sense of pleasure and achievement



STAY ACTIVE

Throughout the day try and be active. Take a break from your work and walk around. Regular exercise can also be great for reducing stress and boosting mood



POSITIVE HABITS

Write down a list of 5 - 10 positive mental health habits you can engage with on a regular basis to maintain your mental fitness



ASK FOR HELP

If you notice yourself struggling reach out to family, friends, your doctor or a local mental health charity for help

