



Well Being Fortnightly

Well Being Edition 6— 11th December 2020

Welcome

A very warm welcome to our final well being newsletter of the term. As we start to think about the end of term and making it an enjoyable time for our pupils, it is also a time when we need to continue to think about ourselves too.

Hopefully in this edition you will find lots of articles and information which may be useful to you personally, your colleagues, friends or pupils we teach. Remember as our quote says all those little steps that add up to us getting there.



Perfect Prioritising

When someone asks you about the most important things in your life, you're often likely to talk about your family, friends and loved ones. Despite this, we often fail to put those people top of our priority list, because our thoughts are full of work-related tasks and projects. Turn this around with a 'priorities planner'

1. List between one and six important people who you feel are priority in your life.
2. For each person list one weekly wish relating to the two of you. This could be anything from a quick text to a weekend away. For example, 'This week, I wish to spend some time building Lego with my son and I wish to meet for a catch up coffee with my friend.'
3. Consider the impact of fulfilling this wish on you and the other person.
4. Plan a day and time when you can fulfil the wish. This may require co-ordination with the person in question.
5. Write the wish in your school diary. Prioritise this wish over other tasks that might arise during the week, keeping it as a protected time.
6. Honour the wish, even if you feel busy or your thoughts are with work related tasks.
7. Reflect on how fulfilling the wish has made you feel and what you might do next week.

Why it works:

As with any work related goals, if we don't plan and justify our personal priorities, they are unlikely to happen. Taking a couple of minutes a week to plan will force you to actually prioritise your priorities.

Top Tip:

Don't forget yourself as a priority! That haircut, dentist appointment, quiet walk or reading time needs to be planned in your life too.

Super Support

Mental health issues within men is a difficult subject to tackle for many reasons. Grief is one of the biggest causes of conditions such as depression, anxiety, stress and in extreme cases, PTSD. Strongmen is an organisation who might be able to help should you. Their aim is to help men tackle the mental, emotional and physical health conditions brought about by bereavement



They can be reached on the following website: [We are StrongMen | StrongMen](#)

Tough Times

Not everyone is looking forward to Christmas this year and some might really struggle this year with feelings of isolation, sadness and loneliness.

If you are feeling down then there are a number of organisations who might be able to help:

www.giveusashout.org

By texting 85258 with the word 'SHOUT' you will get connected to someone who will listen to you and help support you through a problem you may be having. It works backwards and forwards via text so you don't have to speak to anyone.

www.samaritans.org

The Samaritans are available 24 hours a day and 365 days a year to help via the telephone to support you through any worries and concerns that you may have. They can be reached by dialling 116 123.

educationsupport.org.uk/helpline

Education support offer both telephone support and counselling to anyone who works within education. They can be contacted on 0800 562 561.

<https://www.thecalmzone.net>

The Campaign Against Living Miserably (CALM) is leading a movement against suicide. Every week 125 people in the UK take their own lives. And 75% of all UK suicides are male. CALM exists to change this. They can be reached on 0800 58 58 58



Digestible Documents

This week our article is about why is it still taboo for teachers to declare that they will not work all hours of the day, the weekend and the holidays? Emma Sheppard reports

"But this is a *big* job," I remember being told in an interview for a leadership position. "How do you envision going about it with...all your other commitments?"

At the time, I laughed (and spat a little bit) – a reaction my professional mentor later suggested might not have been the best response in an interview scenario.

But, having spoken candidly about my professional achievements, both in school and as the founder of a national charity, as well as the fact that these had been accomplished while on maternity leave and working full-time with a small child, I was surprised that my ability to succeed at big jobs had gone unnoticed.

I didn't get the job. The implication was that I would not have been able to effectively fill a leadership position while also keeping my two children alive. Workload: Working all hours doesn't make sense

Two years later, however, what continues to strike me about this scenario is the awkwardness that met my actual response: "No job should require so many hours that we can't have a life outside work. Good leadership means ensuring our staff have a positive work-

life balance, whatever their commitments or interests outside school. Working all hours of the day doesn't make any sense."

It was quite clear that I was talking a foreign language at this point: balance and reasonable hours were clearly not what these interviewers had in mind for the role. And, while it felt good to state my beliefs confidently, it was frustrating to think that unhealthy attitudes towards teacher workload still dominated our profession.

Half of teachers are parents. In an industry dominated by women, the tension between workload and parenting commitments can often mean that comments like the one I received can build a convincing case for maternity discrimination.

But, while children are a very obvious reason to protect our personal lives, what about the other half of the workforce who do not have caring responsibilities? Was the assumption of my interviewer that a different candidate would renege on friendships, domestic responsibilities and love life in order to meet the demands of such a "*big* job"?

Celebrating our staff as human beings if the gatekeepers to leadership positions simply continue to hire candidates who promise to go above and beyond for students, who will do anything and everything necessary, and who proudly boast that they can work like machines, then we will never hear sensible voices in

leadership that are capable of celebrating their staff as human beings. Or modelling humanity, as well as excellence, to our students.

My interview took place in 2018, five months before the Department for Education published its Workload Reduction Toolkit, loudly urging school leaders to address the overwhelming working hours teachers were facing.

It was a year sandwiched between the 2017 and 2019 teacher workload surveys, which indicated that teachers and leaders work on average between 49.5 and 55.1 hours per week. And it was more than a year before Ofsted included the stipulation for reasonable teacher workloads in its 2019 inspection framework.

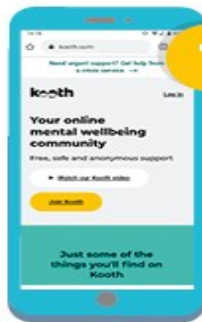
And yet the discussion around workload has been going on for decades. It is not news that heavy workloads drive teachers to leave the profession or to suffer from poor mental health and burnout.

So why is it still taboo to confidently declare that you will *not* work all hours of the day, the weekend and the holidays, nor ask others to do so? Why are so many teachers and leaders still set on a panic mode, which drives us to confuse long, hard work – at the expense of all other aspects of our lives – with effective teaching and leadership? lives for fear of being seen as less committed to the role.

We need to hire leaders who will empower reasonable expectations of workload.

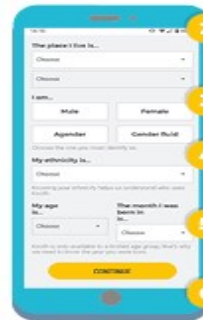
Remarkable Resources

Below are details on how you can support your pupils to access a great new resource, 'Kooth'



1

Click on the **'Join Kooth'** button located in the centre of the home page of the Kooth website



2

Choose from the drop down box the **location** you are in

3

Click on the **gender** you identify with

4

Choose from the drop down box the **ethnicity** that best fits you

5

Add your **age** and the **month** you were born

6

Click **'continue'**

How to sign up to Kooth.

Kooth is a **FREE**, anonymous, confidential, safe, online Wellbeing service, offering professional support, information, and forums for children and young people.

Access 365 days a year to counsellors who are available from:
12 noon-10pm Monday- Friday
6pm-10pm Saturday and Sunday

Log on through **mobile**, **laptop** and **tablet**.

Now that you are in you can click on the icons at the top of the page to choose from the articles, topic page, forums, or choose to talk to a counsellor by clicking the speech marks next to the turquoise circle.

To talk to a counsellor click on: **"Chat now button"**

To write a message to the team, click on: **"message the team"**

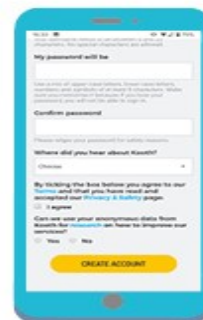


7

Create an **anonymous username** (not your real name) and **secure password**

8

Choose from the drop down box to explain where you found out about **Kooth**



Click on the **'create account'** button to complete your registration

www.kooth.com

kooth

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