

A stylized, colorful illustration of a landscape. The background features wavy, layered bands of light blue and white, suggesting a sky or water. In the foreground, there are rolling green hills with a brown path winding through them. On the left, there is a green tree, a purple flower, and an orange flower. A small red bird is flying in the sky above the tree.

# Emotional Wellbeing Locality forum meeting – North

Monday 8<sup>th</sup> March 2021

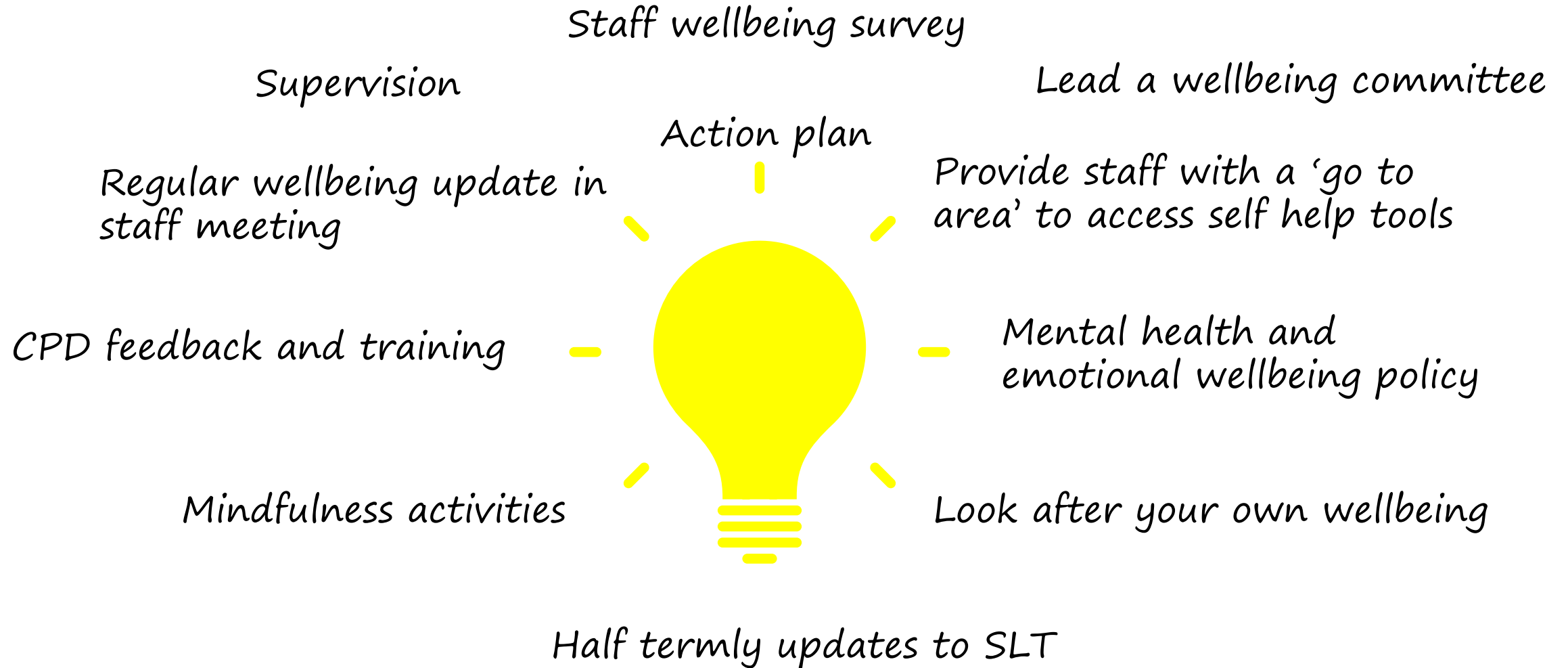
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# Aim

- Look at the role and responsibilities of the Mental health and wellbeing lead and what their role could potentially look like in your setting
- Advantages of carrying out a staff wellbeing survey
- Explore examples of good practice within various educational settings

# Roles and Responsibilities



# Advantages of a Staff wellbeing survey

- Staff participation
- Allows all staff to have a voice and for their voice to be heard
- Strengths and weaknesses within your setting
- Provides the information needed to write an action plan
- Wellbeing policy
- Second time completion will allow you to see...
  - what is working well
  - what needs to be improved
  - If your actions have addressed the concerns raised
  - outcomes for the action plan

	<u>Category</u>	<u>Example statements</u>
Section 1	Feelings and thoughts	<i>I have been able to switch off from work when I get home</i>
Section 2	Engagements, motivation, pride and enjoyment	<i>My work gives me a feeling of accomplishment</i>
Section 3	Confidence, skill and active participation	<i>I feel that I have a say how things go at work</i>
Section 4	Goals and development	<i>There are opportunities for me to develop my position</i>
Section 5	Relationships with staff and communication	<i>I am kept well informed about what is happening in school</i>
Section 6	Feedback, support, reward and recognition	<i>I feel supported at work</i>
Section 7	Leadership and vision	<i>I think that it is safe to challenge the way that things are done in my workplace</i>
Section 8	Relationship with pupils and pupils' wellbeing	<i>I feel fully equipped to deal with safeguarding concerns</i>
Section 9	Workload and resources	<i>I achieve a good balance between my work life and home life</i>

# Action plan

Action	Activities to achieve this goal	Staff involvement	Timeline	Resources available to achieve this goal	Monitoring effectiveness	Outcome
<p>More training and CPD opportunities for all staff</p> <p>Section 4 - goals and achievement. Q27. There are opportunities for me to develop in my position (2.64)</p>	<ul style="list-style-type: none"> <li>• [redacted] has sent out an email asking for staff to share their interests and areas they want more CPD in.</li> <li>• Look for gaps in CPD across all staff.</li> <li>• [redacted] to make a folder on OneDrive for staff mental health and wellbeing where she will keep an updated list of upcoming CPD and training opportunities.</li> <li>• Upcoming free training opportunities will be emailed to all staff at the start of each half term by [redacted]</li> <li>• All staff to share any 'good finds' of CPD on Wellbeing noticeboard in the staffroom</li> </ul>	<p>All staff</p>	<p>Starting immediately and ongoing until the end of the school year.</p>	<p><a href="http://www.annafreud.org">www.annafreud.org</a>  <a href="http://www.eventbrite.co.uk">www.eventbrite.co.uk</a>            Emotional wellbeing locality forum newsletter (This can be found on One Drive - folder Mental Heath)</p> <ul style="list-style-type: none"> <li>• Staff experience</li> </ul>	<p>To be monitored February 2021 - July 2021</p> <p>Reviewed at the end of the year.</p>	

# Examples of Good Practice

- Ask twice rule – ‘are you ok?’ ‘are you ok?’
- Staff supervision
- Secret Samaritan
- Proud Pockets
- Thought box
- Quiet space
- Staff shoutout board/wellbeing wall
- Debriefing/support sessions for all staff who work in classes with children with complex needs or challenging behaviours. Held by SLT.
- Debriefing/support sessions for staff who are involved in serious incidents
- Follow up support for staff who are involved in upsetting safeguarding disclosures.
- Staff drop in sessions
- Staff wellbeing events/outings
- What’s app group chat
- Termly staff meeting – games, quizzes, art etc
- Wellbeing committee



## What your mental health and wellbeing leads role could look like...

- Write a mental health and emotional wellbeing policy
- Create a wellbeing survey
- 5-10 minute slot in each staff meeting - mindfulness activities
- Create and update 2 displays - wellbeing board and 'Shout out board'
- Feedback sessions
- Lead a 'wellbeing committee'
- Plan a termly wellbeing staff meeting/CPD day
- Create a central MH&WB folder
- half termly feedback to SLT
- Organise fun, kind, moral boosting activities



*Please don't forget  
to look after and love yourself!*

