



10 ways to create a culture of positive staff wellbeing



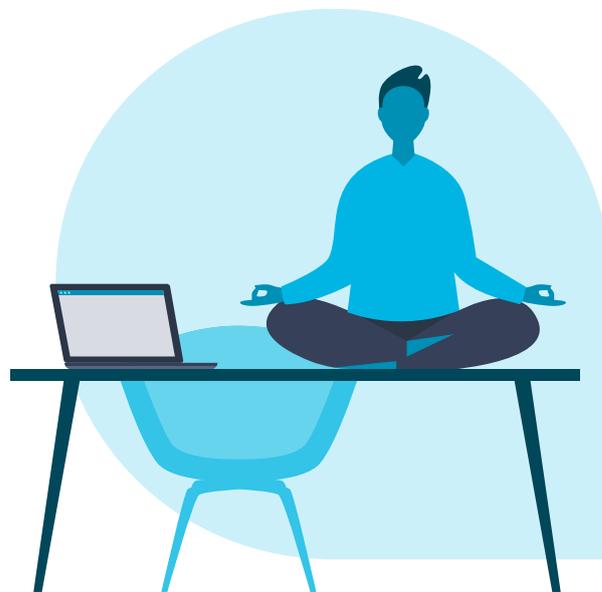
What is wellbeing?

Wellbeing is more than just good health.

Generally, a person's level of wellbeing equates to how well they're doing. The UK Government have shared a document, produced by the New Economics Foundation (NEF) on behalf of Foresight, which sets out [five steps that we can all take to improve our mental wellbeing](#).

The five ways to mental wellbeing model looks at different components of wellbeing. To achieve wellbeing an individual needs success in each of the elements, and they're all equally important:

1. Connect – making time for relationships with friends, family and colleagues and elsewhere within your community
2. Be active – exercising, physical activity and enjoying good health
3. Take notice – being aware of the world around you and reflecting on your experiences
4. Keep learning – trying new things and challenging yourself
5. Give – doing something nice for others, volunteering, making yourself and others happy



Why create a culture of positive staff wellbeing?

Mental health issues cost the UK economy an estimated £35 billion per year¹. The three main components of this cost are:

1. Staff turnover, which accounts for nearly a tenth of the total figure (£3.1 billion) – this is the cost of replacing staff that have left their job due to mental health issues
2. Sickness absence, which accounts for just under a third of the total (£10.6 billion) – this is the cost of employees being absent from work due to mental health issues
3. Reduced productivity, which accounts for over half of the total (£21.2 billion) – this is the cost of employees being present in the workplace but not performing at full capacity

Encouraging wellbeing is in everyone's interest. Senior leadership teams and governing bodies have a responsibility to mitigate the risks of work-related stress. As part of Ofsted's leadership and management judgement, leaders are expected to recognise and engage with their staff and be aware of and take into account the main pressures on them.

Does your school have a culture of positive staff wellbeing?

Whoever we are and whatever our role, we all need support from the people around us. Taking a holistic approach to wellbeing means looking after the whole person, respecting and supporting them, and valuing their unique experience and contributions – the opposite of a 'one size fits all' approach. In practice, this means:

- Providing support for colleagues to meet their individual needs
- Being a role model for wellbeing wherever possible
- Removing stigma attached to concern for wellbeing
- Talking openly about wellbeing and mental health
- Asking for help and encouraging others to do the same
- Positive thinking and believing the best about others



According to a report carried out by the charity Education Support,

60% of education professionals

wouldn't feel confident in disclosing mental health problems or unmanageable stress to their employer². They felt that it would be seen as a sign of weakness or they wouldn't be supported.

Here are 10 ways to create a culture of wellbeing:

1. Have policies and procedures in place to reduce the risk of work-related stress
2. Carry out staff wellbeing audits
3. Ensure at least one governor has mental health training
4. Offer external confidential support services
5. Ensure parents are informed about how to contact teachers or members of staff and when
6. Manage expectations around sending and responding to emails
7. Make sure staff get breaks
8. Support flexible working
9. Promote work-life balance for all staff
10. Lead by example



Looking for more support?

Our online training course **Supporting Staff Wellbeing in Schools**, will provide you and everyone working in your school with information, guidance and support to look after your own wellbeing and that of your colleagues, covering:

- The meaning of mental health and wellbeing, and its impact on individuals and the workplace
- The costs of mental health problems
- Common mental health problems and work-related stress
- Taking a holistic approach to wellbeing
- How to support colleagues, senior leadership teams and governing bodies
- Situations where staff wellbeing is at risk
- What positive staff wellbeing means in practice, and how you can help to create it for you and your school



This course is available as part of Tes Safeguarding, our online safeguarding and duty of care training package, powered by EduCare, which contains over 40 online courses for your whole school community covering safeguarding, compliance, wellbeing, health and safety.

Find out more: tes.com/safeguarding-training

¹ <https://www.centreformentalhealth.org.uk/publications/mental-health-work-business-costs-ten-years>

² https://www.educationsupport.org.uk/sites/default/files/teacher_wellbeing_index_2019.pdf



Let us help you create a culture of positive staff wellbeing.

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