Supporting teachers’ wellbeing

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Programmes
We're Mind, the mental health charity. We're here to make sure anyone with a mental health problem has somewhere to turn to for advice and support.
Our aim

1 in 4 people experience a mental problem each year

1 in 6 workers is experiencing depression, anxiety or stress

We want to support one million people to have good mental health at work by 2021
Thriving at work: six core standards

1. Produce, implement and communicate a mental health at work plan
2. Develop mental health awareness among employees
3. Encourage open conversations about mental health and the support available when employees are struggling
4. Provide your employees with good working conditions
5. Promote effective people management
6. Routinely monitor employee mental health and wellbeing
The current picture of teachers’ mental health

• 76% of teachers have reported at least one mental health symptom due to work

• 67% of teachers feel stressed

• 65% would not feel confident disclosing mental health problems with their employer

• 36% felt they had no mental health support in their workplace, and of those who said they had support 74% felt they didn’t have enough

Source: Education Support Partnership’s Teacher Wellbeing Index, October 2018
What can you do to support teachers’ mental health and meet the *Thriving at Work* standards?
Review your organisational policies...

- Outline your approach to mental health either in its own policy or as part of a broader policy

- Check that mental health is at the heart of other policies relating to staff wellbeing such as; health and safety, working time, sickness absence and return-to-work

- Carry out a review of other policies and practices that interact with staff wellbeing
48% of teachers were unsure if their workplace had a mental health policy, with 36% reporting that they did and 16% that they did not.

Source: Education Support Partnership’s Teacher Wellbeing Index, October 2018
Get senior leaders on board...

• A senior leader should be nominated to have oversight of implementing and organisation wide plan for supporting employee mental health and wellbeing

• Senior leaders should:
  • promote the mental health agenda by speaking out about their own experiences
  • sign the Time to Change employer pledge
  • model healthy behaviors, e.g. encourage staff to have a healthy work/life balance, work sensible hours.
Equip line managers...

• provide training on mental health and stress management, including how to spot the signs and how to have supportive conversations

• have clear guidelines for managers on managing mental health issues

• encourage and support managers to role model healthy behaviours
Education sector insights from our Workplace Wellbeing Index

My line manager role models...

Comparison of education sector employee responses versus all employee responses to the 2018/19 Workplace Wellbeing Index
Build the mental health literacy of all staff...

• Integrate mental health into training and inductions
• Signpost to internal and external sources of information and support
• Run an internal communications campaign
• Recruit employee champions
• Share case studies and other stories
Access tools to support your journey as an employer

How to implement the Thriving at Work mental health standards in your workplace

#MentalHealthAtWork

www.MentalHealthAtWork.org.uk
mentalhealthatwork.org.uk/education
Creating the right framework

To implement mental health support for all employees, you need to take a three tiered approach:

- **Organisational**
  - Led by HR or wellbeing lead

- **Team**
  - Led by managers

- **Individual**
  - Led by managers but guided by the employee
Progress has been achieved not by seeing this as one big initiative which needs a huge amount of time or money, but by taking small steps and not rushing things, so changes are considered, effective and become embedded.

We see this as a gradual shift and as something that always needs to be a key consideration in everything that we do.
Any questions?