Education Support

Staff wellbeing

2 October 2020

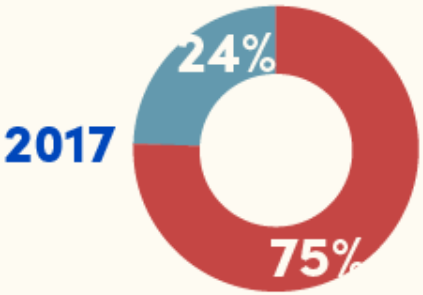
Better wellbeing leads to better education

Teacher Wellbeing Index 2019

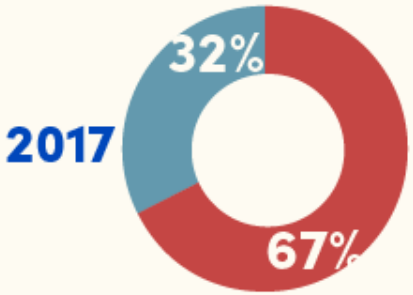
Context

Levels of Stress

Senior Leaders



School Teachers



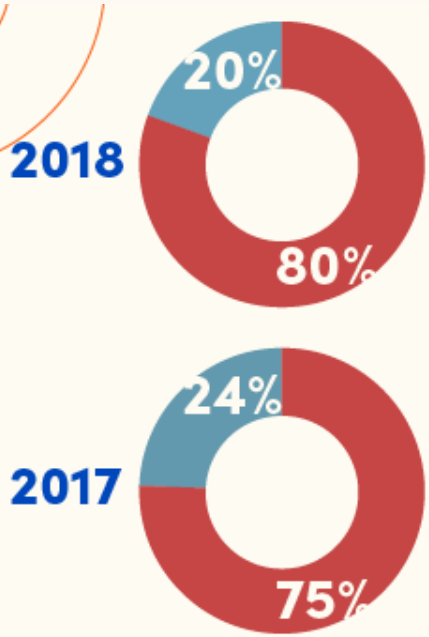
Other Roles

Stressed

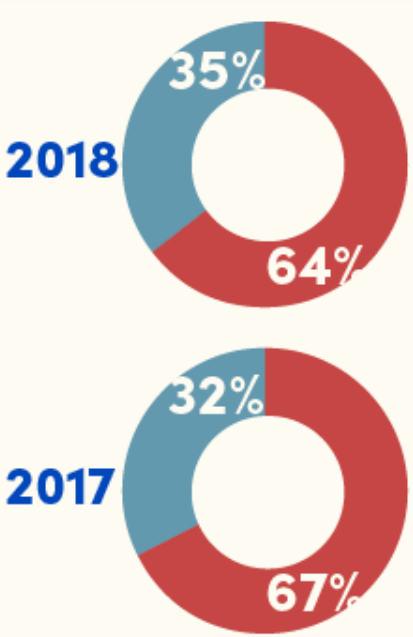
Not Stressed

Levels of Stress

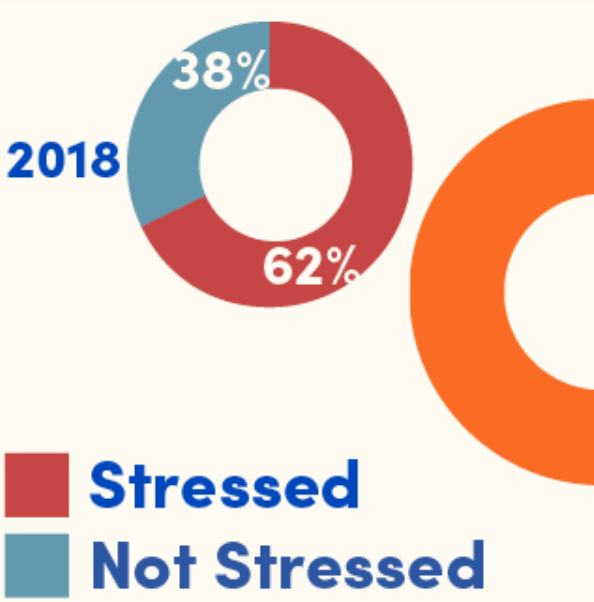
Senior Leaders



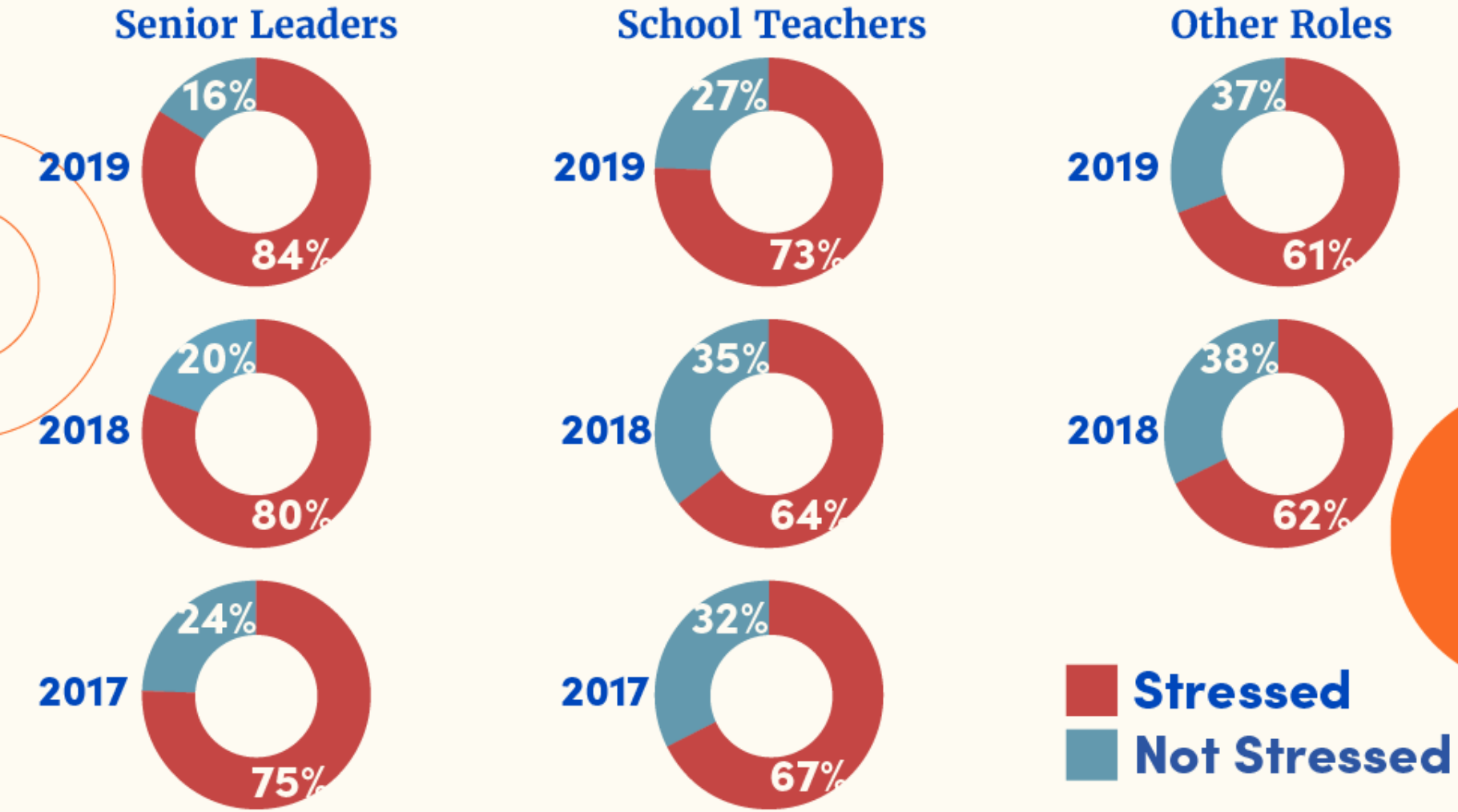
School Teachers



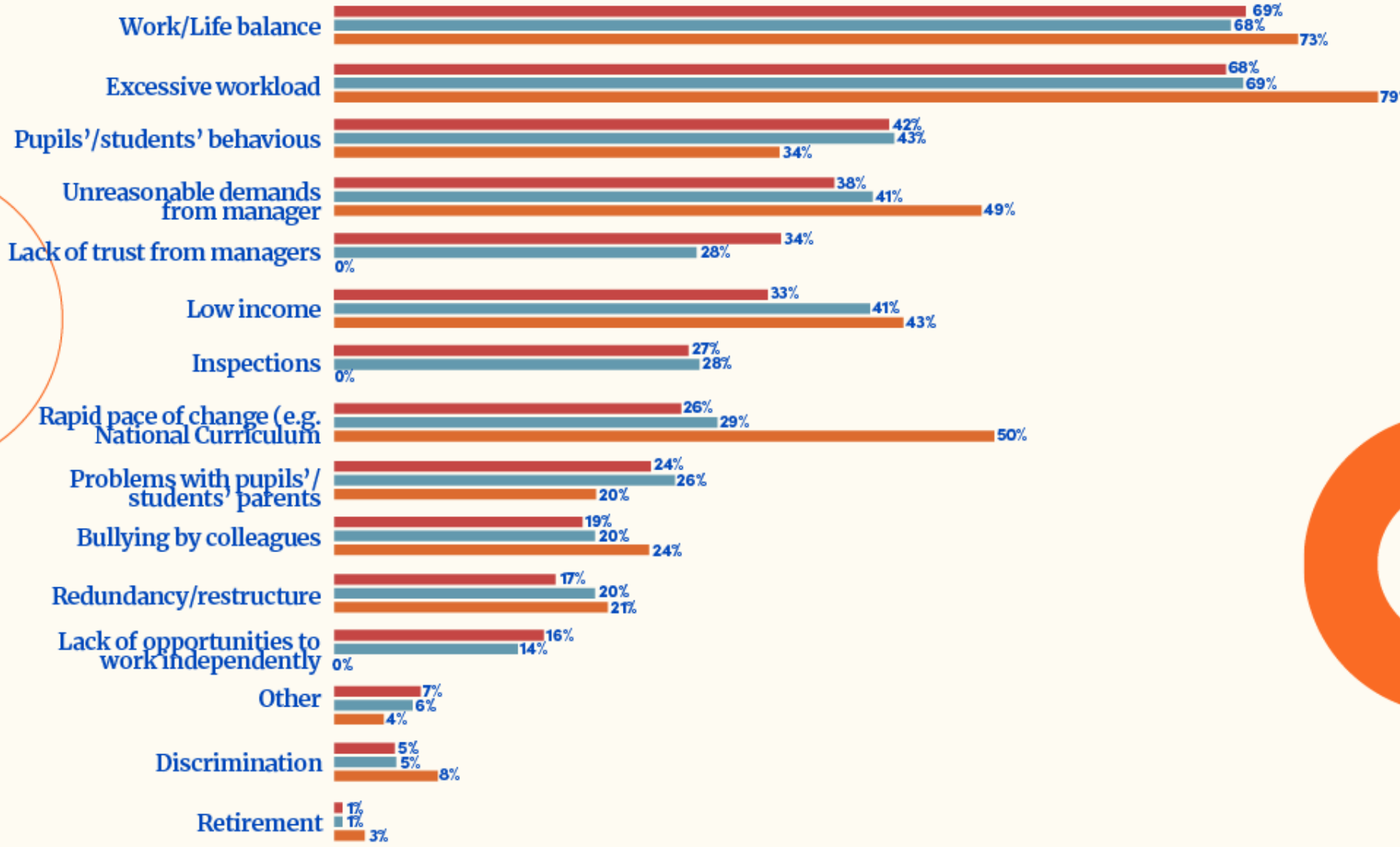
Other Roles



Levels of Stress



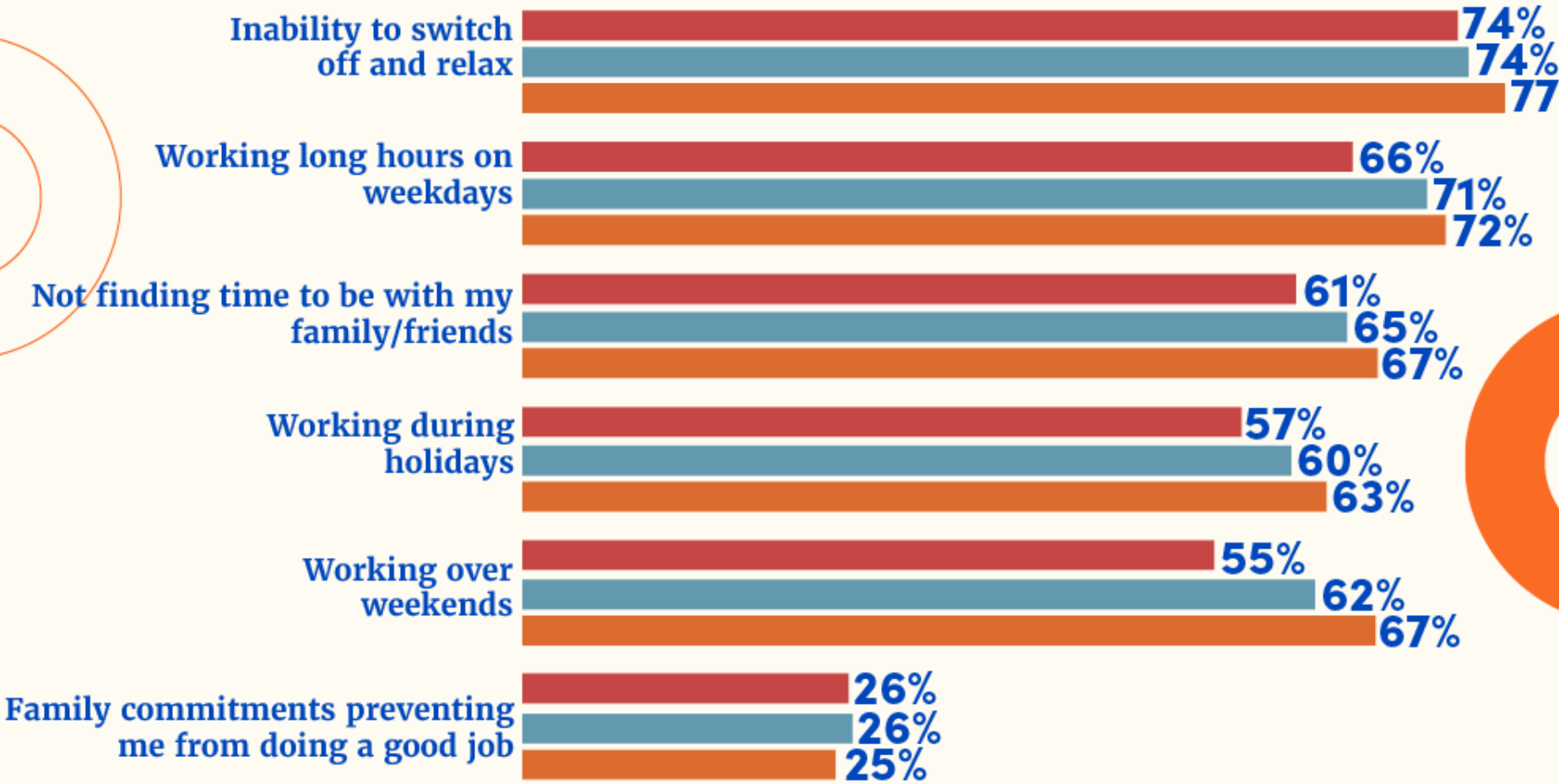
Work-related issues



2019 Base: All education professionals (n = 815)
2018 Base: All education professionals (n = 314)
2017 Base: All education professionals (n = 124)

2019 2018 2017

Factors Contributing to Negative Work/life Balance



2019 Base: All education professionals (n = 3,019)
2018 Base: All education professionals (n = 1,187)
2017 Base: All education professionals (n = 987)

Covid19

#CovidAndTheClassroom

or

http://ow.ly/Mox150Bsxj0

or

www.educationsupport.org.uk

& scroll to bottom of homepage
for “Latest Research”

Mental health
Appreciation
Testing
Challenges

- Work completion
- Government guidance
- Workload (leaders)

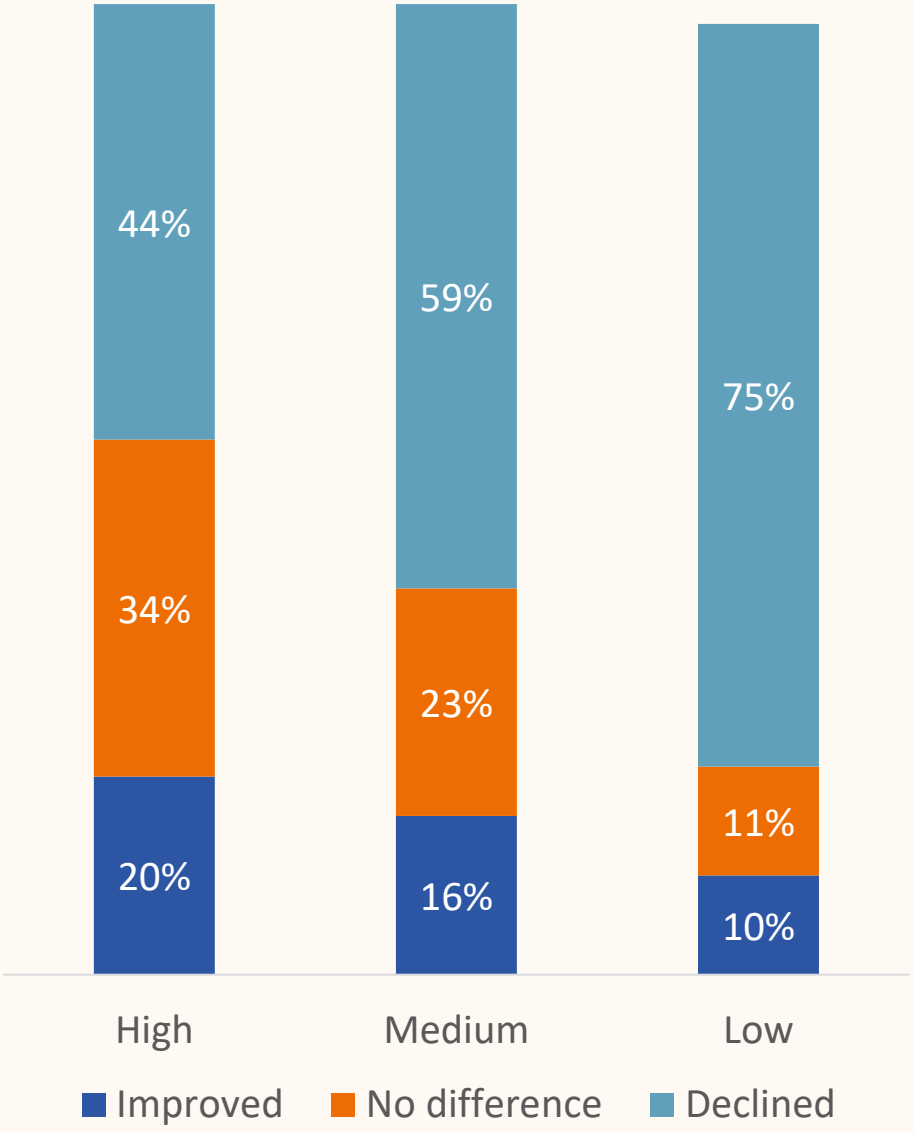
Transition

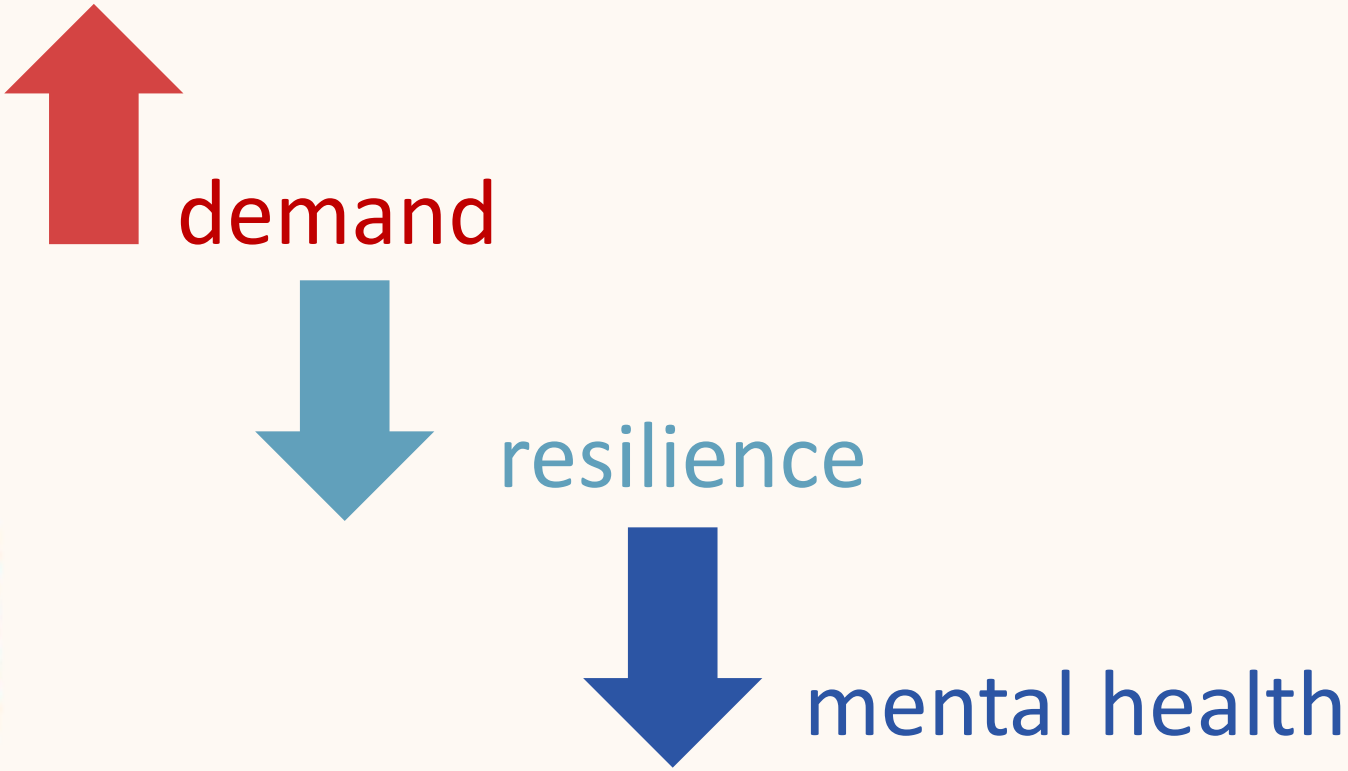
- 2nd spike, guidance, exams

Support

- H&S, learning priorities, assessment, pupil MH, time, CPD

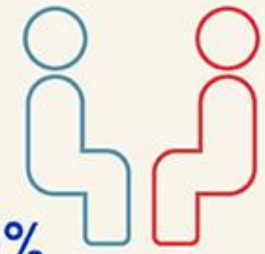
Resilience during lockdown




demand
resilience
mental health

What can we do?

The mental health and wellbeing support available to education professionals



60%

Of education professionals would not feel confident in disclosing unmanageable stress/mental health issues to their employer

69%

Of education professionals considered they did not have enough guidance about mental health and wellbeing at work

39%

Of education professionals would not speak to anyone at work about mental health issues because they felt it would negatively affect people's perceptions of them

43%

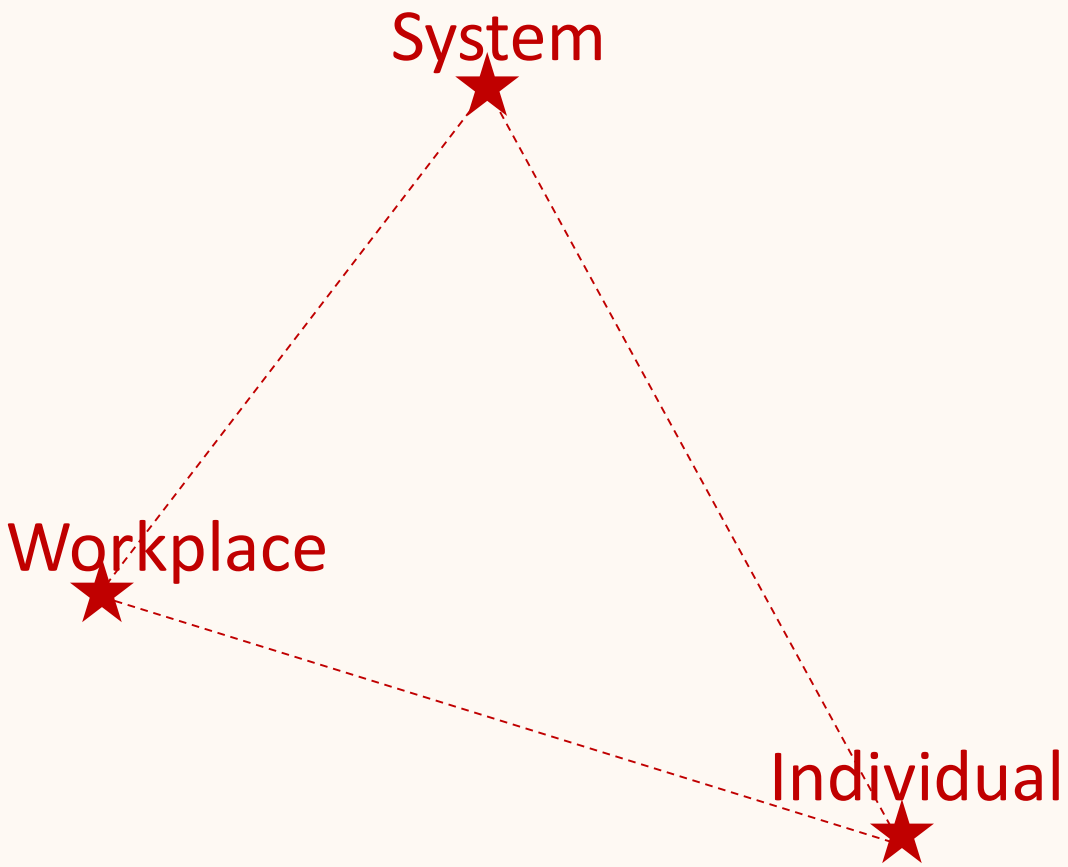
Of education professionals believed that their institutions did not properly support employees who experienced mental health and wellbeing problems

educationsupport.org.uk/wellbeing-index
#TeacherWellbeingIndex

© 2019 Results of a YouGov survey of 3,019 education professionals by Education Support

Education Support

The charity for everyone working in education


System
Workplace
Individual

Workplace

Strategy (& measures of success)
Culture and leadership
Baseline staff survey
Stress risk assessment (HSE)
Policies and practices
Access to counselling / EAP
School-wide skills/knowledge:
mental health awareness, resilience & personal wellbeing, communications and feedback, MH for line managers

Individual

Line management
Workload – type
Autonomy – demand/control
Emotional content of role (burn-out, secondary trauma)

Personal choices

System

Accountability pressure

Professional identity, trust:

influence, voice, decision-making

Workload

➔ Please share your insight

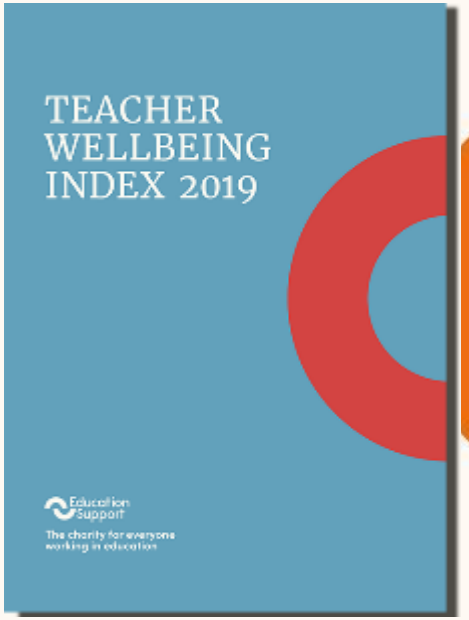
Self care

sense of dread feeling on edge
difficultly concentrating irritability
tiredness irregular heart beat
excessive sweating shortness of
breath nausea headaches insomnia
tension in chest or stomach
tearfulness flatness overwhelm full-up

Exercise
Nutrition
Moderate sugar & alcohol
Good sleep habits
Moderate social media consumption
Gratitude
Be creative
Talk about feelings
Accept uncertainty
Recognise & accept that a wide range of responses is ‘normal’

Education Support

Free support and advice for individuals
Wellbeing services for schools, MATs & LAs
Research and advocacy for improvement



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