

Staff wellbeing

YMCA TRINITY GROUP



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I would like you to leave today with a better understanding of:

- What we understand by staff wellbeing and why it is important to prioritise
- How to identify and understand your psychological wellbeing
- Practical strategies for supporting your own well-being and promoting staff well-being in your setting

What does wellbeing mean to you?



5 Ways



FIVE WAYS TO WELLBEING

INTRODUCE THESE FIVE SIMPLE STRATEGIES INTO YOUR LIFE & YOU WILL FEEL THE BENEFITS



DO WHAT YOU CAN,
ENJOY WHAT YOU DO,
MOVE YOUR MOOD



REMEMBER THE SIMPLE THINGS
THAT GIVE YOU JOY

 Mental Health Foundation
mauri tū, mauri ora
www.mentalhealth.org.nz



TALK & LISTEN,
BE THERE, FEEL CONNECTED

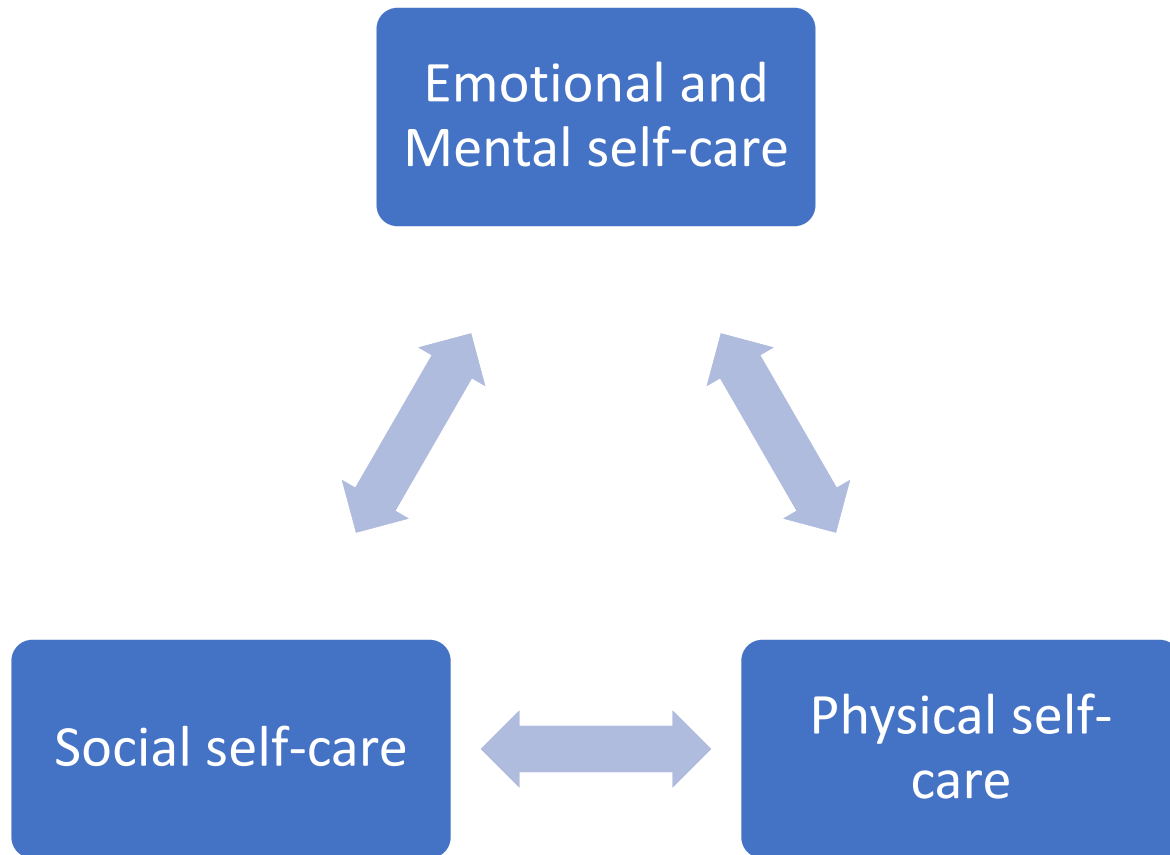


YOUR TIME, YOUR WORDS, YOUR PRESENCE



EMBRACE NEW EXPERIENCES,
SEE OPPORTUNITIES, SURPRISE YOURSELF

States of wellbeing



Teacher Wellbeing Index 2019



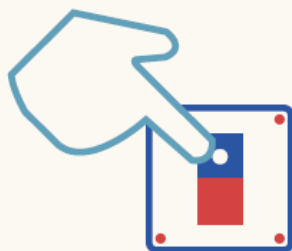
72%

Of all educational professionals described themselves as stressed (84% of senior leaders)
Section 1e, Page 26)



33%

Of school teachers (68% of senior leaders) worked more than 51 hours a week on average. Working long hours and stress appear to be closely linked
Section 1c, Page 24



74%

Of education professionals considered the inability to switch off and relax to be the major contributing factor to a negative work/life balance
Section 1d, Page 25

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

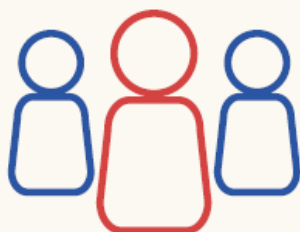
50%

Of education professionals with mental health symptoms were absent for a month or more over the academic year
Section 3a, Page 50



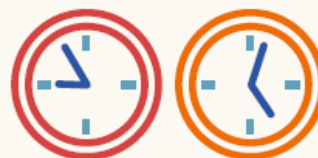
41%

Of senior leaders believed that having time off work due to mental health symptoms would have a negative impact on their pupils' / students' studies
Section 3b, Page 52



32%

Of education professionals (40% of senior leaders) believed that taking time off work due to mental health symptoms would have a negative effect on team morale
Section 3c, Page 53



49%

Of education professionals felt compelled to come to work all of the time when they were unwell (known as presenteeism)
Section 3d, Page 54



60%

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

Section 4b, Page 60



69%

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

Section 4c, Page 61

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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

Section 4a, Page 59



43%

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

Section 4d, Page 62



26%

Of education professionals (31% of senior leaders) considered there was a stigma (feeling of shame) which prevented them from talking about mental health problems at work

Section 4a, Page 59



27%

Of education professionals had access to Employee Assistance Counselling Services and also to Unions they could talk to for mental health support at work

Section 4e, Page 63



54%

Of educational institutions did not regularly survey their staff to establish levels of employee wellbeing

Section 4h, Page 68



Why self-care?



- Working with children and young people requires physical, mental and emotional effort
- Young people may project their feelings onto you
- It's not selfish to make sure that you are looked after

Keeping Resourced for the Long-haul



Objective 2



- **How to identify and understand your psychological wellbeing**

**WHO SAYS
TEACHING IS STRESSFUL?**



I'M 39, AND I FEEL GREAT!

When we say things like “this is stressful” or “I’m stressed”, we might be talking about:

Situations or events that put pressure on us

For example, times where we have lots to do and think about, or don't have much control over what happens.

Our reaction to being placed under pressure

The feelings we get when we have demands placed on us that we find difficult to cope with.

Is stress a mental health problem?

Stress isn't a psychiatric diagnosis, but it's closely linked to your mental health in two important ways:

Stress can cause mental health problems and make existing problems worse. For example, if you often struggle to manage feelings of stress, you might develop a mental health problem like anxiety or depression.

Mental health problems can cause stress.

You might find coping with the day-to-day symptoms of your mental health problem, as well as potentially needing to manage medication, health care appointments or treatments, can become extra sources of stress.

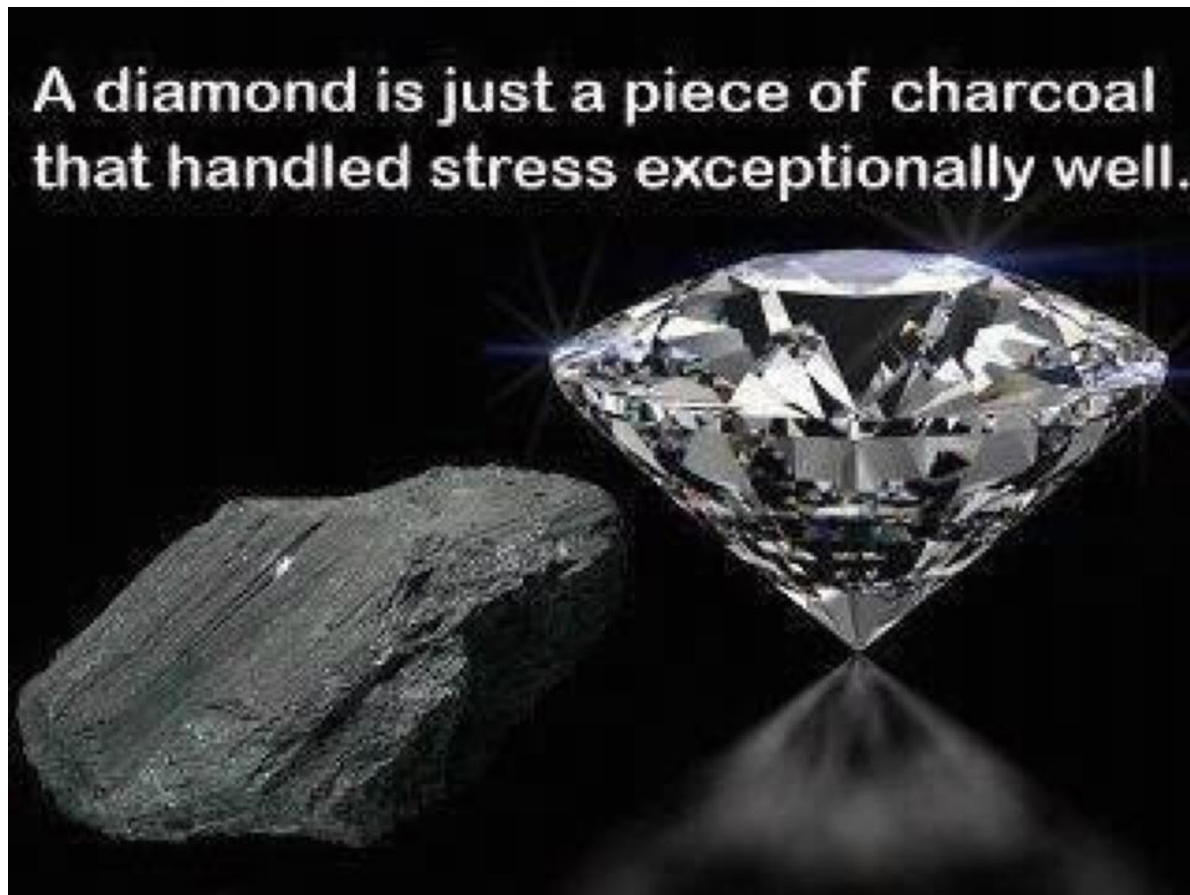
What are the signs that you might be stressed?

(<https://www.mind.org.uk/information-support/tips-for-everyday-living/stress/signs-of-stress/?o=10133#.WsohsUxFxPZ>)

Remember...



Not all stress is negative



Identify your wellbeing



08000 562 561
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Coronavirus update: Throughout this crisis we're here to provide mental health and wellbeing support to all education staff.
[Find out more.](#)

We are here for you

We are the only UK charity dedicated to supporting the mental health and wellbeing of education staff in schools, colleges and universities.

08000 562 561
HELPLINE



educationsupport.org.uk

TRAINING & EDUCATION

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Identify your wellbeing



 > Resources

Stress test

Psychosocial > Resilience > Symptoms > Results

Welcome to the Stress Test.

This assessment is designed to give you an indication of the kinds of stress and wellbeing issues that may affect you.

This is not a clinical tool and if you have any symptoms or concerns about your physical or mental health, you should always consult with your G.P.

There are three sections to complete of ten questions. You will get an instant result for each section.

This test is brought to you by Education Support Partnership.

Continue

<https://www.educationsupport.org.uk/self-evaluation/stress-test>

Identify your wellbeing



The Warwick-Edinburgh Mental Wellbeing Scale⁴ (WEMWBS) is a measure used by many different organisations, including Governments, to gauge the mental wellbeing of a population.

Identify your wellbeing



WEMWBS is a self-administered questionnaire where respondents are asked to read the 14 items (shown below) and select an answer from a 5-point Likert scale which best reflects their experience of each over the preceding two weeks. The options for selection are 'none of the time', 'rarely', 'some of the time', 'often' and 'all of the time'.

1. I've been feeling optimistic about the future

2. I've been feeling useful

3. I've been feeling relaxed

4. I've been feeling interested in other people

5. I've had energy to spare

6. I've been dealing with problems well

7. I've been thinking clearly

8. I've been feeling good about myself

9. I've been feeling close to other people

10. I've been feeling confident

11. I've been able to make up my own mind about things

12. I've been feeling loved

13. I've been interested in new things

14. I've been feeling cheerful

Identify your wellbeing




The answers are then summed to provide a single score ranging from 14-70 and aggregated to form the score. The greater the score the higher the indication of your mental wellbeing.

/mood-self-assessment/

Mood self-assessment quiz

Moodzone

Common problems + What you can do now + Real stories + Mental wellbeing audio guides +

 Mood self-assessment

How have you been feeling lately?
When it comes to emotions, it can sometimes be hard to recognise or admit that we're not feeling 100%.

If you are 16 or over, take this short questionnaire to:

- Help you better understand how you've been feeling over the last fortnight
- Point you in the right direction for helpful advice and information

If you are struggling, it is not intended to replace a consultation with a GP.

Under 16? [visit the Young Minds website.](#)

[Start](#)

This quiz uses questions that GPs often use to assess whether someone is anxious or depressed. It also includes links to useful information and advice on mental wellbeing.

There are 18 questions altogether. With each one, you'll need to think about how you've been feeling over the past 2 weeks.

If you have concerns about your mental wellbeing, you'll find lots of tips and advice on dealing with stress, anxiety and depression in the [MoodZone](#).

You should also consider making an appointment with your GP. You may like to take a printout of your quiz results along, but bear in mind that your GP won't be able to use them to make a diagnosis.

You can monitor any ups and downs of your mood by revisiting this self-assessment quiz at any time.

Page last reviewed: 5 November 2017
Next review due: 5 November 2020

<https://www.nhs.uk/conditions/stress-anxiety-depression/mood-self-assessment/>



Time for a break...



TRAINING & EDUCATION

Delivering Early Intervention Programmes

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Objective 3



- **Practical strategies for supporting your own well-being and promoting staff well-being in your setting**

What can we do?



How to promote good well-being and self-care

- Emotional vocabulary
- Mindfulness
- Self-compassion
- Create a Wellbeing Action Plan (WAP)

Encouraging people to talk about their mental health

‘What made a huge difference was being asked if I was okay – simple as that.’

- While mental ill health is a sensitive and personal issue – like any health problem – most people prefer honest and open enquiries over reluctance to address the issue.
- Shying away from the subject can perpetuate fear of stigma and increase feelings of anxiety.
- Often people will not feel confident in speaking up, so making the first move to open up a dialogue can be key.

Having an emotional vocabulary



Love
Belonging
Joy
Gratitude
Vulnerability
Empathy
Excited
Happy
Surprised
Curious

Shame
Guilt
Humiliation
Embarrassment
Fear/Scared
Overwhelmed
Sad
Hurt
Disappointed
Frustrated

Jealous
Worried
Anxious
Judgement
Disgust
Lonely
Blame
Grief
Regret



Messages about the value of emotions



- Being emotional is a sign of vulnerability, and vulnerability is weakness
- Don't ask. Don't tell. You can feel emotion all you want, but there's nothing to be gained by sharing it with others
- We don't have access to emotional language or a full emotional vocabulary, so we stay quiet or make fun of it
- Discussing emotion is frivolous, self-indulgent, and a waste of time. It's not for people like us

Messages about the value of emotions



- We're so numb to feeling that there's nothing to discuss
- Uncertainty is too uncomfortable
- Engaging and asking questions invites trouble. I'll learn something I don't want to or shouldn't know.

Questions to start a conversation



Questions managers could ask their employees

Questions to ask

- How are you doing at the moment?
- You seem to be a bit down/upset/ under pressure/frustrated/angry. Is everything okay?
- I've noticed you've been arriving late recently and I wondered if you're okay?
- Is there anything I can do to help?
- What would you like to happen? How?
- What support do you think might help?
- Have you spoken to your GP or looked for help anywhere else?

The Chartered Institute of Personnel and Development
www.cipd.co.uk

Questions to avoid

Questions to avoid

- You're clearly struggling. What's up?
- Why can't you just get your act together?
- What do you expect me to do about it?
- Your performance is really unacceptable right now – what's going on?
- Everyone else is in the same boat and they're okay. Why aren't you?
- Who do you expect to pick up all the work that you can't manage?

The Chartered Institute of Personnel and Development
www.cipd.co.uk

What does mindfulness mean to you?

- **When I feel**
 - **I physically feel**
 - **The thoughts that constantly loop in my mind are:**
 - **My go-to thought process is**
 - **The first thing I want to do is**
 - **The next thing I want to do is**
- *Anxious*
 - *A pit in my stomach, sweaty arm pits, racing heart, etc*
 - *I'm not good enough, what's going to happen, I have to work harder, etc*
 - *Obsessing and ruminating.*
 - *Cry*
 - *Hide and avoid people*

Some definitions



- Awareness of the present moment with acceptance (Institute for Meditation and Psychotherapy)
- The practice of being aware of your body, mind, and feelings in the present moment, thought to create a feeling of calm (Collins dictionary)
- The ability to be fully present, aware of where we are and what we're doing, and not overly reactive or overwhelmed by what's going on around us (mindful.org).

What mindfulness is not



Common misconceptions

- Mindfulness is emptying your mind of all thoughts
- Mindfulness is making your mind go blank
- Some people are just good at it, others can't do it.
- I don't have time to be mindful
- It's an Eastern Religion



Self-compassion



Do you have a critical voice? What do you find it saying to you?



Self-kindness

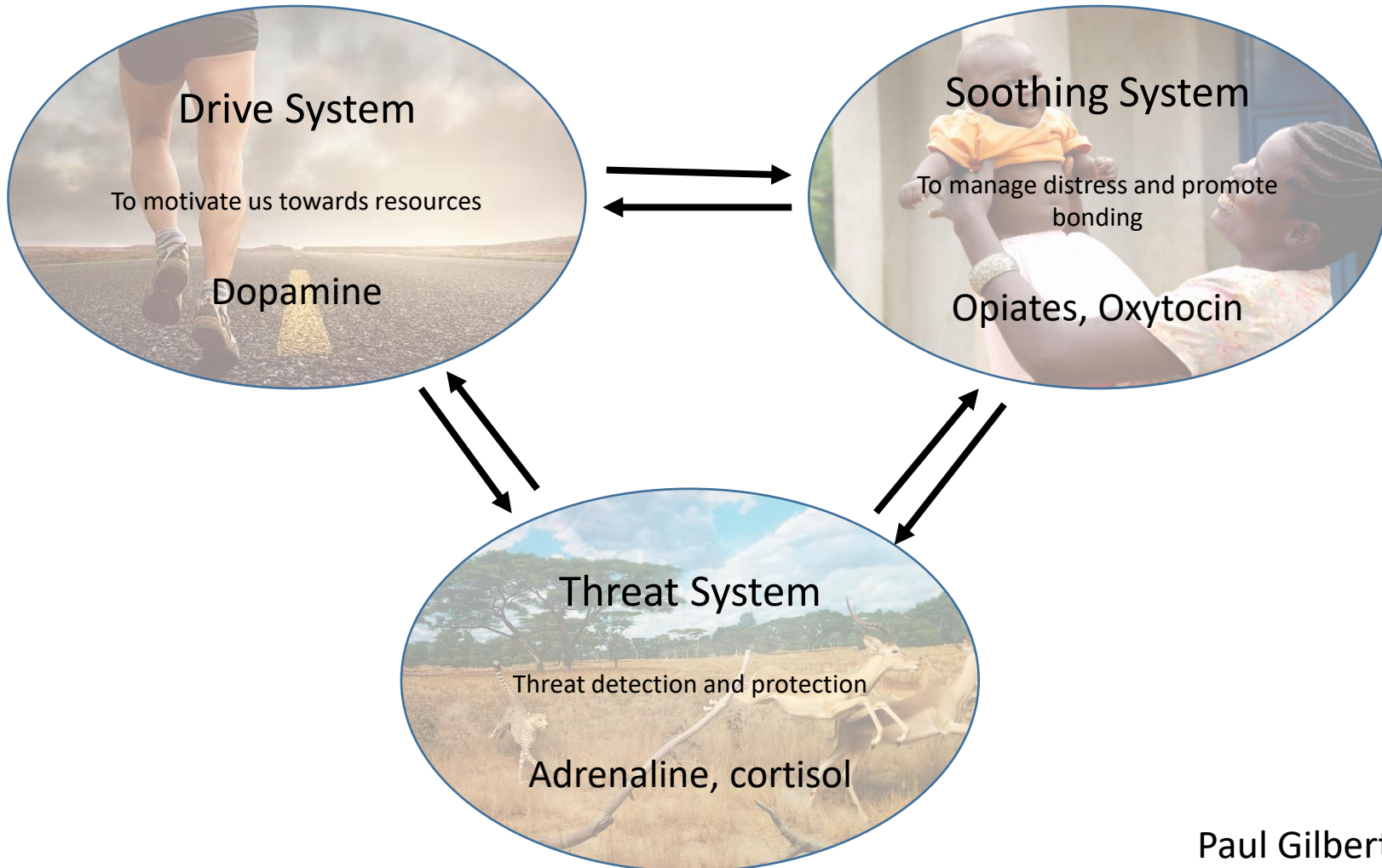
- Not a way of judging ourselves positively but a way of relating to ourselves kindly
- Embracing ourselves as we are flaws and all
- Treating ourselves with kindness like we would a good friend
- How do we treat ourselves, especially on a bad day when things aren't going so well?
- We are often more cruel to ourselves in the language we use than we would ever be to someone else.

Why are we self critical?

We believe we need our self-criticism to motivate ourselves. We often think that if we are too kind to ourselves then we will be self-indulgent and lazy.



Emotional regulation



Paul Gilbert

Criticisms of self-compassion



Many people think self-compassion:

- Is self-indulgent and selfish
- Is “sugar coating” our lives
- Makes us complacent and more likely to give up aiming and aspiring for ourselves and our children.

Mindfulness and self-compassion are associated with:

- More resilience and motivation
- Less depression, anxiety, stress, perfectionism
- Greater life satisfaction
- Taking greater self-responsibility and greater motivation
- More connectedness with others/ better interpersonal relationships
- More empathy for, and forgiveness of, others.
- Self-compassion offers the benefits of self-esteem without the pitfalls

Wellbeing Action Plan



Wellness Actions Plans (WAPs) are an easy, practical way of helping you to support your own mental health at work, and if you are a manager, helping you to support the mental health of your team members

Everyone can complete a WAP, you don't need to have a mental health problem in order to feel the benefits. It just means that you already have practical steps in place to ensure you are supported when you aren't feeling great.

<https://www.mind.org.uk/workplace/mental-health-at-work/taking-care-of-your-staff/employer-resources/wellness-action-plan-download/>

Emotional vocabulary

- Accurately recognizing and naming emotions helps us to understand difficult situations and bounce back more quickly.

Mindfulness

- Being in a non-judgmental, receptive mind state can help in observing thoughts and feelings as they are, without trying to suppress or deny them.

Self-compassion

- If we can recognize our self-criticism we can give ourselves the compassion we need.

References and Useful Resources



Useful Websites

Self-compassion and mindfulness – Dr Kristin Neff: self-compassion.org

NHS wellbeing survey. Available from
www.nhs.uk/tools/documents/self_assessments_js/assessment.html?XMLpath=/tools/documents/self_assessments_js/packages/&ASid=43&syndicate=undefined

Five steps to mental wellbeing. www.nhs.uk/Conditions/stress-anxiety-depression/Pages/improve-mental-wellbeing.aspx

Mind – signs of stress. www.mind.org.uk/information-support/tips-for-everyday-living/stress/signs-of-stress/?o=10133#.WsohsUxFxPZ

Jane Gilbert. janegilbert.co.uk/teaching_and_workshops_psc.htm

‘Japanese Bowl’ by Peter Meyer. www.youtube.com/watch?v=qOAzobTIGr8

Books

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Bomber, L. (2011). “What About Me?”, Worth Publishing.

Eyre, C (2017). “The Elephant in the Staffroom”, Routledge.

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References and Useful Resources



Articles

'Sleep should be prescribed: what those late nights out could be costing you.'
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Thank You for
Your
Participation



Get in Touch



For information about our programmes and other training contact YMCA Mental Health Training

Call: 01733 373187

Email: Mentalhealthtraining@ymcatrinity.org.uk

Website: www.ymcatrinity.org.uk