

Wellbeing Toolkit - Part 2

Course Code: 1614

“Getting your head above the crowd.”

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The Well Being Tool Kit for Professionals working with children and young people - A programme of professional development to promote and maintain resilience and personal effectiveness.

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Removing Barriers to Learning and Achievement – ensuring staff well being.

Tutor:

Dr Tina Rae

Many families today are exposed to high level of daily stress and the incidence of childhood depression is increasing. An estimated ten per cent of children in any school experience serious depression, such as going through extended periods of despair and even engaging in suicidal thoughts. Young people do not enjoy carefree childhoods but instead have to cope with the devastating effects of divorce, exposure to drugs and bullying amongst other significant stressors. Young people are most vulnerable to negative emotions and at risk of developing depression at the age of 11, when they move from primary to secondary education (Reivich and Shatte, 2002).

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Such factors clearly also increase the level of stress experienced by teachers and support staff who are tasked with ensuring young people's well-being and in removing any barriers to learning and achievement. This is also coupled with a relentless inspection regime and a culture of target-setting which some professionals feel is damaging teachers' mental health with many reporting symptoms of stress and exhaustion, according to the Association of Teachers and Lecturers (ATL) survey (2014). At the same time, the ATL reported more and more teachers are complaining of "unacceptable workloads" and insufficient support from schools over "challenging parents". More specifically, over a third - 38% - of school and college staff reported having seen a rise in mental health issues among colleagues in the past two years and 55% said their job had a negative impact on their mental health.

Cost:

£95.00 pp

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Hilton Dartford Bridge
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The key aims of this innovative and comprehensive publication are therefore to allow professionals and staff who work with children and young people to:

A culture change?

In June 2015, the National Institute for Health and Care Excellence (NICE) published new guidelines entitled Workplace Policy and Management Practices to Improve the Health and Wellbeing of Employees. The aims are to explore the positive and negative effects an organisation's culture can have on people's health and wellbeing, promote leadership that supports the health and wellbeing of employees and help line managers achieve this and strengthen their role in ensuring the health and wellbeing of employees.

Among the recommendations NICE makes is to have a support base in place for all teaching staff and to make health and wellbeing a core priority for senior management.

A paradigm change

Well-being for both students AND teachers can no longer be seen as a 'fluffy' concept. Well-being in schools is a fundamental pre-requisite for healthy, constructive and productive quality teaching and learning. Both students and teachers need to be supported, fit and well to be inspired and inspiring. This does not happen without the right support mechanisms and mindsets for all involved in the teaching and learning process.

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Setting in the national context

Work related Stress, Anxiety and Depression Statistics in Great Britain 2015 were published by the Health and Safety Executive in October 2015. The latest estimates from the Labour Force Survey show:

- The total number of cases of work related stress, depression or anxiety in 2014/15 was 440,000 cases, a prevalence rate of 1380 per 100,000 workers.
- The number of new cases was 234,000, an incidence rate of 740 per 100,000 workers. The estimated number and rate have remained broadly flat for more than a decade.
- The total number of working days lost due to this condition in 2014/15 was 9.9 million days. This equated to an average of 23 days lost per case.
- In 2014/15 stress accounted for 35% of all work related ill health cases and 43% of all working days lost due to ill health.
- Stress is more prevalent in public service industries, such as education; health and social care; and public administration and defence.
- By occupation, jobs that are common across public service industries (such as health; teaching; business, media and public service professionals) show higher levels of stress as compared to all jobs.
- The main work factors cited by respondents as causing work related stress, depression or anxiety (LFS, 2009/10-2011/12) were workload pressures, including tight deadlines and too much responsibility and a lack of managerial support.

Work related stress depression and anxiety continue to represent a significant ill health condition in the workforce of Great Britain. Work related stress accounts for 35% of work related ill health and 43% of days lost, in 2014/15. The occupations and industries reporting the highest rates of work related stress remain consistently in the health and public sectors of the economy. The reasons cited as causes of work related stress are also consistent over time with workload, lack of managerial support and organisational change as the primary causative factors.

The need for a programme of support

In the current climate it is therefore more pertinent and important than ever that we address these issues in a proactive manner and set up systems of support that ensure individual well-being within a supportive and nurturing context. We only have to make reference to the above statistics – the number of teachers leaving the profession and the number of professionals retiring from teaching and subsequently suffering physical and mental ill health as a result of the stress levels that they have had to cope with over a sustained period of time.

The 20 sessions in this second Well-being tool kit for professionals therefore aims to provide the necessary resources to enable staff to maintain and further enhance their own well-being so that, in essence, they can describe themselves as fit, well and flourishing – both personally and professionally.

Each of the key topics will provide a package of training and resources which will include information leaflets, strategies, skills-based activities, and a power point presentation.

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The topics covered in the resource are as follows:

- Topic 1 Understanding and assessing your Mental Health and Well-being
- Topic 2 Developing a Growth Mindset
- Topic 3 Understanding the impact of Trauma and how to utilise Psychological debriefing
- Topic 4 The role of Emotional literacy in your life
- Topic 5 How to be an Emotion Coach
- Topic 6 Understanding the impact of bereavement
- Topic 7 Managing your Stress– building your tool box
- Topic 8 Understanding issues of Vicarious trauma when supporting children and young people with mental health difficulties
- Topic 9 Defining and Asserting yourself
- Topic 10 Managing conflict
- Topic 11 The resilience snake - Building Resilience Using key Tools of Positive Psychology
- Topic 12 Using strategies from Cognitive Behaviour Therapy to build resilience
- Topic 13 Using strategies from Appreciative Inquiry to support the change process
- Topic 14 Using Mindfulness Approaches to reduce stress
- Topic 15 Developing Well-being through Creative Activities – creating your ‘flow’ plan
- Topic 16 Using tools from Neuro-Linguistic Programming (NLP) to foster a positive mindset in young people
- Topic 17 Developing Circles of support
- Topic 18 Using and developing your communication skills
- Topic 19 Using Coaching to maintain Staff Well-being
- Topic 20 Developing Reflective practice

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