

Governor Support Service

Mental Health and well-being in schools



better  governor

20th October 2020

Etiquette



It is good to see colleagues but you can turn your **camera** off if you wish.



We will all remain on mute unless we have a question we would like to ask.



If we wish to ask a question we will either use the raise hand function and/or use the chat. Please also use the chat facility to make any useful comments



Steve Barker



Linda Waghorn



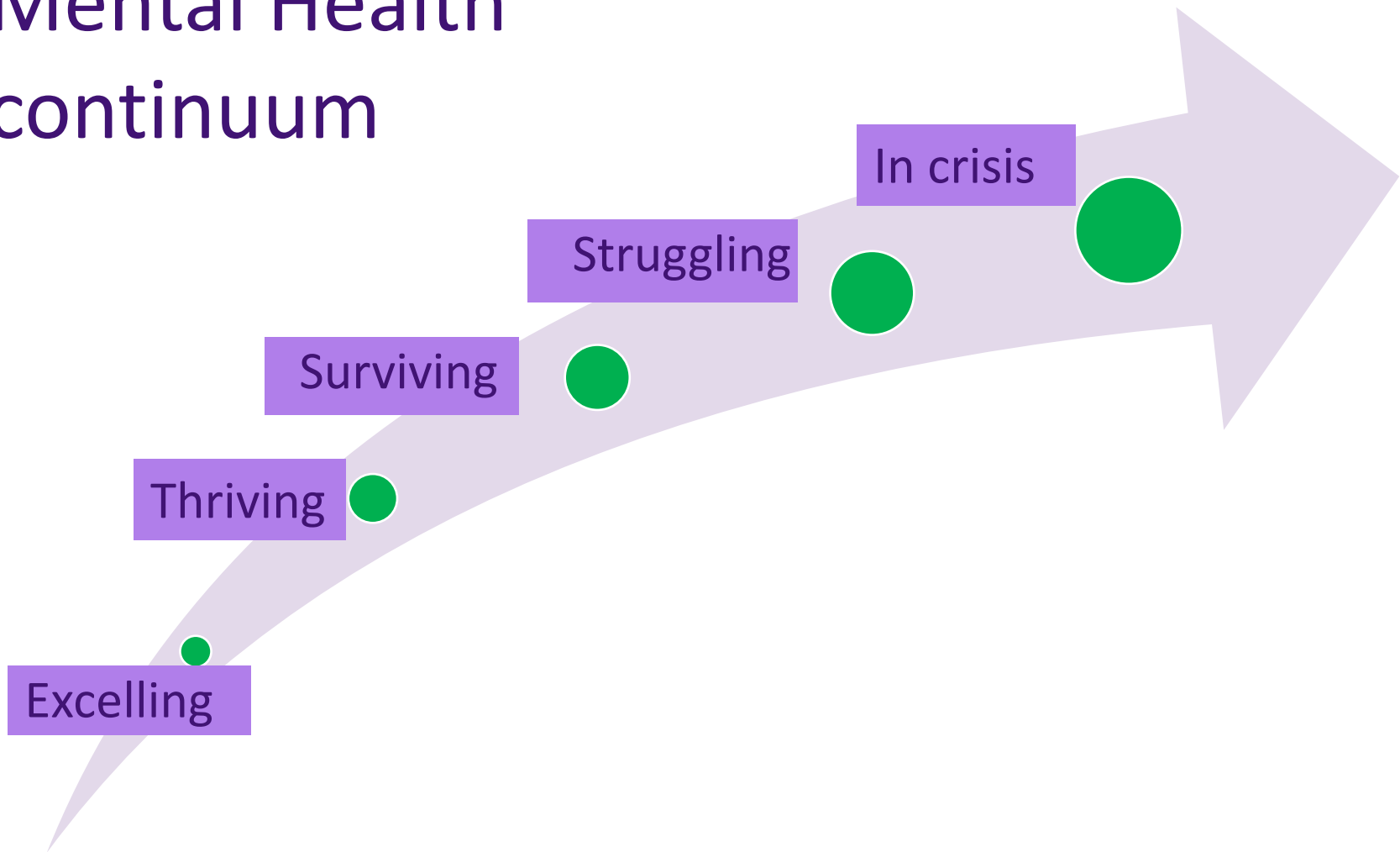
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Aims of the session:

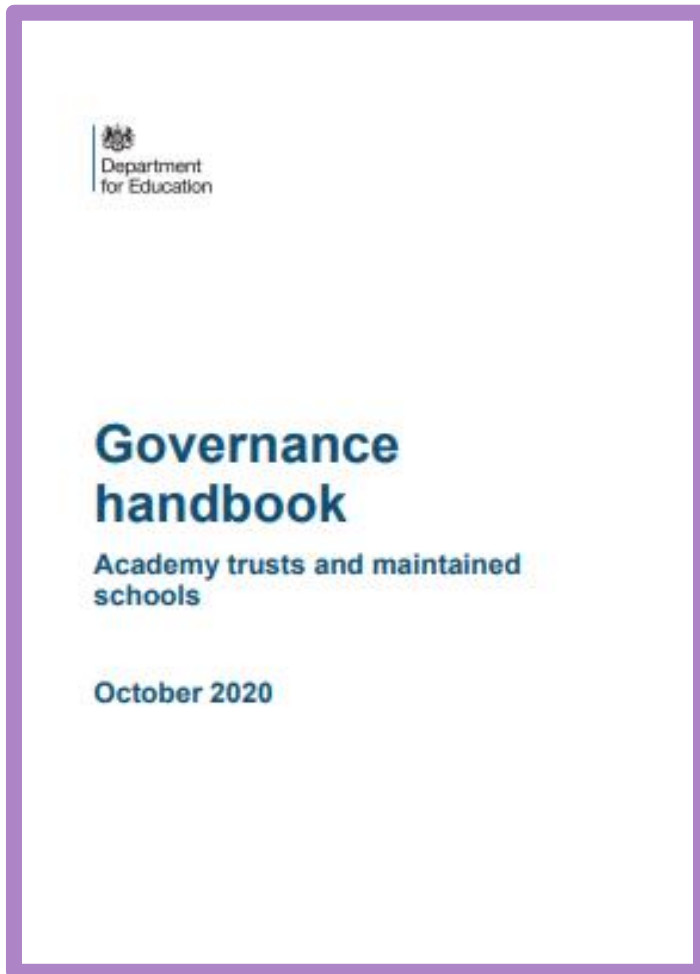
- To understand the strategic role and responsibilities of governing boards in ensuring mental health and wellbeing issues are being addressed within the school;
- To explore how Covid-19 has impacted on staff and pupil mental health and wellbeing;
- To signpost further information, suggest monitoring approaches, and reflect on questions boards should ask to seek assurance.

Mental Health continuum



School staff

Governance Handbook 2020



- Compliance – Section 6
- Duties under Employment and Equalities law
- Day-to-day duties delegated to Headteacher

Common law *duty of care*

- Take all steps which are reasonably possible to ensure employees health, safety and wellbeing – *safe from harm* (ACAS)
- Demonstrate concern for the physical and mental health of employees – *excessive pressures or demands* (ACAS)
- Assess mental health work-related issues to measure the levels of risk to staff (Health and Safety at Work Act 1974)

The role of governance:

All boards should have regard to the work-life balance of teachers and the executive leadership of the organisations.

Boards should have due regard for the wellbeing and mental health of the school leadership team and teaching staff more broadly. Boards may wish to consider designating a governor or academy trustee as a wellbeing champion to provide strategic support to the school leadership team as appropriate.

Staff engagement

- Culture, ethos and values
- Communication and accessibility
- Forums and meetings
- Staff suggestions – *you said, we did*
- Surveys
- Consultation
- Recognition
- Policies and procedures

Teacher workload challenges

..and work-life balance and well-being

- E-mail
- Parent evenings, report writing
- Ofsted
- Moderation
- Extra-curricular activities
- PTA/Friends school events

Covid-19 related factors

- Remote learning
- Bubble integrity
- Classroom management
- Cleaning, handwash and hygiene routines
- Meet and greet
- Lunch and break supervision
- Stress and anxiety
- etc. etc.

What can schools do?

Improving well-being

- Valuing staff:
 - ‘*Thank you*’
 - Delivering tea/coffee
 - Staffroom cakes
 - Recognition (*Star of the week*)
- Encouraging self-preservation
- Duty of care



DfE guidance

Guidance

School workload reduction toolkit

Practical resources for school leaders and teachers to help reduce workload, produced by school leaders, teachers and other sector experts together with DfE.

You can use these resources to:

- identify workload issues in your school
- address workload issues in your school (such as feedback and marking)
- evaluate the impact of workload reduction measures

Pupils

Coronavirus and mental health

- Missing friends and grandparents
- Living in vulnerable circumstances
- Pre-existing mental health conditions
- Anxiety about the pandemic
- Angry, fed up and isolated!
- 33% increase in calls to Childline since lockdown

Recovery Curriculum?



- Recognises *loss* has occurred in many guises
- Loss must be acknowledged
- Losses must be addressed
- Time must be invested in well-being and mental health
- Only then, can academic needs be addressed

What has been lost?



Mentally healthy schools:

A mentally healthy school sees positive mental health and wellbeing as fundamental to its values, mission and culture. It is a school where child, staff and parent/carer mental health and wellbeing is seen as 'everybody's business'.

National Centre for Children and Families

Questions?



Further information

- Supporting staff wellbeing in schools

<https://www.annafreud.org/what-we-do/schools-in-mind/resources-for-schools/supporting-staff-wellbeing-in-schools/>

- School workload reduction toolkit

<https://www.gov.uk/guidance/school-workload-reduction-toolkit>

- The impact of covid19 on staff wellbeing
blog

<https://teaching.blog.gov.uk/2020/06/12/the-impact-of-covid-19-on-staff-mental-health-and-wellbeing-what-support-is-available/>

- Recovery Curriculum

<https://www.evidenceforlearning.net/recoverycurriculum>



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