



## Staff Wellbeing

Led by Sara Katsukunya, Cambridgeshire Community Services NHS Trust and Phil Burgess Bottisham Village College

### Introduction

In the current educational environment, where schools are trying to increase student attainment with a diminishing budget, teacher wellbeing may be overlooked as a 'nice to have' rather than an essential.

From an organisational perspective, employee wellbeing is an important factor in quality, performance and productivity. Wellbeing is strongly related to work stress, a key player in employee absence. Demotivated staff are often disengaged, do not enjoy their jobs and eventually leave.

Many teachers' work-life balance is non-existent, their relationships outside of work are suffering, and their passion for the profession is waning.

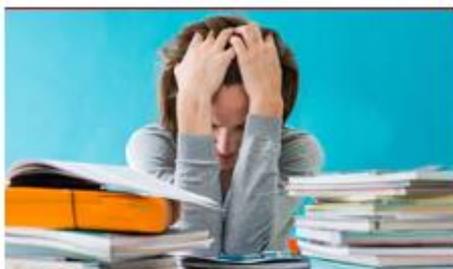
*In schools we squash the equivalent of a full working year, and often more, into just 39 weeks. Ask the partner of a teacher about evening and weekends during term time and they will tell a story; a story of continuous work, with not enough time for nights out, or a bit of fun until the next holiday comes along.*

Ross Morrison McGill

Nearly one in ten teachers left the profession last year – the highest proportion for a decade – and almost a quarter of teachers now leave within three years.

### Shortfall in teacher numbers hits 30,000

New figures expose recruitment crisis in secondary and further education - and in subjects government declared a priority



### Burned out: why are so many teachers quitting or off sick with stress?

Overwork and lack of support are driving teachers across England out of the profession much faster than they can be replaced. But schools facing cuts and rising costs can see no way of improving matters for their staff

13 May 2018

588

### 'Alarming' new stats show teacher recruitment down by a third

'Disastrous' new figures reveal that the number of applicants for teacher training is down by 6,510 on the previous year

By Will Hazell  
04 January 2018

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The additional stress on teachers working in this unrealistic performance-driven environment has a negative impact on them which in turn must impact [on the] health and wellbeing of the students in their classrooms.

Sue Roffey

### The journey to Happy Healthy Bottisham

#### 1. Whole school priorities

- Full commitment from senior leadership team (inclusion on improvement plans)
- A staff member given responsibility for leading the initiative

#### 2. Identify the need

- Whole staff questionnaire created including support staff.
- A range of questions to give a true reflection of the 'state of the nation'

#### 3. Follow up

- Staff focus groups and follow up with key groups
- Meetings to discuss what key priorities could be
- Staff buy in - target key people before launch to get on board and 'champion' the initiative

#### 4. The brand

- Create a brand with name and logo.

#### 5. The launch

- Launch as a whole staff event with tangible and concrete activities and initiatives.

#### 6. Keeping it live

- Regular updates to staff - newsletter / email / notice board



Do you know your workplace's need?  
What would your staff benefit from?  
What barriers could you face with such an initiative?  
How could you overcome these barriers?  
What are your next steps?

