

# Supporting School Staff Wellbeing

Information and Guidance

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## Supporting School Staff Wellbeing

Working in a school has always been a demanding role and Covid-19 has added significantly to those demands. It is more important than ever that school leaders consider their own wellbeing and the support they can offer for school staff.

This leaflet provides schools and educational settings with information and signposting to resources to best support the wellbeing of their school staff, especially during the coronavirus COVID-19 pandemic.

### Information & Guidance

The links to resources below provide excellent guidance and information for school leaders and teachers:

[Supporting Staff Wellbeing in Schools](#)

[Ten Steps Towards School Staff Wellbeing Report](#)

[Teacher Wellbeing Index 2019](#)

[Covid Staff Resilience Hub](#)

### Free support for you

The table below highlights services that are currently available for you for free.

	Service Providers			
	Education Support Partnership	Educational Psychology Service (EPS)	Education Business Alliance (EBA)	Southwark Education Learning & Achievement
<b>Free Services</b>				
Confidential advice	Y free helpline			
General wellbeing		Y (part of link EP time for maintained schools and those that buy-in, agreed by SLT)		Bite-size training e.g. Healthy Schools Champions, Mind Apples- to book: <a href="http://www.schools.southwark.gov.uk">www.schools.southwark.gov.uk</a>
Mentoring/ Coaching			Y	
Therapy	Y helpline			
Bereavement support	Y free downloads	Y (part of critical incident response)		
Supervision*		Y (part of link EP time for maintained schools and those that buy-in, agreed by SLT)		

## PAYG Services

The table below highlights example PAYG services with some indicative prices – for further service information contact the example provider (n.b. ensure that any providers you have identified have been in line with good procurement practice).

	Service Providers – examples			
	<b>Education Support Partnership &amp; Employee Assistance Programmes</b>	<b>Schools HR</b>	<b>Educational Psychology Service (EPS)</b>	<b>National Hub of Supervision</b>

### PAYG Service – examples

<b>Counselling</b>	Y £10-£14 per person - up to 6 sessions - Zoom - online CBT sessions			
<b>Confidential advice</b>	Y Part of counselling - 24/7			
<b>General wellbeing</b>	Y Free - resources for stress and anxiety, e.g. 7 strategies to manage anxiety	Y - see service spec	Y PAYG additional hours through negotiation	
<b>Supervision*</b>	Y Individual 1:1 for up to 6 sessions. Pilot programme dual service - peer to peer (6 per group)- currently funded by DfE and register before end of Dec 20: <a href="http://www.educationsupport.org.uk/helping-your-staff/school-leaders-wellbeing-pilot-service">www.educationsupport.org.uk/helping-your-staff/school-leaders-wellbeing-pilot-service</a>		Y For additional time over & above regular school visits, £80 per hour (booked in advance)	Y One Hour Individual Session £90; Block booking of 6 individuals sessions £540; Two Hour Peer Group Session £160

## Providers' Contact Details

- **Southwark Educational Psychology Service (EPS)**

Email: [SEN-EducationalPsychologist&EHO@southwark.gov.uk](mailto:SEN-EducationalPsychologist&EHO@southwark.gov.uk)

- **Southwark Schools HR**

For advice on workplace health and working, including:

- Occupational Health
- Employee support
- HR training courses to support senior leaders manage their staff effectively, in particular sickness absence, to support staff well being

Email: [Shereen.Moussa@southwark.gov.uk](mailto:Shereen.Moussa@southwark.gov.uk)

<http://schools.southwark.gov.uk/schoolshr>

- **Southwark Education Business Alliance (EBA)**

Email: [Lulzim.Osmani@southwark.gov.uk](mailto:Lulzim.Osmani@southwark.gov.uk)

- **Education Support Partnership incl. Education Assistance Programme** is a charity dedicated to improving the health and wellbeing of teachers and the entire education workforce. It offers a free, confidential helpline to all those working in education in the UK.

[www.educationsupport.org.uk/](http://www.educationsupport.org.uk/)

[www.educationsupport.org.uk/helping-you/telephone-support-counselling](http://www.educationsupport.org.uk/helping-you/telephone-support-counselling)

[www.educationsupport.org.uk/helping-your-staff/school-leaders-wellbeing-pilot-service](http://www.educationsupport.org.uk/helping-your-staff/school-leaders-wellbeing-pilot-service)

- **National Hub of Supervision**

To access the national network of supervisors:

<https://www.leedsbeckett.ac.uk/carnegie-school-of-education/national-hub-for-supervision-in-education/>

- **The Therapy Directory**

A useful website if searching for complementary therapies like massage, pilates, yoga therapy, etc: [www.therapy-directory.org.uk/](http://www.therapy-directory.org.uk/)

## **Further support and guidance**

**Mental Health at Work** is an online gateway to resources, training and information aimed at transforming mental health in the workplace in the UK. Mental Health at Work has been developed by Mind and is supported by The Royal Foundation with Heads Together.

[www.mentalhealthatwork.org.uk](http://www.mentalhealthatwork.org.uk)

**Mindful Teachers** is an international community of educators and helping professionals committed to mindfulness and compassion.

[www.mindfulteachers.org](http://www.mindfulteachers.org)

## **NHS Five Steps to Mental Wellbeing**

[www.nhs.uk/conditions/stress-anxiety-depression/improve-mental-wellbeing/](http://www.nhs.uk/conditions/stress-anxiety-depression/improve-mental-wellbeing/)

## **PSHE Association**

The PSHE Association is the national body for Personal, Social, Health and Economic (PSHE) education, leading the effort to ensure that every pupil receives high-quality provision, links:

<https://www.pshe-association.org.uk/content/coronavirus-hub>

Claim your free membership: <https://www.pshe-association.org.uk/southwark>



