

**Faye McGuinness**

Director of Programmes  
Education Support

# Supporting staff mental health & wellbeing



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mental health &  
wellbeing

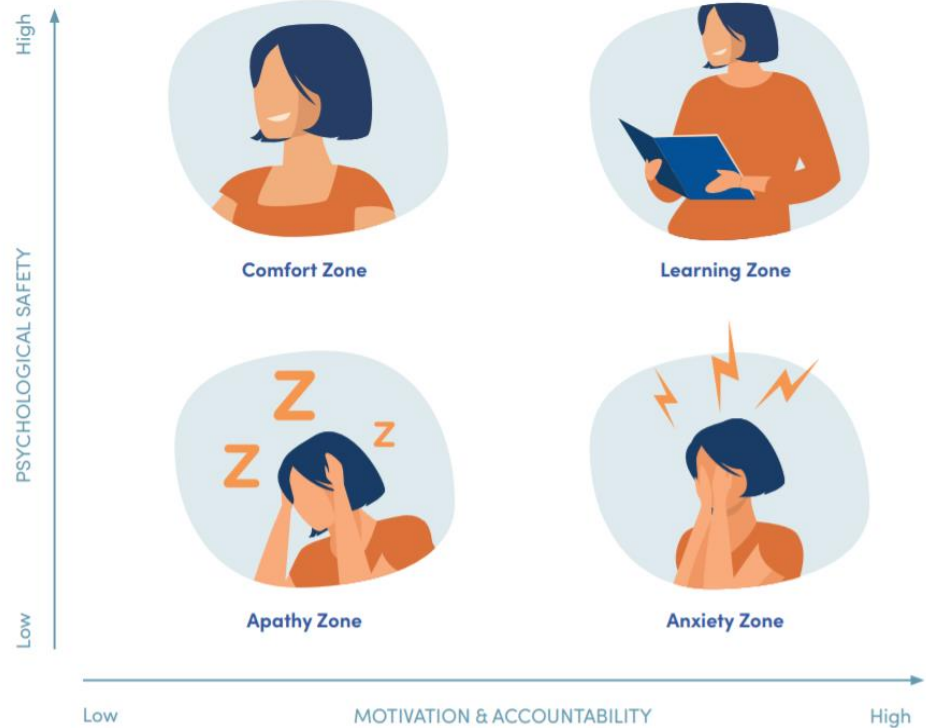


**Faye McGuinness**  
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# Creating a culture of psychologically safety



# Psychological safety



# How does this look in schools?

Innovation

Continued learning

Professional development

Openness and honesty  
including when  
things are not going  
well

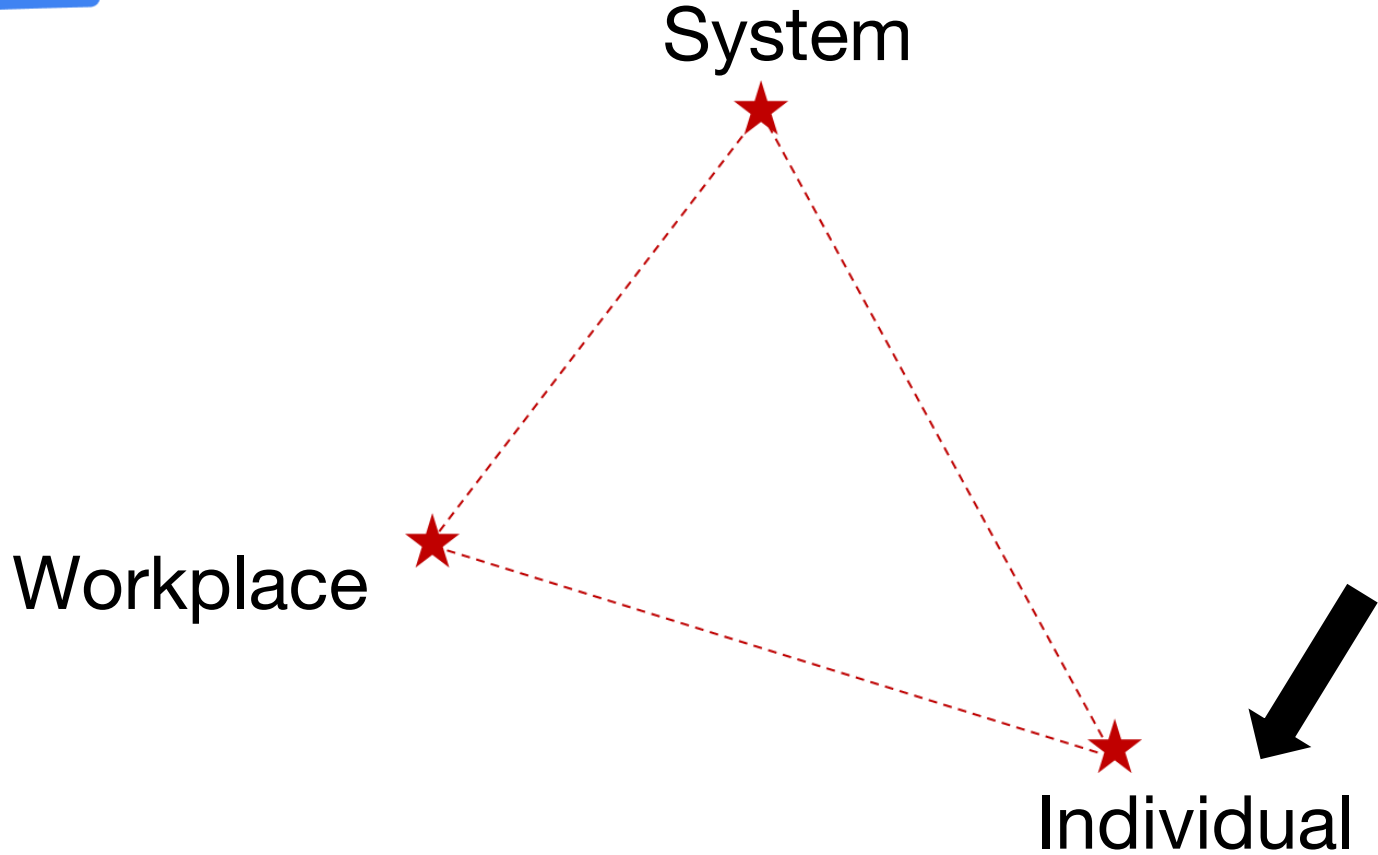
Shared  
responsibility

Creative problem  
solving

Agility

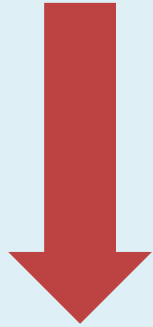
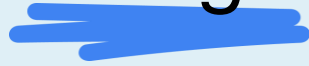
Values-driven  
leadership at every  
level.

# Three lenses

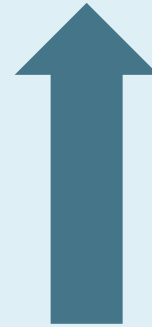


*o*

# My very complicated theory of staff wellbeing



stressors



protective resilience  
& psychological  
capital



# Stressors vs stress

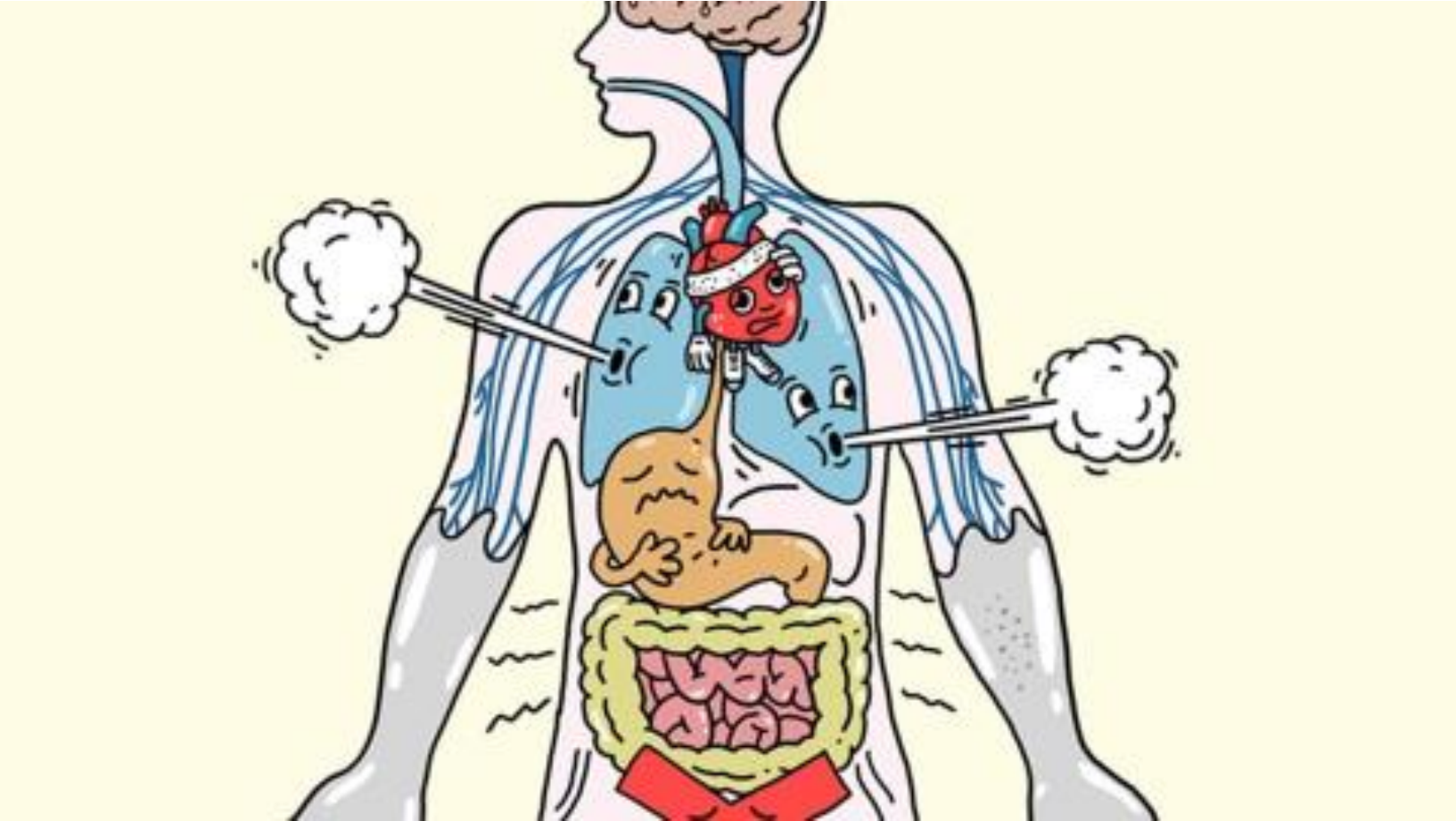




# Stressors



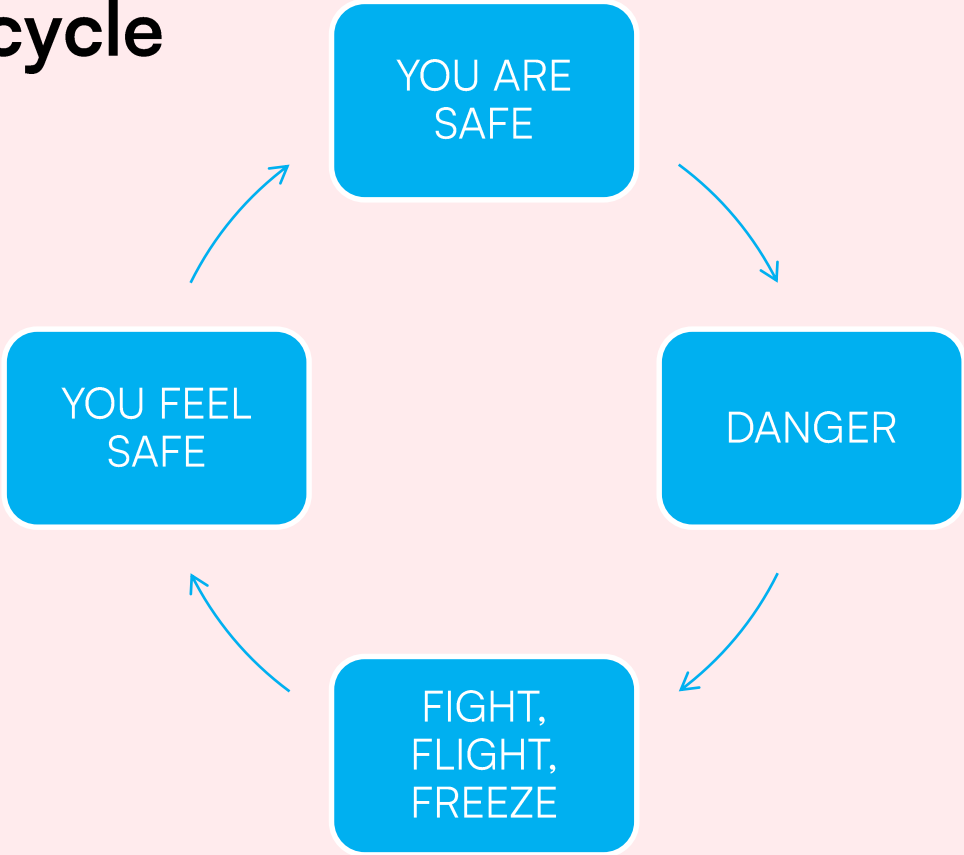
**Stress**



The stress doesn't leave  
your body because the  
stressor is gone.



# The stress cycle



*Handwritten mark*

# 7 EVIDENCE-BASED STRATEGIES FOR COMPLETING THE STRESS CYCLE

 **#1 physical activity**   
(20-60 minutes most days)



*#2 breathing*



*#3 positive social interaction*



*#4 laughter*



*#5 affection*



*#6 crying*



*#7 creative expression*

**Intentional  
Generations**

“The stress itself will kill you faster than the stressor will – unless you complete the stress cycle...”

... while you're managing  
the day's stressors, your  
body is managing the day's  
stress.”

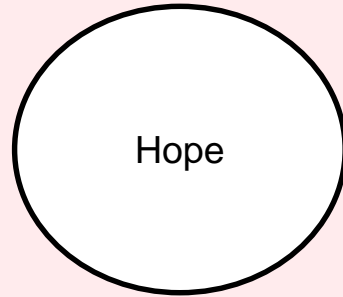
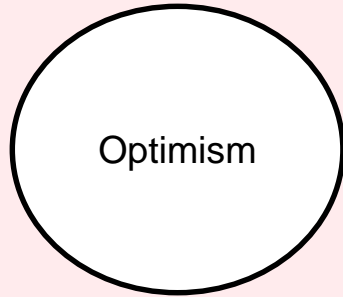
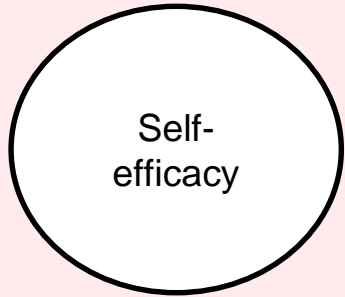
Drs Emily & Amelia Nagoski

Authors

Burnout: the secret to unlocking the  
stress cycle

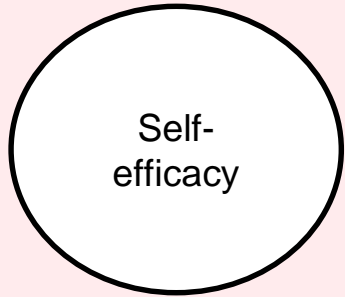


# Protective resilience & psychological capital



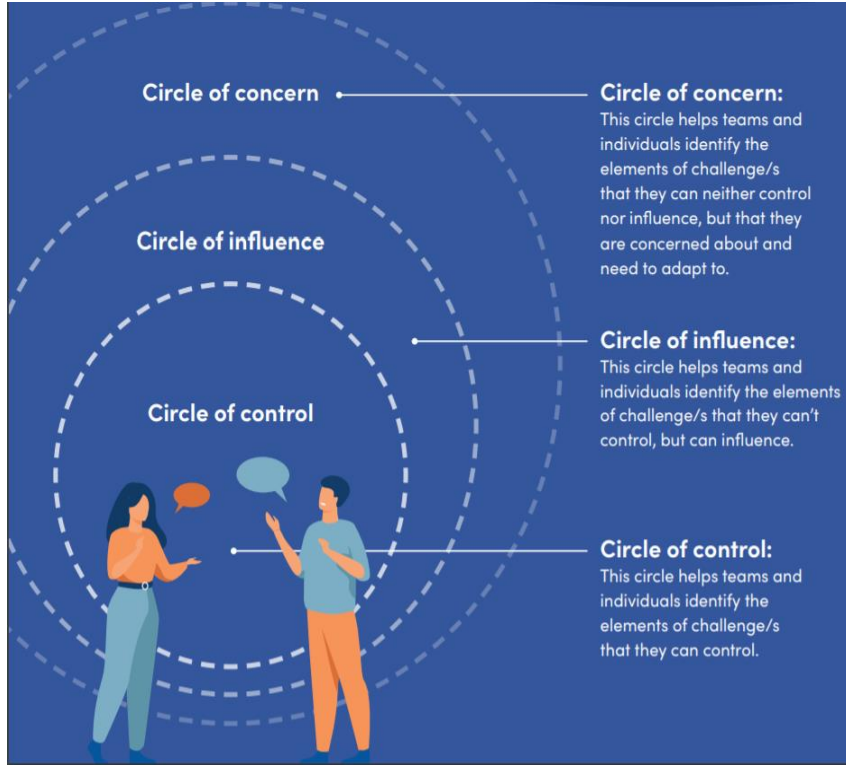


# Protective resilience & psychological capital



0

# Circle of control, influence and concern



Create a comfortable space



Make a cuppa!



Write down your concerns



Practice not trying to find solutions

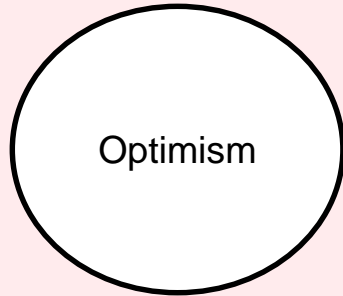


Talk them through if needed, with somebody you trust

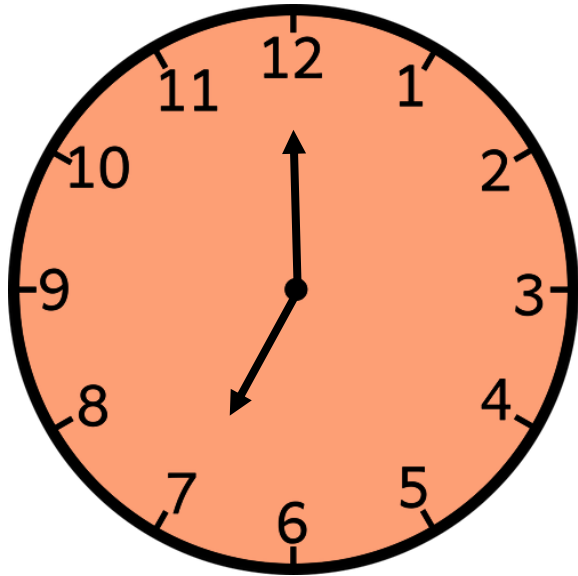


Put away out of sight once time is up

# Protective resilience & psychological capital



# Starting the day

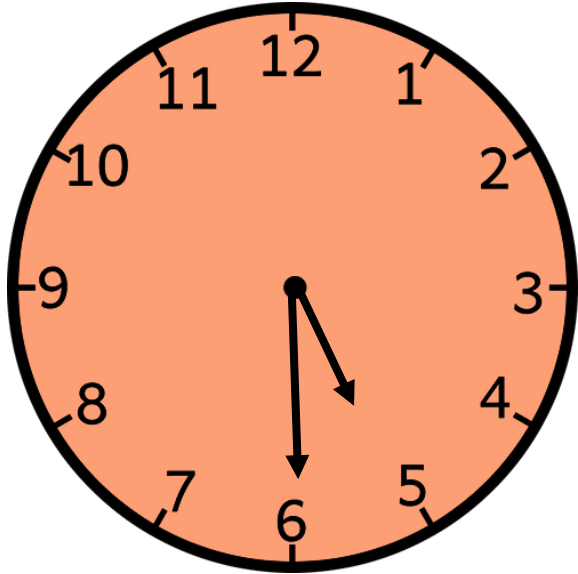


- Start calm – breathing, mindfulness, be in nature (step in to garden)
- Movement – stretch, walk, dance, yoga
- Expose yourself to natural light at the start of day helps with circadian rhythm (sleep cycles).
- Gratitude.
- Set up - chilled drink prepared and nutrition ready to go.

Be careful of – news, tech, coffee, no food all morning.

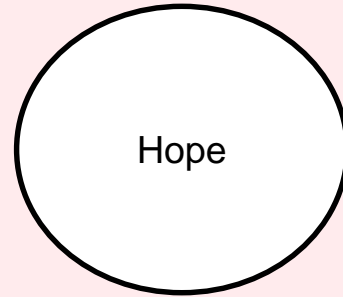
Dr Rangan Chatterjee stress solution

# Going home



- Take a moment to think about the day
- Acknowledge the things that were difficult. Let them go.
- Consider 2-3 things that went well.
- Choose an action that signals the end of your day.
- Now switch your attention to home.

# Protective resilience & psychological capital



# Hope rising

- Describe your goal in as much detail as possible.
- How much do you desire this goal?
- Describe why you want to achieve the goal. List what is motivating you.
- Imagine you have just achieved your goal. Describe how you think you will feel in this future memory.
- List the pathways (actions/strategies) you can use to achieve your goal.
- Describe potential barriers for each pathway you listed.
- Describe a time when you achieved a goal by overcoming barriers. What were the barriers and how did you overcome them?
- Choose the best pathway and describe how you will overcome the barrier.
- What are two or three things that must be accomplished for you to attain your goal?
- Identify people and/or resources in your community with whom you can rely on as a source of support in pursuing your goal.
- Describe something that motivates you (e.g., music, movie, a person). Think of how you can use this inspiration to help you to pursue your goal.

# The Highest Hopes, Deepest Fears

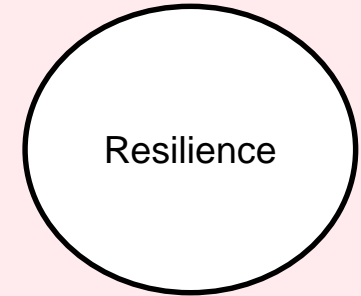
- Take some time to consider your five highest hopes and five deepest fears, and write them down.
- Invite the group to partner up and share their hopes and fears with one another, making sure they have a good understanding of what their partner means by the material written on his or her worksheet.
- Encourage partners to question and explore one another's work in a kind and gentle way.
- Call members back to the group circle and ask each member to share his or her partner's worksheet with the group.
- Discussions from the group should be encouraged.



# Hope Theory

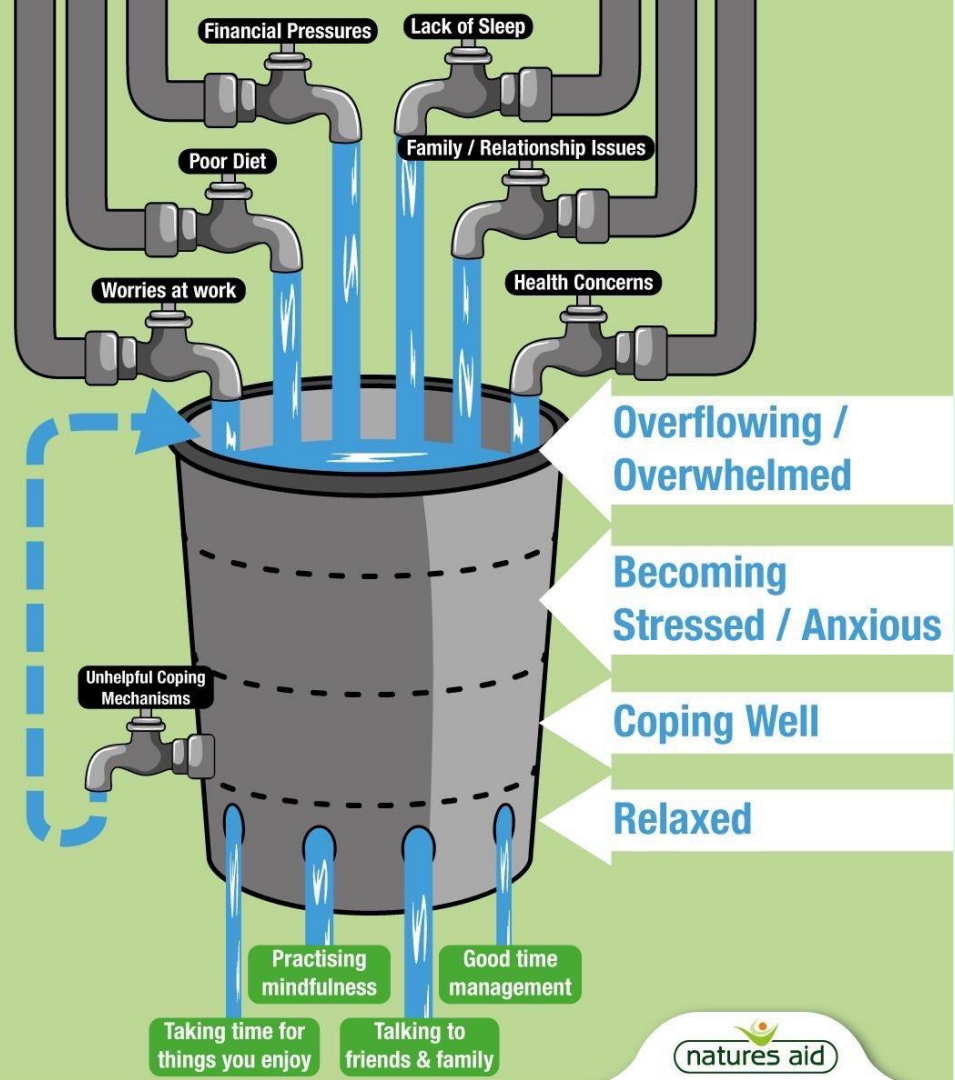
- **Hope:** What is one goal you hope to achieve in the future?
- **Plan & Action:** What small actions can you take that will start moving you closer towards this goal?
- **Believe:** Write down 3 short sentences that will help remind you of your capabilities, for instance, “I am capable and resourceful.”

# Protective resilience & psychological capital



# Stress Bucket

# The Stress Bucket



2

# Wellbeing non-negotiables



# Make a plan

**WEEKLY WELLBEING CHECK-UP**  
Try using this list each week to check in with your mental health

**#ADDRESS YOUR STRESS**



### Where's my mental health today?

How do I feel today?

Mentally? \_\_\_\_\_

Physically? \_\_\_\_\_



### Looking after my wellbeing

Am I drinking enough water and eating a balanced diet? \_\_\_\_\_

How did I sleep last night? \_\_\_\_\_

Did I feel rested when I woke up? \_\_\_\_\_

Is there anything I can improve? \_\_\_\_\_



### How's my thinking today?

How are my thoughts making me feel? \_\_\_\_\_

Am I having unhelpful thoughts? \_\_\_\_\_

For free resources on spotting and challenging unhelpful thoughts, visit [getselfhelp.co.uk](http://getselfhelp.co.uk) or create Your Mind Plan with Every Mind Matters



### My Stress Container

How full is my container? \_\_\_\_\_

Am I using helpful coping strategies? \_\_\_\_\_

Are they working? \_\_\_\_\_

Learn about your stress container here: [mhfaengland.org/mhfa-centre/resources](http://mhfaengland.org/mhfa-centre/resources)

There are simple steps you can take to **#AddressYourStress**. Check out our resources at [mhfaengland.org](http://mhfaengland.org)

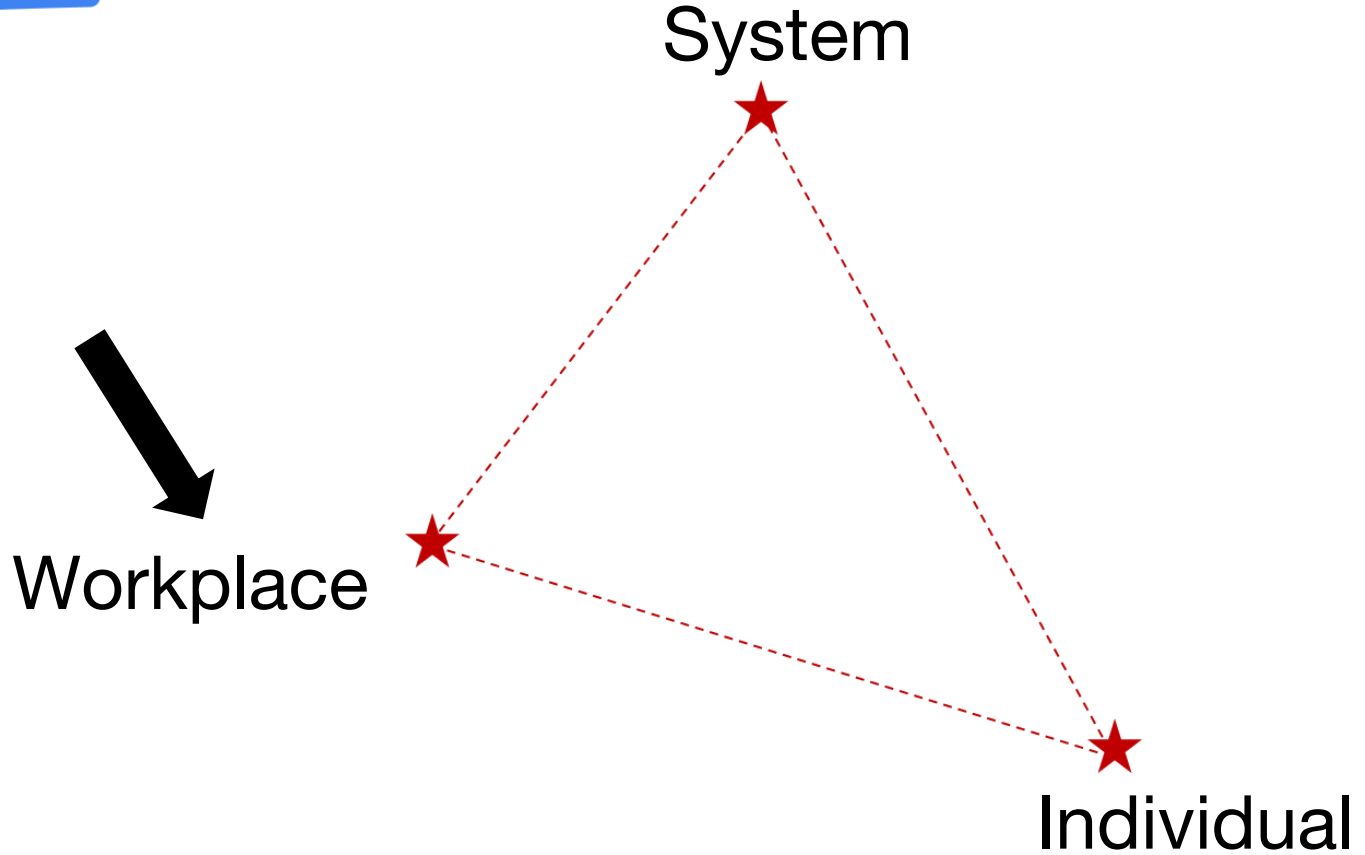


## Working from home: a Wellness Action Plan

How to support your mental health when working from home



# Three lenses



Take a structured approach to prioritising staff mental health and wellbeing in schools

Create the culture and conditions to drive positive mental health outcomes for all staff

Promote an open culture around mental health

42%

think their organisation's culture has a negative impact on their wellbeing

Create a transparent approach to measuring staff mental health & wellbeing.

Provide tools & support to all staff, including those living with mental health problems.

Build confidence & capability, with particular focus on line managers & wellbeing leads



# Services, new website and free resources

**School leaders' support**

Are you a headteacher, deputy or assistant headteacher? Would you like to access services focussed on improving your mental health and wellbeing?

[School leaders' support](#)

**Welsh schools wellbeing**

Would you like to access free expert advice from our dedicated school wellbeing advisor?

[Welsh schools wellbeing service](#)

**Get reflective**

This e-learning tool will give you techniques to improve your personal and peer reflective conversational practice.

[Reflective conversations](#)

**Taking care of teachers**

Access information and resources that will help you to support the health and wellbeing of your staff.

[Taking care of teachers](#)

**Wellbeing and resilience workshop**

In this 2 ½ hour workshop our expert facilitators will provide your staff with an introduction to wellbeing and resilience.

[Wellbeing and resilience workshop](#)





The screenshot displays the Education Support website interface. At the top left is the logo, and the navigation menu includes 'Get help', 'Resources', 'About', 'Get involved', and 'News & events'. On the right, there is a helpline number '08000 562 561', a 'Grants' button, and a 'Donate' button. The main content area features several resource cards:

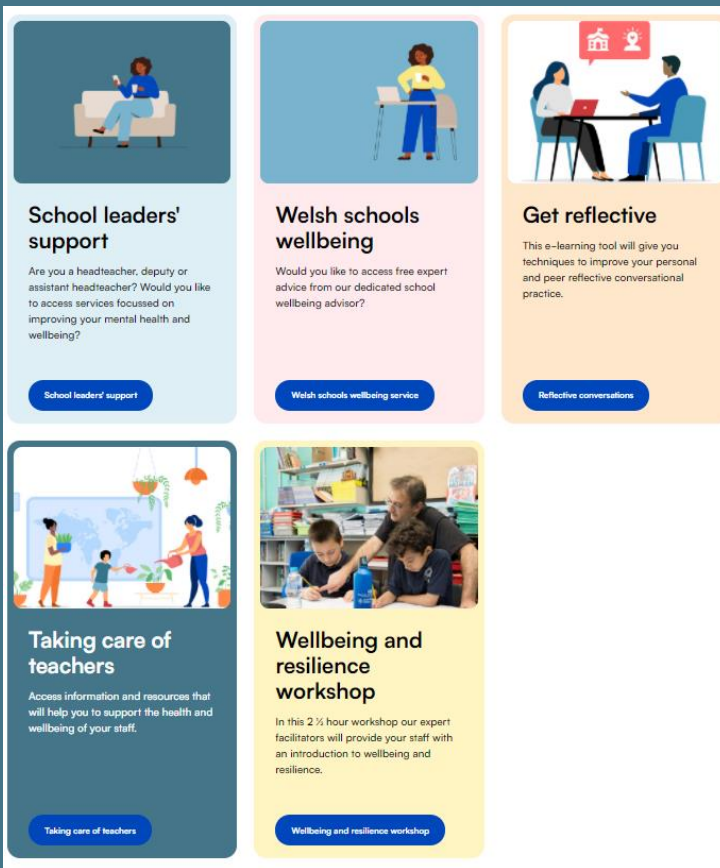
- Burnout: recognising the signs and protecting yourself** (Articles, 3 mins)
- Secondary trauma** (Videos, 18 mins)
- A guide to meditation for teachers and education staff** (Guides, 11 mins)
- Teacher burnout and how to avoid it** (Articles, 7.5 mins)
- Seven strategies for managing anxiety**
- Bullying and harassment**
- Managing anxiety** (A large blue card with text: 'Many teachers and education staff are feeling anxious about socially distanced education. Mike Armiger, education and mental health advisor, provides some simple and practical ways to help manage any anxiety you...')



# Free support for school leaders

## Peer Support

## 1:1 Support



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Access information and resources that will help you to support the health and wellbeing of your staff.


**Wellbeing and resilience workshop**  
In this 2 ¼ hour workshop our expert facilitators will provide your staff with an introduction to wellbeing and resilience.



# What's on your plate? Reflective conversations for education staff.



English | Cymraeg



## Welcome to Education Support's online learning platform Build skills that improve your wellbeing

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

We know, from our work with teachers and school leaders, how powerful reflective conversations are. They are a vital component of strong work relationships and good mental health.


Quality reflective conversations can support better wellbeing, head off symptoms of burnout and can reconnect you with the core purpose that led you to a career in education. Regular reflection is a vital element of good professional practice for everyone working in schools.

This course will provide you with simple, practical ways to build your confidence in having reflective conversations. It is free to access thanks to the generous support of the Welsh Government.

### Login

Username


Password



Enter image text into this box. Click to refresh image.

Not signed in? [Register](#) [Forgot password](#) [Sign in](#)



A woman with long, wavy brown hair, wearing a blue floral dress, is smiling warmly. She is standing in what appears to be a classroom or office, with a whiteboard to her left and a bulletin board with various papers and photos behind her. Her hands are clasped in front of her.

Need to talk?  
**08000 562 561**  
Call us. We'll listen.

When you call you'll talk to a qualified counsellor. We'll offer you immediate, confidential support including advice, counselling or coaching.

<https://www.educationsupport.org.uk/get-help/help-for-you/helpline/>