



## How Will Kent-Teach Work With You To Achieve The Charter?

This booklet details how Kent-Teach can support you in achieving the 11 commitments outlined in the Department for Education's Wellbeing Charter.

Our Kent-Teach Wellbeing Advisors will work with your school to design a Wellbeing Program aligned with the DFE commitments. We will guide you to develop a long-term wellbeing strategy prioritising the mental, physical, social and financial health of your staff.

# Contents Page

**1) Mental Health**—Prioritise staff mental health.

**2) Staff Support**—Give staff the support they need to take responsibility for their own and other people's wellbeing.

**3) Leader Support**—Give managers access to the tools and resources they need to

**4) Communications**—Establish a clear communications policy.

**5) Staff Voice**—Give staff a voice in decision-making.

**6) Workload Reduction**—Drive down unnecessary workload.

**7) Flexible Working and Diversity**—Champion flexible working and diversity.

**8) Culture**—Create a good behaviour culture.

**9) Career Progress**—Support staff to progress in their careers.

**10) Leader Mental Health**—Include a sub-strategy for protecting leader health and wellbeing.

**11) Accountability**—Hold ourselves accountable including by measuring staff wellbeing.



## Commitment 1

### Mental Health

Your dedicated Wellbeing Advisor at Kent-Teach will work in partnership with your school to tackle any mental health stigma by providing staff with systems for having open, honest conversations about how they are feeling.

We will **train your staff to become fully accredited Mental Health First Aiders** which will enable them to have a deeper understanding of how mental health issues can affect people. Training will provide staff with techniques for identifying mental health issues whilst recognising that you are non-specialists. Additionally, we will encourage and **advise our schools to use 1:1 support plans** for those experiencing any mental health difficulties.

We can offer appropriate professional support for individuals who may be struggling due to external factors impacting their mental health. Our **Support Line** offers flexible counselling with a **24/7 helpline enabling school staff to explore personal and family-related issues with an accredited counsellor.**

We will analyse your staff absence, sickness and any presenteeism within our **Pulse Survey**. This will give us a framework for creating specific objectives which can be used to tackle and support staff absence in the long term. We can work alongside you to action and monitor these objectives.

Our **Pulse Survey will also highlight any work-related stress indicators impacting mental and physical health**. Kent-Teach will study your survey results and work collaboratively to produce actionable targets for improving your overall staff wellbeing in manageable chunks. Your objectives will be outlined within a **Wellbeing Action Plan** which will be a living document, our aim is to support you to make small changes over a long period of time. We will assist SLT in creating and developing a **Wellbeing Champion Team** which will be representative of the whole school staff.



## Commitment 2

### Staff Support

Your Wellbeing Advisor at Kent-Teach will support you with all pillars of wellbeing including Mental, Physical, Financial and Social. We understand that positive school culture and wellbeing is not a quick fix but develops over time and is only successful when staff are accountable for their own and other people's wellbeing. Our School **Staff Wellbeing Policy template** can be used as one of the very first steps to embed your wellbeing initiatives and support. We can check your policy to ensure staff are well equipped with the appropriate support and tools.

The Teacher Wellbeing Index 2020 revealed 62% of education professionals described themselves as stressed, compared with 37% who said they were not stressed.



Ofsted have committed to ensuring inspectors take staff wellbeing into account when forming judgements and will monitor this through quality assurance and evaluation.



## Commitment 3

### Leader Support

We understand that senior leaders and managers require key training and guidance to support their staff. We offer **virtual training events** and bitesize training modules which focuses on key areas enhancing their awareness and skills.

We are currently running a **'Managing the Menopause in The Workplace'** event on the 18<sup>th</sup> of October which is designed to support organisations create an age and gender inclusive workplace. This training will also provide managers with access to a **Menopause guide** which aids with supportive measures and Occupation Health referrals.

We advise management and senior leaders to train with us to become accredited mental health first aiders, so they are better positioned to deal with any mental health difficulties and understand the clear routes for escalating further support.

Line Managers are supported with our **Personal development digital learning courses** which strengthen resilience skills enabling senior leaders to thrive in challenging environments. There is an extensive list of topics covered including **'Defining Stress, its effects and adapting to stressful situations'** and **'Managing your state through focus, body language and words'**.

Your Wellbeing Advisor can work collaboratively with you to **create and deliver a staff wellbeing day** dedicated to wellbeing initiatives ensuring all staff are aware of **wellbeing policies, action plans and support services** you have in place.

There were 9,911 cases received by Education Support in 2019-2020 through its free and confidential emotional support helpline, run by trained and accredited counsellors.

- Education Support (2020)



## Commitment 4 Communications

Due to our relationships with many Kent Schools, we will be able to share best practice on staff wellbeing. Kent-Teach will work alongside SLT checking your communications policies are up to date and fit for purpose, aligning these with your **Wellbeing Action Plan**. We can offer support with developing your **Code of Conduct Policy** providing you with an up-to-date template which includes working hours and expectations.

In 2020, 37% of all education professionals worked for more than 51 hours a week on average – compared to 33% in 2019, 32% in 2018 and 35% in 2017.

- The Teacher Wellbeing Index 2021



## Commitment 5 Staff Voice

The voice of all staff should be included in the decision-making process across the school.

Kent-Teach will provide you with the tools for **developing a wellbeing committee/ champion programme with Kent-Teach**. Representatives from all departments with varying levels of experience should be used to discuss wellbeing initiatives and develop an action plan on behalf of the whole school.





## Commitment 6

### Workload Reduction

We will work closely with your school focusing on key barriers to staff wellbeing. One of the major issues raised within the Teacher Wellbeing Index is the impact of workload on the stress levels of education professionals. We encourage school leaders to use guidance from the school workload reduction toolkit to recognise any teacher workload challenges. We advise our schools to use **regular staff surveys including the PULSE** as well as **creating a wellbeing committee across the school**. Kent-Teach will work with your committee to deliver the surveys and use results to create an action plan focusing on improving staff wellbeing and reducing workload. When completing the action plan, we can assist with the actions, timescale, success criteria and monitoring. This will automatically enter you into the **Kent and Medway Workplace Wellbeing Award** where you will be able to showcase your action plan and successes to achieve a bronze, silver, and gold award.



## Commitment 7

### Flexible Working and Diversity

Using the Kent-Teach **Staff Wellbeing Pulse Survey** you will gain insight into how your staff feel about flexible working and diversity and whether they feel supported with the current policies in place. This insight will create a basis for us to work together to generate changes to your staff culture overall by **providing tailored organisation training workshops for school staff**.

The 2020 Teacher Wellbeing Index revealed work/life balance was a top issue for 65% of education professionals.



## Commitment 8

### Culture

We will explore some of the barriers to positive wellbeing and staff culture within the school. By examining behaviour policies and behaviour management practices we can evaluate what is working and what requires some improvement for the benefit of both pupils and staff. Kent-Teach will provide you with **up-to-date policy templates**, **staff resilience training workshops** and **share best practice from schools in your local area**.

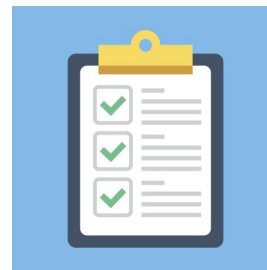
We will continue to strengthen support for professional development. We will ensure that training and development is underpinned by the Standard for Teachers' Professional Development and that it includes mental health and wellbeing where appropriate. We will also ensure that teacher training and professional development continues to include a focus on managing pupil behaviour effectively. - The DFE



## Commitment 9

### Career Progress

We focus on supporting our schools with personal development as well as professional development. We have produced a **CPD template specifically for schools** to use to show their commitment to developing a positive ethos for continuous learning. This policy lays out responsibilities of senior leaders and employees and ensures that Teachers Standards are being met. We can work alongside your senior leaders to create a CPD framework that aligns with your Wellbeing Action Plan. We will **support Senior Leaders with their INSET days** by planning and **delivering whole school training** in line with the actions laid out in the School Improvement Plan and Wellbeing Action Plan.







## Commitment 10

### Leader Mental Health

Those who are dealing with staff and their wellbeing challenges including Mental Health First Aiders, Senior leaders, governors, or wellbeing champions will need to be supported appropriately. We believe in creating a healthier and more productive workplace by promoting physical, emotional, and mental wellbeing. **Staff Care Services** promotes good health and wellbeing by providing access to professional **Occupational Health Therapists, 24-hour counselling which can be used by all family members, risk assessments, and coaching or mediation services.**

A huge contributing factor on our resilience and overall wellbeing is our mindset. We **will work closely with leaders delivering resilience training workshops including 'Staying in Control- A guide to Emotional Intelligence, Stress and Resilience'**. This training is well suited to support leader wellbeing and raises awareness around the impact of positive and negative coping mechanisms to stress.



## Commitment 11

### Accountability

Staff wellbeing is measurable and can be monitored to evaluate any changes and improvements over time. This can be done by using the **Pulse survey** where we will ask a range of questions which provide a true and honest reflection of what your staff think about how they are supported in the workplace. **The Staff Wellbeing Pulse** will be centred around 4 pillars including mental, physical, social, and financial wellbeing. We will collect the results and **analyse the current position of staff wellbeing** in your organisation and provide you with a **detailed report showing correlations between your staff wellbeing Pulse and your current process and initiatives. A set of recommendations will be provided by your Kent-Teach Wellbeing Advisor** which will be used to set up a Wellbeing Action Plan developed by your Wellbeing Team.

The logo for Kent-Teach .COM features the text "KENT-TEACH.COM" in white, bold, uppercase letters. The text is centered within a dark teal square. This square is partially overlapped by a light blue square to its right and a lime green square above it.

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TEACH  
.COM**

If you'd like to have an in-depth discussion about how we can support your school's wellbeing journey, please get in touch with us by email at [kent.teach@cantium.solutions](mailto:kent.teach@cantium.solutions).

One of our Wellbeing Advisors will book in a call to discuss the Wellbeing Program and how we are currently working with schools.