

# Supporting teachers' wellbeing


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Programmes



We're Mind, the mental health charity.  
We're here to make sure anyone with a  
mental health problem has somewhere to turn to  
for advice and support.



# Our aim



**1 in 4** people experience  
a mental problem each  
year

**1 in 6** workers is  
experiencing depression,  
anxiety or stress

We want to support **one million** people to have good mental health  
at work by 2021

# Thriving at work: six core standards

1. Produce, implement and communicate a **mental health at work plan**
2. Develop **mental health awareness** among employees
3. Encourage **open conversations** about mental health and the support available when employees are struggling
4. Provide your employees with **good working conditions**
5. Promote **effective people management**
6. Routinely **monitor** employee mental health and wellbeing

# The current picture of teachers' mental health

- 76% of teachers have reported at least one mental health symptom due to work
- 67% of teachers feel stressed
- 65% would not feel confident disclosing mental health problems with their employer
- 36% felt they had no mental health support in their workplace, and of those who said they had support 74% felt they didn't have enough

Source: Education Support Partnership's Teacher Wellbeing Index, October 2018



What can you do to support teachers' mental health and meet the *Thriving at Work* standards?

# Review your organisational policies...

- Outline your approach to mental health either in its own policy or as part of a broader policy
- Check that mental health is at the heart of other policies relating to staff wellbeing such as; health and safety, working time, sickness absence and return-to-work
- Carry out a review of other policies and practices that interact with staff wellbeing



48% of teachers were unsure if their workplace had a mental health policy, with 36% reporting that they did and 16% that they did not

Source: Education Support Partnership's Teacher Wellbeing Index, October 2018

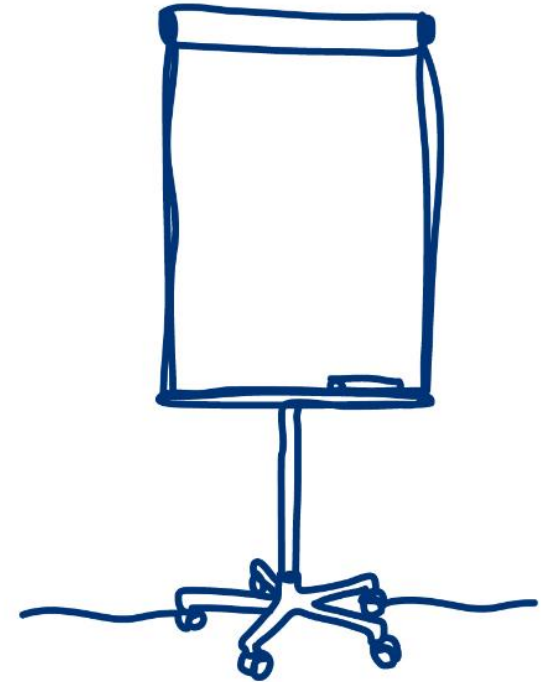


# Get senior leaders on board...

- A senior leader should be nominated to have oversight of implementing and organisation wide plan for supporting employee mental health and wellbeing
- Senior leaders should:
  - promote the mental health agenda by speaking out about their own experiences
  - sign the Time to Change employer pledge
  - model healthy behaviors, e.g. encourage staff to have a healthy work/life balance, work sensible hours.

# Equip line managers...

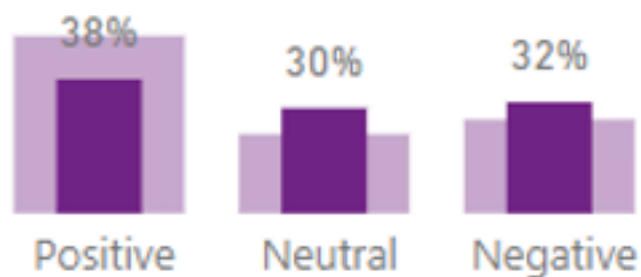
- provide training on mental health and stress management, including how to spot the signs and how to have supportive conversations
- have clear guidelines for managers on managing mental health issues
- encourage and support managers to role model healthy behaviours



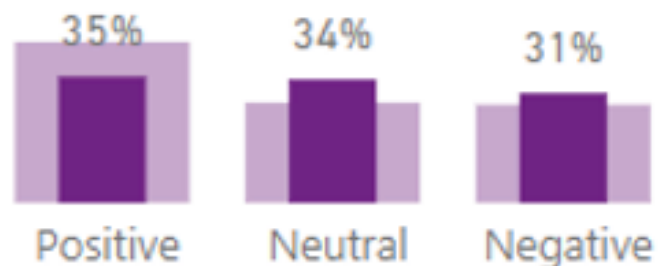
# Education sector insights from our Workplace Wellbeing Index

## My line manager role models...

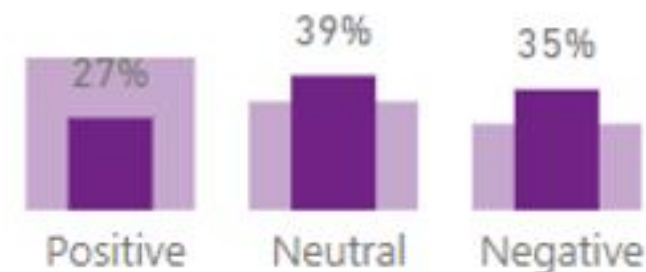
Working sensible hours



Taking lunch breaks



Not working weekends



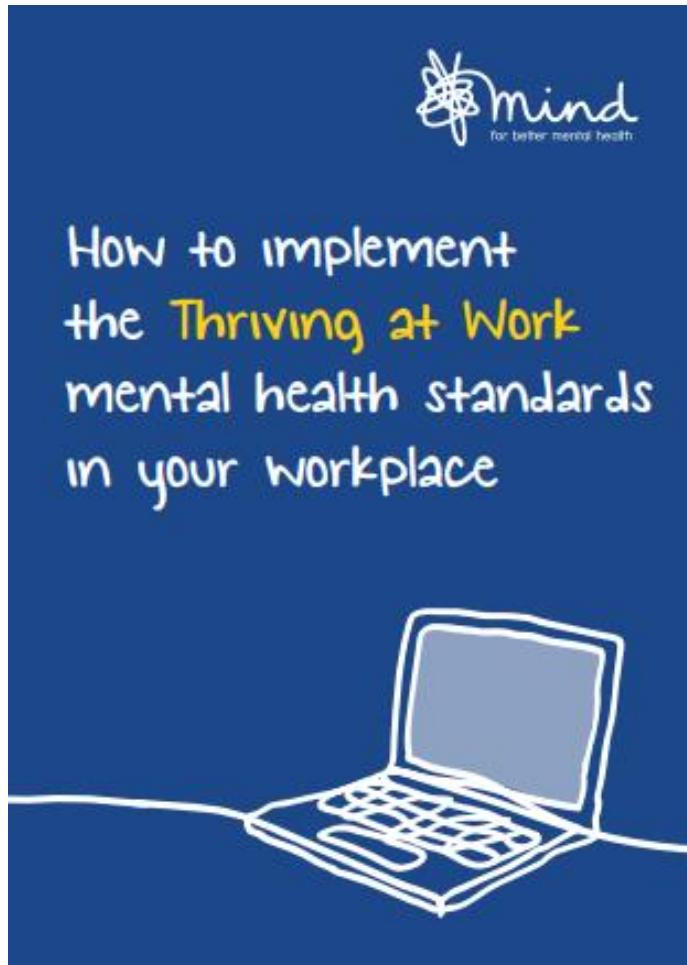
Comparison of education sector employee responses versus all employee responses to the 2018/19 Workplace Wellbeing Index



# Build the mental health literacy of all staff...

- Integrate mental health into training and inductions
- Signpost to internal and external sources of information and support
- Run an internal communications campaign
- Recruit employee champions
- Share case studies and other stories

# Access tools to support your journey as an employer

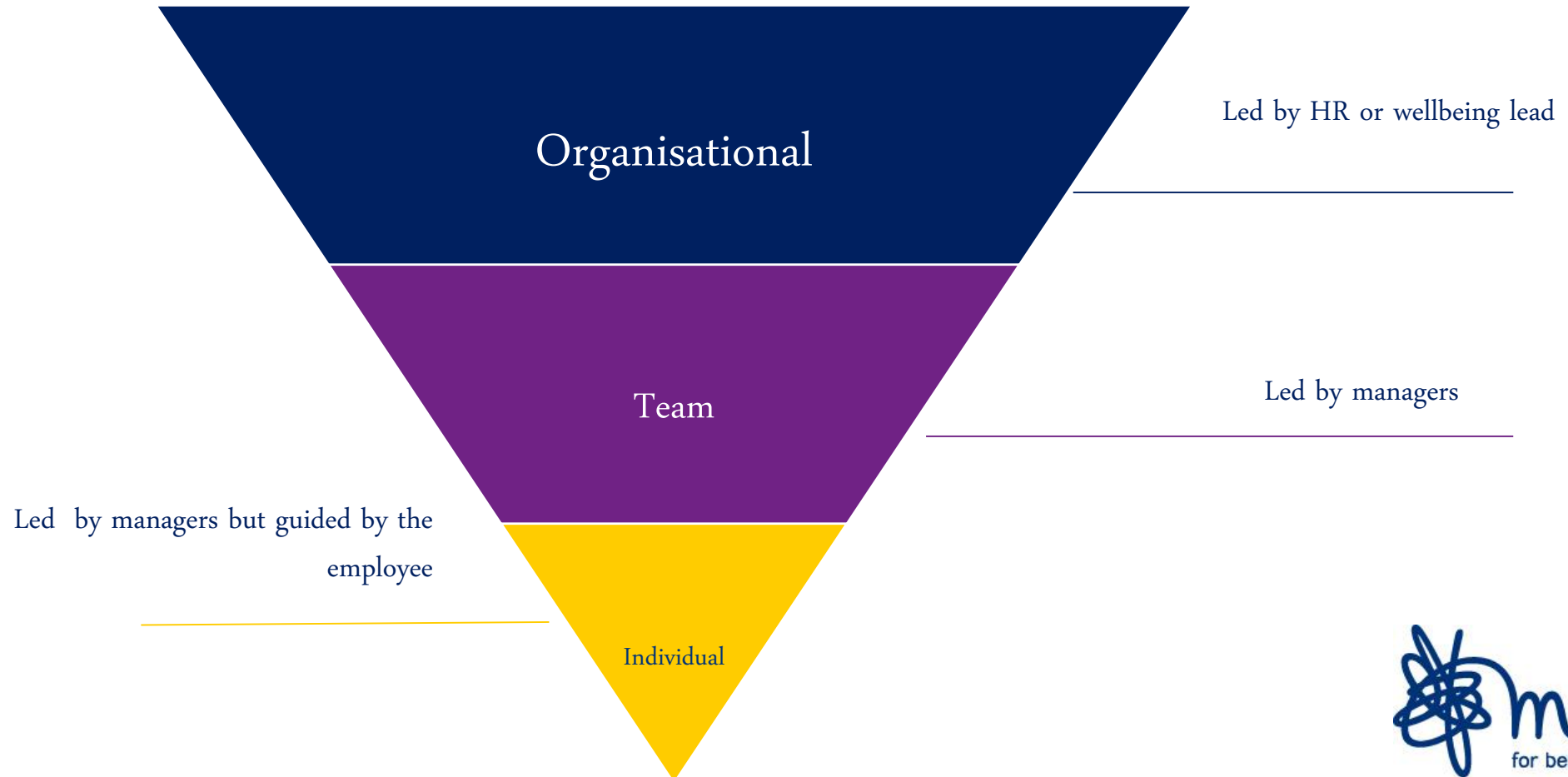


# [mentalhealthatwork.org.uk/education](https://mentalhealthatwork.org.uk/education)

The screenshot shows the homepage of the Mental Health at Work website. At the top left is the logo "MENTAL HEALTH AT WORK" in teal. To the right of the logo are navigation links: "Resources", "Toolkits", "Case studies", "Blog", and "About". Further right are "Glossary", "Contact", "My account", and "Logout". A search bar with the placeholder text "Search resources..." and a magnifying glass icon is located below these links. A teal button labeled "Urgent help" is positioned to the right of the search bar. The main content area features a large teal circle on the left containing the text "Your first stop for better Mental Health at Work". To the right of this circle is a paragraph of text: "Whether you work with 10 people, 10,000 people or just yourself, paying attention to mental health in the workplace has never been more important. Mental Health at Work is here to help you find the information and resources you need." Below this text are two buttons: a teal "Get started" button with a downward arrow, and a white "About this website" button. At the bottom of the page is a line-art illustration of a man and a woman sitting at a desk with two computer monitors. To the left of the desk is a potted plant, and to the right is a shelf with three binders and a trash can with some crumpled paper.

# Creating the right framework

To implement mental health support for all employees, you need to take a three tiered approach:



Progress has been achieved not by seeing this as one big initiative which needs a huge amount of time or money, but by taking small steps and not rushing things, so changes are considered, effective and become embedded.

We see this as a gradual shift and as something that always needs to be a key consideration in everything that we do.



Any questions?

