

Health and Wellbeing Support



wellbeing(n): A state of complete physical and mental health that is characterised by high-quality social relationships*

**(Department for Education's Expert Advisory Group on Education Staff Wellbeing)*

Staff and student wellbeing continues to be at the forefront of education policy, and in September 2021, the DFE launches the Education Staff Wellbeing Charter. If this is a catalyst for you to review how you look after your staff, we're here to help with a range of different tools and ideas.

What is the Education Staff Wellbeing Charter?

The Charter is a long-term collaborative approach, which sets out commitments from government and educators on actions they will take to improve wellbeing of staff in schools and colleges. It aims to promote debate and accountability; the DFE commits to evaluate the impact of the charter on organisations that sign up.



The Charter includes a set of wellbeing commitments, which schools, colleges and employers can sign up to voluntarily, placing wellbeing and mental health at the heart of decision-making, and supporting staff to make positive choices for their own wellbeing. An effective wellbeing strategy is a holistic planned approach that engages everyone in the process of identifying the key issues and implementing actions that will make a difference.

You can access a wide range of resources and training to support your school in developing and promoting your wellbeing strategy, which aligns with the commitments detailed in the Charter, and can make a significant contribution to improving the health and wellbeing of staff and students.

The Education Staff Wellbeing Charter encourages you to commit to developing a long-term strategy for improving staff wellbeing that will:

- Prioritise staff mental health
- Give staff the support they need to take responsibility for their own and others' wellbeing
- Give leaders access to the tools and resources they need to support the wellbeing of those they line manage

If you need any further information or have additional training requirements, please get in touch so we can discuss your needs with you:

nyes@northyorks.gov.uk or visit: **www.nyestraining.co.uk**

- Establish a clear communication policy
- Give staff a voice in decision making
- Drive down unnecessary workload
- Champion flexible working and diversity
- Create a good behaviour culture
- Support staff to progress in their careers
- Protect the wellbeing and mental health of school leaders
- Improve accountability, including by measuring staff wellbeing

For more information: [Department for Education – GOV.UK \(www.gov.uk\)](https://www.gov.uk)

How can you champion wellbeing within your school?

1. Review and Inform

Reviewing what you already have in place is a great place to start – this will help you highlight exactly where any improvements can be made – big or small. Then, it's important to ensure your staff are aware of the support available to them such as any employee assistance programme or staff benefit scheme. Provide information on the staff notice board, discuss in weekly meetings, or consider a termly newsletter to ensure your team know the support is there should they need it.

2. Ask Your Team

It is important, and extremely valuable, to ask staff questions regarding their priorities around health and wellbeing and what information would be useful to them. That way, you will be concentrating your efforts on areas your staff value. A staff survey is a great way of doing this, for example the NYHR Health and Wellbeing Survey.

3. Update Your Strategy

Once you have identified some areas for improvement it's time to look at how you can update your strategy. We provide a strategy and toolkit on cypsinfo (for NYHR customers), and will be delivering webinars to you to ensure you're aware of the resources available to assist you.

4. Appoint Wellbeing Champions

Invite staff across your teams to become Wellbeing Champions, bringing the wellbeing strategy to life, listening to what matters, generating interest and involvement in the activities and campaigns, and signposting to resources. You may also wish to train your champions to become Mental Health First Aiders.



Health and Wellbeing Support

How Can NYES Help?

NYES have an incredible range of products and services available for you to utilise to champion wellbeing within your school. From free resource sheets to informative webinars and specialised training we have everything you need to help you drive this agenda forward.

Interactive Training Webinars

North Yorkshire Schools Only

Title	Summary	Audience	Cost	Date (click on date to book)
Building a Strategy For Wellbeing	Find out more about the DFE Staff Wellbeing Charter, and review our wellbeing strategy and toolkit published in September 2019, to develop an action plan that will promote and support the health and wellbeing of staff.	This free webinar is for governors and senior leaders with a focus on the wellbeing of staff.	FOC	14/10/2021 17:00-18:00
				08/11/2021 18:00-19:00
				24/11/2021 19:00-20:00
				13/01/2022 18:00-19:00
Wellbeing Champions	Wellbeing champions play a vital role in promoting a culture of health and wellbeing, pro-actively supporting activities and campaigns aligned to the wellbeing strategy, and signposting staff to useful resources and information.	This free webinar is for staff who are interested in becoming wellbeing champions.	FOC	16/11/2021 13:00-15:00
				20/01/2022 09:30-11:30
				31/01/2022 13:00-15:00
				03/03/2022 13:00-15:00
Peer Network for Headteachers	Find out about the benefits of peer network meetings for headteachers; peer support for complex problem solving and leadership decisions, in the constantly changing and volatile working environment.	This free webinar is for head teachers and senior leaders in NY schools and academies.	FOC	05/10/2021 13:30-14:30
				19/10/2021 10:00-11:00
Stress Risk Assessment and The Talking Toolkit	Join this webinar to explore how using the stress risk assessment and the HSE Talking Toolkit with your team can help identify key risk factors and create a dialogue for implementing solutions.	This free webinar provides anyone involved in managing staff with useful tools to proactively address stress in the workplace.	FOC	30/11/2021 09:30-11:00
				18/01/2022 13:30-15:00
				02/02/2022 13:30-15:00

Open To All Schools

Title	Summary	Audience	Cost	Date (click on date to book)
Building a Strategy For Wellbeing	Find out more about the DFE Staff Wellbeing Charter, and review our wellbeing strategy and toolkit published in September 2019, to develop an action plan that will promote and support the health and wellbeing of staff.	This webinar is for governors and senior leaders with a focus on the wellbeing of staff.	£35.00	21/10/2021 10:30-11:30
				11/11/2021 14:00-15:00
Wellbeing Champions	Wellbeing champions play a vital role in promoting a culture of health and wellbeing, pro-actively supporting activities and campaigns aligned to the wellbeing strategy, and signposting staff to useful resources and information.	This webinar is for staff who are interested in becoming wellbeing champions.	£45.00	23/11/2021 13:00-15:00
				30/11/2021 13:00-15:00
Managing Conflict In The Workplace	Develop the knowledge and skills to deliver proactive and constructive interventions that address conflict at the earliest opportunity.	This course is suitable for managers, HR and senior leaders who are involved in managing staff, and dealing with grievances in the workplace.	£45.00	24/11/2021 09:30-11:30
				27/01/2022 09:30-11:30
				29/03/2022 13:00-15:00
				16/06/2022 09:30-11:30
Mental Health First Aiders – Adult Course	Mental Health First Aid: Adult is accredited by Mental Health First Aid England and delivered by Accredited MHFA Instructors. It has a robust evidence base and is an international approach to mental health and well-being.	This webinar is for Staff, Governors or Volunteers who wish to act as Mental Health First Aiders.	£199.00	11th & 18th November 2021 (Sign up by 28th October 2021)
				4th & 11th February 2022 (Sign up by 21st January 2022)
Talking About Mental Health with Your Team	This training will provide attendees with the opportunity to explore the signs to look out for when identifying mental ill health. They will also consider how they might approach and respond to someone needing support. This webinar includes signposting to helpful websites and resources.	This webinar is for anyone working who want to know more about supporting colleagues, parents or community members who are experiencing mental ill health.	£47.00	19/10/2021 13:30-15:30
				09/03/2022 09:30-11:30
				04/05/2022 09:30-11:30

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Title	Summary	Audience	Cost	Date (click on date to book)
Resilience	This training aims to build on individuals' understanding of resilience and how resilience can have a positive influence on performance and wellbeing.	This webinar is for anyone who wants to understand more about building resilience in adults.	£47.00	14/12/2021 09:30-11:30 08/02/2022 13:30-15:30 27/04/2022 09:30-11:30
SALT – Suicide Prevention Training	<p>This training was developed in partnership with MIND, the mental health charity. It is based on extensive research that the vast majority of people with thoughts of suicide can be directed towards safety.</p> <p>Delegates will gain the skills to identify those at risk and bring their thoughts of suicide out into the open.</p>	This training can be provided for your organisation for up to 20 delegates per session at a time/date convenient to you. Alternatively, individual places can be purchased on open courses.	TBC	Please contact Tracey Palmer to arrange this bespoke 1-day classroom-based course. Email: tracey.palmer@northyorks.gov.uk

Additional Resources

Outside of our webinars and training courses, we have an extensive range of additional services available to support your health and wellbeing strategy. If you can't see what you need below, don't hesitate to speak to one of our team of highly trained skilled professionals on hand to assist you with any support you, or your team, may need.

If you need any further information or have additional training requirements, please get in touch so we can discuss your needs with you: nyes@northyorks.gov.uk or visit: www.nyestraining.co.uk

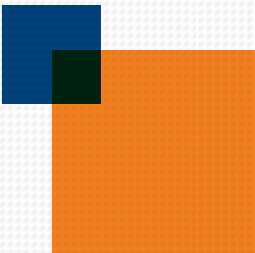


Wellbeing Survey

The NYHR Health & Wellbeing Survey was developed with input from the teaching unions and aims to identify key organisational issues that may be contributing to stress amongst the workforce. The short employee survey is completed online, and takes about 10 minutes per team member. We collate the anonymised responses, and provide expert analysis of the results and send you an in-depth report, which includes recommendations for action and signposts relevant resources. The purpose of the report is to provide a starting point for discussion and planning, which will enable staff in school, leadership and governors to come together to develop their strategic approach to improving health, well-being and performance. For further information please contact meg.crawford@northyorks.gov.uk.



Health and Wellbeing Support



Coaching

Our coaches offer one to one support and are skilled to listen and challenge, enabling individuals to develop fresh insight, and identify actions to achieve their goal. Coaching empowers individuals to overcome barriers and maximise their potential in a confidential, non-judgemental environment.

For more info and pricing, log into SLA Online, type “HR Advisory” and click on Store. Alternatively, email: susan.mcginn@northyorks.gov.uk.

“Coaching has given me space to think, evaluate the situations, guidance and options, giving me the confidence and clarity I need to move forward”

Mediation

Unresolved conflict causes stress for individuals and may have a negative impact on morale, working relationships and productivity across the team. It is important to encourage staff to discuss issues that are causing conflict, and try to resolve the situation between themselves. Where this is not possible, and managers are unable to find solutions, it may be helpful to access a trained mediator who can support both parties in reaching agreement on ways to work together in the future. Early mediation can prevent parties becoming entrenched; reduce absence and the risk of escalation to time consuming and costly formal procedures.

To find out more log in to [HR – Managing Staff | CYPInfo \(northyorks.gov.uk\)](https://www.northyorks.gov.uk/hr-managing-staff-cypsinfo), or email NYHR@northyorks.gov.uk with your contact details, so that we can discuss your request and ascertain whether mediation is an appropriate intervention.

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Health and Wellbeing Support

Work and health are central to all our lives; the aim of NY Health and Wellbeing Services is to promote the highest degree of physical, mental and social wellbeing of employees. Our services can contribute to the effective management of the health of workers and workplaces, supporting employers to meet their legal responsibilities to provide:

- healthy workplaces and work
- protection for people from developing work-related ill health
- statutory health surveillance
- workplace adjustments for people with health problems or a disability

Our Health and Wellbeing package encompasses a huge range of support available to meet your needs and the needs of your employees; from occupational health manager referral service with case management to our round the clock confidential employee support helpline. We also offer an online library of free resources, 1-2-1 counselling support sessions and access to our new smart phone app My Healthy Advantage. We have worked to develop a service that suits all members of your team and are able to provide you with the tools you need to create a mentally healthy team. Our package includes exclusive access to resources such as our Taking Care of You toolkit; view this video <https://youtu.be/0ZoyxeFzf4U> for a flavour of the content of the programme. If you are already an existing client and interested in finding out more about how the toolkit can be delivered in your school or to find out more about signing up for our Health and Wellbeing package please contact anna.rea@northyorks.gov.uk.



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Everybody Benefits

A great employee benefit that is available as standard for North Yorkshire Maintained Schools is the access to employee discounts and salary sacrifice schemes. This Lifestyle Savings staff benefit is easily accessed via your mobile phone, laptop or tablet. The full range can be found at northyorks.vivup.co.uk – just register or login to access these employee benefits, which includes:

- cycles and equipment via salary sacrifice
- health cash plans to get money back on your wellbeing needs, including dental and eye care as well as other treatments like physio, chiropractic, osteopathic, acupuncture, reflexology and hospital inpatient and day case surgery cover among many others.
- financial wellbeing including information and resources, low cost loans and savings schemes
- lease cars through salary sacrifice*
- home technology and smart phones through salary sacrifice*
- fantastic savings from many of the UK's favourite retailers including a range of major supermarkets so you can save money every time you shop

*applicable for non-teaching staff only.

These benefits are also available for Academies and schools outside of North Yorkshire via the Everybody Benefits Framework. Further details can be obtained from payandreward@northyorks.gov.uk



Healthy Schools Award

Public Health has funded the North Yorkshire Healthy Schools award to enable all schools in North Yorkshire to achieve recognition for their work to support a whole-school approach to health and wellbeing. The award is free for all North Yorkshire schools to participate in, including academics. Presently 62% of North Yorkshire schools have signed up to participate in the award.

Schools have been provided with evidence-based criteria around four key themes along with staff wellbeing:

- Active Lives
- Food in Schools
- Emotional Health and Wellbeing
- Personal, Social, Health Education (including the statutory relationships, sex and health education curriculum)
- Staff wellbeing (based on the Education Staff Wellbeing Charter)

Schools can choose to work on the themes in any order to support their priorities and must provide evidence to ensure all aspects of the criteria are in place. For more information or to register to participate in the award please go to <http://healthyschoolsnorthyorks.org> or email: healthyschools@northyorks.gov.uk

We are also able to run termly free training to support schools getting started on the award, getting ready to submit for an award and themed focused training session. Dates for the training can be accessed here <http://healthyschoolsnorthyorks.org/training-events> and you can also view a short video to see how 2 local schools successfully achieved gold awards here [Video – Healthy Schools North Yorkshire](#)

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