

Doc 30: Teach Well Toolkit Programme: Overview

In each of three terms (or equivalent):

Stage 1: Identify issues

a) Use iAbacus to identify key school factors leading to poor staff mental health and wellbeing and actions to address them

b) Rank 6 whole-school factors identified by Christina Maslach according to the extent to which they cause Burnout. Workload will be in Number 1 position, as it is most often cited as affecting staff work-life balance.

Stage 2: Draw up an action plan

Suggested strategies:

- Consider major issues involving workload e.g. marking, lesson planning, meetings, parents' consultations. If it does not impact positively on teaching and learning or pupil progress, remove it or reduce it.
- Appoint a Well-Being Lead, including for staff well-being.
- Create a volunteer Staff Well-Being Group. Group meets at same time as other whole-school meetings on calendar: teachers attend Staff Well-Being Group instead.
- Create Student/Pupil Well-Being Ambassadors to work alongside staff to support pupil wellbeing. Consult them on how both staff and pupil well-being can be improved.
- Recognise staff through e.g. weekly well-being award for staff who have supported other staff or made them feel appreciated.
- Provide food and tea/coffee for evening meetings.
- Liaise with local businesses to provide services at a discount e.g. dry cleaner picks up and drops off staff dry cleaning; car service/ MOT - car is picked up from car park and returned at end of day; local GP service comes to school to give staff flu jabs; local florist delivers flowers to staff for births; family deaths and long-term illness; car wash company comes on site and offers discount on normal car wash.

a) Circulate draft action plan for anonymous staff comment.

b) Finalise action plan.

Stage 2: Implement action plan.

Stage 3: Monitor: Use iAbacus and staff survey to monitor progress (we suggest termly).

Stage 4: Evaluate: Use iAbacus. Compare iAbacus results at Stage 1 with evaluation to see how far you have come (we suggest evaluation after three terms).

Stage 5: Plan for Years 2 and 3: Rolling programme School Improvement Plan in consultation with governors.