

# Staff and GB Wellbeing

Chris Robinson, RGA, Wednesday 29<sup>th</sup> January 2020

The therapeutic behaviour approach is not just about the children, it's about everyone in the classroom. What measures have schools taken to monitor and support staff wellbeing? Are we seeing any impact in retention? What about us governors, and our wellbeing?

# A Case Study

EP Collier Primary School and Nursery

## Context in December 2018

- EP Collier a two form entry town centre Community Primary with Multi every metric
- SLT of 3, about a dozen teaching staff and total staff of around 50 including TAs, EYPs, LTC, and support staff.
- School expansion nearing completion doubling the school in size physically, and half way to doubling in pupil numbers with consequent increase in staff numbers.
- Anecdotal evidence suggesting workload and general work life imbalance required attention.

## GB Decision

- In order to gain better insights as to the state of staff morale and to consider what, if any, additional actions might be beneficial the GB suggested a staff survey.
- One GB member, Veronica Munro, had relevant and significant experience and expertise in the area and agreed to lead the work.

..... Over to Veronica!

# Thank You Veronica!

...so what did we do next?

## Mental Health Day

- In the Summer Term of 2019 the GB discussed various ways to thank the staff and recognise that the successful expansion of the school had involved considerable additional work.
- Agreed to offer a day off for all staff (subject to sensible pragmatic planning!) that would be badged as a 'Mental Health' day. In other words staff could use the day in whatever way they liked, but the idea was to improve their mental health.
- Staff reaction has been extremely positive and the necessary planning has been well implemented by the Head (who will, of course, also take a day off!).

# Governor Well Being

- What about us?
- Have a decent Clerk
- Spread the workload
- Be honest and realistic with new governors about the level of commitment required.



**That's it  
Be Happy!**