



BUILDING A WELLBEING TEAM

DANI LANG, HEADTEACHER AT BRIMSDOWN PRIMARY SCHOOL, PART OF THE IVY LEARNING TRUST FAMILY.

Well-being team started Dec 2015.

BRIMSDOWN CONTEXTUAL INFORMATION

Pupil Premium ⓘ Percentage of pupils eligible for Pupil Premium	34.51% Your School	22.77% National Avg.	81st Percentile
FSM ⓘ Percentage of pupils who are currently eligible for Free School Meals	30.98% Your School	15.77% National Avg.	90th Percentile
EAL ⓘ Percentage of pupils with English as an Additional Language	52.01% Your School	21.2% National Avg.	91st Percentile
SEN ⓘ Percentage of pupils with Special Educational Needs	16.21% Your School	14.18% National Avg.	68th Percentile
SEN Support ⓘ Percentage of students with SEN support	13.64% Your School	12.6% National Avg.	62nd Percentile
SEN EHCP ⓘ Percentage of pupils with an Education, Health and Care Plan	2.57% Your School	1.57% National Avg.	84th Percentile

Brimsdown has high levels of deprivation and a high number of children with SEND. We have a hearing impairment resource base.

CASUAL ADMISSIONS

- 2018-19 129 children started mid year
- So far since September 16 children

What does this mean?

- Impede their performance
- Social skills difficulties
- Behaviour
- Gaps in learning
- SEND identification slowed down

We also have high levels of mobility.

It means we need a curriculum that supports the whole school community's wellbeing.

DICTIONARY WELLBEING DEFINITION


**The state of being comfortable,
healthy, or happy.**



Wellbeing has so many different parts.

Wellbeing is made up of two key elements:

1. Feeling good
2. Functioning well



What kinds of things contribute to your own sense of mental wellbeing?

Wellbeing can be broken down into two main areas.
So for example, I find connecting with family and friends supports my wellbeing, and being active so I like to go for a walk outside or on a treadmill.



LAUNCHING A STAFF WELLBEING TEAM

Spoke t staff in briefing and gave vision of the team and asked for volunteers.



GET THE RIGHT PEOPLE FOR THE JOB

Had a mixture of staff interested – staff that had been more challenging and supporters and this was a good thing as the best people to see problems and help with solutions are those that are more challenging.
Have regular meetings that are minuted.

HAVE AN OPEN DISCUSSION ABOUT ISSUES

Survey – included questions like number of hours worked, how long on admin tasks, how well supported and listened too.

Survey analysed by wellbeing team.

Then some quick wins decided and longer term solutions.

It was important to have an open discussions about issues faced by staff - honesty and candidness.

QUESTIONNAIRE



Brimsdown
Primary School
Enfield

- Job role
- Do you work full time or part time?
- How many hours do you work on average each week?
- How long do you spend on admin duties each week?
- Do you need help to reduce your paper work load?
- How well do you feel you manage your workload?
- Do you get the help and support you need to do your job?
- How in control do you feel of your work?
- How stressed do you feel on a weekly basis?
- What causes you the most stress on average?
- Do you feel listened to by your line manager?
- How valued do you feel?
- Do you feel inspired enough to do the best in your job?
- Do you have friendships or a support network within school?
- What do you feel would help your work/life balance?
- What makes you feel sad at work?
- What makes you feel happy at work?
- Any other comments.



SMALL TEAM INITIATIVES TO BOOST MOOD AND WELLBEING OF STAFF

Ideas came from the team.

START SMALL AND FUN

- Well being board – shout out
- Mug people
- Bake off
- Posters in staff areas
- Book/DVD swap
- Nights out
- Quizzes



Brimsdown
Primary School
Enfield



Posters in toilets, posters where you can rip of something that says 'you're amazing', mug people with sweets, a brew, stationary, give shout outs and thank yous.

**LOOK AT WORKLOAD AND ENSURING
THAT A WORK LIFE BALANCE IS IN
PLACE FOR ALL STAFF**

Brimsdown
Primary School
Enfield

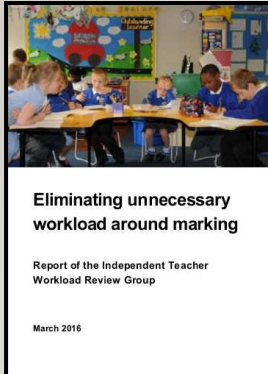
Ivy
LEARNING TRUST

This was an issue from the survey and needed further unpicking.
What were staff spending their time on?

BRIMSDOWN TEACHER WORKLOAD SURVEYS

	March 2016	January 2018	
How many hours do you work on average per week?	46hrs +	72%	37%
How long do you spend on admin duties each week?	5hrs +	63%	30%
How stressed do you feel on a weekly basis (5 being very)	Average	3.31	Average 2.43

IT'S NOT JUST A BRIGHT IDEA...



“In conclusion, if your current approach is unmanageable or disproportionate, stop it and adopt an approach that considers exactly what the marking needs to achieve for pupils...”

Marking was a big issue.

We have also use the data and planning documents to review these areas too.

HOW DOES FAST FEEDBACK WORK AT BRIMSDOWN?



Purple pen of power (reflection)

English

After each piece of written work, children are encouraged to reflect on their learning.

Maths

Children mark their work at Marking Stations.

Learning Adventure

Reflection on the learning that has taken place that lesson.



Red pen of response (Teacher; pupil conference)

English/Learning Adventure

After a piece of extended writing, teacher conferences the pupil/s who make changes in red pen.

Maths

Teachers support children's learning (mastery, misconceptions and development).

Fast feedback – no adult marking.

It is all about the children marking and reflecting on their learning.

OTHER THINGS WE DO

- Perkbox – employee reward scheme
- House keeper for 1.5 hours a day
- Team PPA - can be on or off site
- PPA for support staff taking groups
- High quality schemes to reduce planning
- Mindfulness training
- Stress management training



Brimsdown
Primary School
Enfield



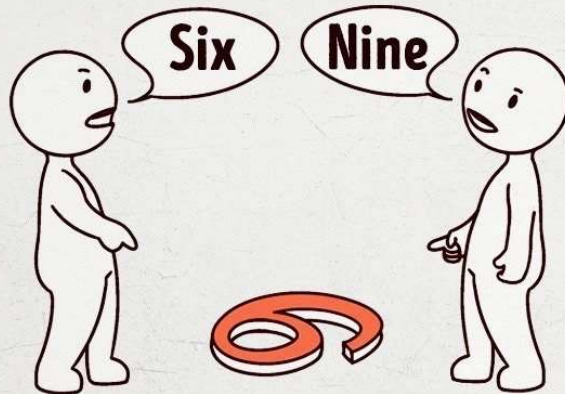
Matthew

FOSTER A CULTURE OF APPROACHABLE LEADERSHIP



The image shows a presentation slide with a light grey background and a wooden floor at the bottom. The title 'FOSTER A CULTURE OF APPROACHABLE LEADERSHIP' is centered in bold black text. A thin red horizontal line is positioned below the title. In the top right corner, there is a logo for Brimsdown Primary School Enfield, featuring a stylized green and yellow leaf design. In the bottom right corner, there is a logo for Ivy Learning Trust, featuring a stylized green and purple leaf design.

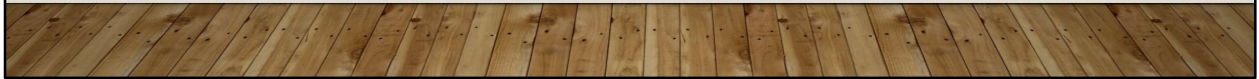
Open door policy by leaders.
Everyone solution focused.



**Just because you're right
doesn't mean I'm wrong.
You just haven't seen life
from my side.**

© BRIGHTSIDE

TRAINING AND DEVELOPMENT



HOW DO WE KNOW WHEN WE ARE STRESSED AND WHAT DO WE DO ABOUT IT?

Stress Indicators

e.g. irritable, loss of appetite, can't sleep, headaches

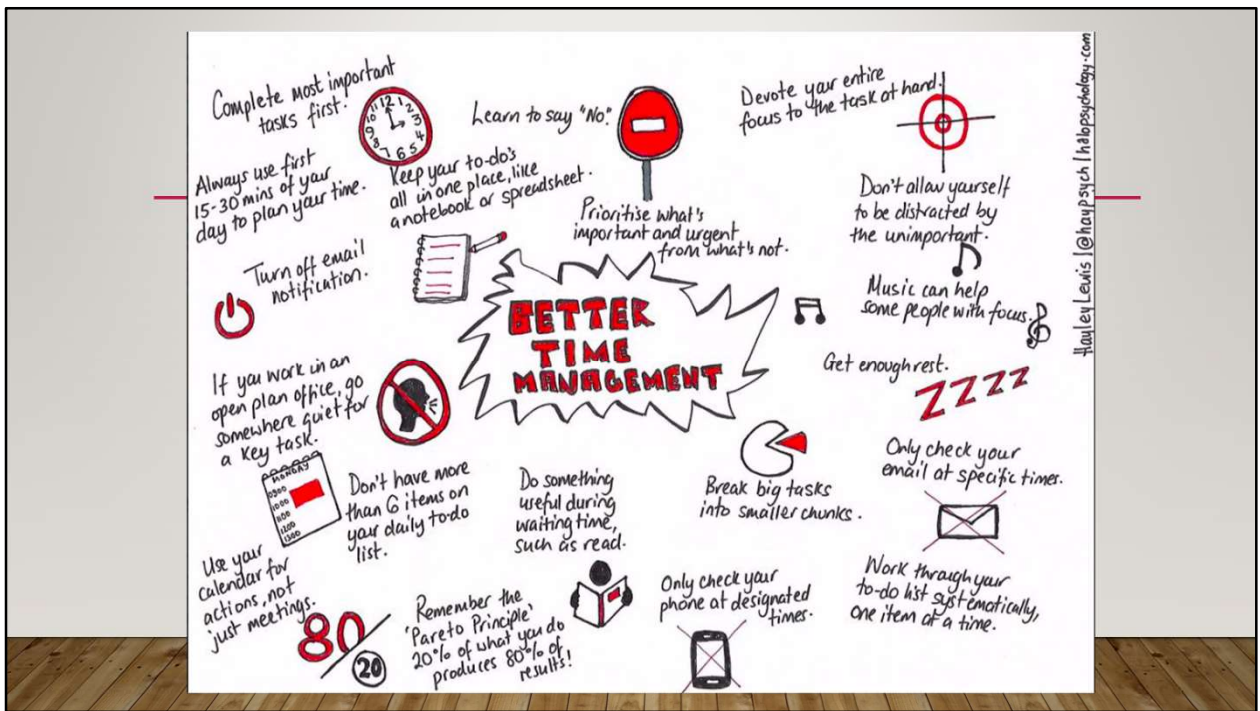
Unhelpful actions

e.g. stay up late, eat junk food, watch rubbish TV, work more.

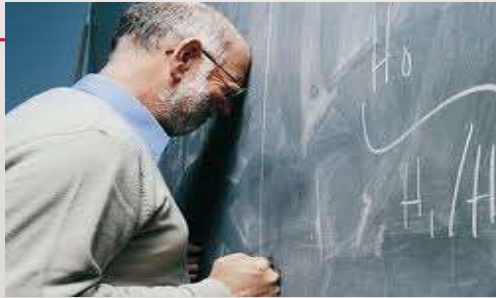
Helpful actions

e.g. Go for a walk, meditate, cook, talk with family/friends.

You could do this for yourself to see.



BE A GOOD ROLE MODEL FOR WELLBEING



“Teachers who are stressed, or demoralised, make poor role models for young people.”
Foresight Mental Capital and Well-being Project



Brimsdown
Primary School
Enfield

As teachers we have a responsibility to manage our stress levels.
Research shows: teachers who are stressed or unhappy have a negative impact on pupil attainment.
Stress and burnout increase when teachers feel that demands are high, yet their ability to make changes to enhance success is low.

Put your oxygen mask on first



You can't help others until you have helped yourself and are in the right place to support.

