



Endsleigh Talks Webinar

Risk management and
a holistic approach
to school wellbeing



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Presenters:



Billy Fitzjohn, Associate Director, Endsleigh Insurance



Scott Crichton, Senior Risk Management Consultant, Endsleigh Insurance



Maria-Teresa Daher-Cusack, Mental Health Advisor & CBT practitioner,
Health Assured



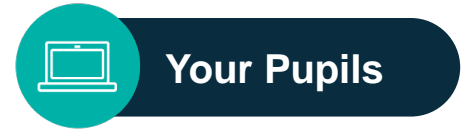
The webinar contains case studies about domestic violence that some attendees may find disturbing.

Before you continue watching, please take this into consideration.

INTRODUCTION

WHAT WE WILL BE COVERING TODAY

- Key findings around staff and the increases in work-related ill health
- Pupil mental health challenges and the impact on their education
- Practical ways staff and leaders can improve wellbeing in their school



INTRODUCTION

ABOUT ENDSLEIGH AND HEALTH ASSURED

- Endsleigh are insurance, risk management and wellbeing specialists for the Education and Not-for-profit sectors.
- Co-developed the student and pupil assistance programme
- Over 700,000 students and pupils supported by our assistance programmes via their university, college or school
- Over 15 million lives supported by Health Assured and their Employee Assistance Programmes



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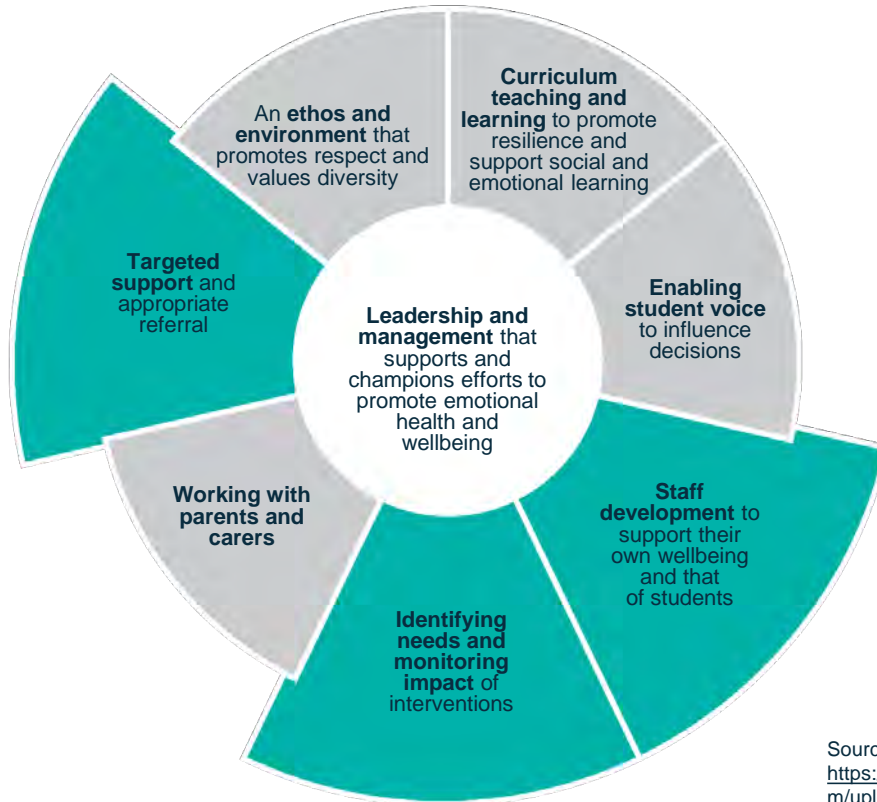
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INTRODUCTION

EIGHT PRINCIPLES TO PROMOTING WHOLE SCHOOL APPROACH TO WELLBEING

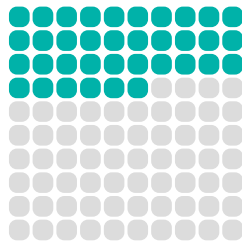


YOUR PEOPLE

WHAT DOES THE DATA TELL US?

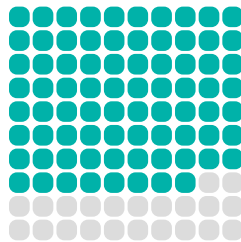
There is a year-on-year increase across the education sector of increased work-related ill health.

36%



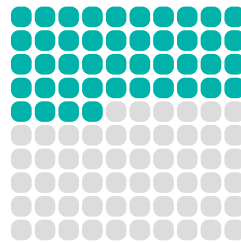
of all staff **have experienced a mental health issue in the past academic year** (39% of senior leaders, 37% of school teachers)

78%



of all staff **experienced symptoms due to their work** (87% of senior leaders, 76% of school teachers)

44%



thought the symptoms could be **signs of anxiety** – higher than the national figure provided by the ONS (37%)

44.01

Staff wellbeing score

Lower than the national population scores for:

England	52.40
Scotland	48.60
Wales	48.90

YOUR PEOPLE

CASE STUDY: ANGELA



Recommendations.

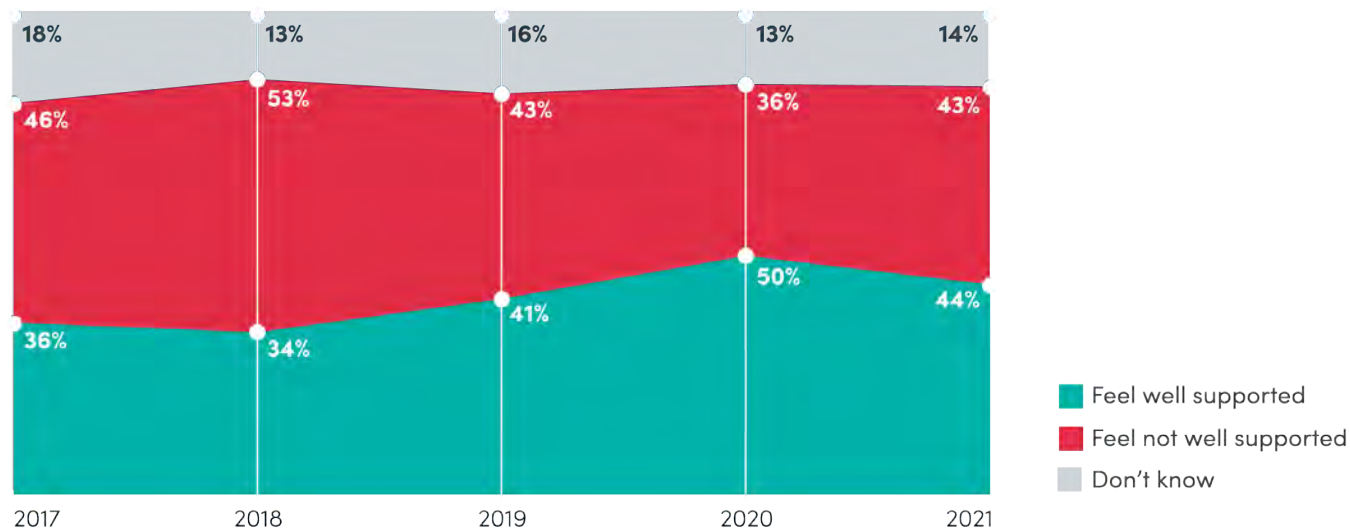
It is advised that Angela has a staggered return to work, perhaps starting with only a few days per week, and having a look over her working hours. Furthermore, a scheduled wellbeing check-in once a week or bi-weekly would also be beneficial, to reassess her workload and demands to make SMART goals for the following week. A new wellbeing plan should be considered with mutual agreement between Angela and her manager. Clear boundaries and procedures should be put in place to ensure Angela does not receive any work-related correspondence to her personal email or phone.

YOUR PEOPLE

ORGANISATIONAL SUPPORT

In an extract from the Teacher wellbeing index 2021, of those who were happy to respond, almost half of them felt they were not well supported over the previous five years.

Organisational support for staff experiencing mental health and wellbeing problems



YOUR PEOPLE

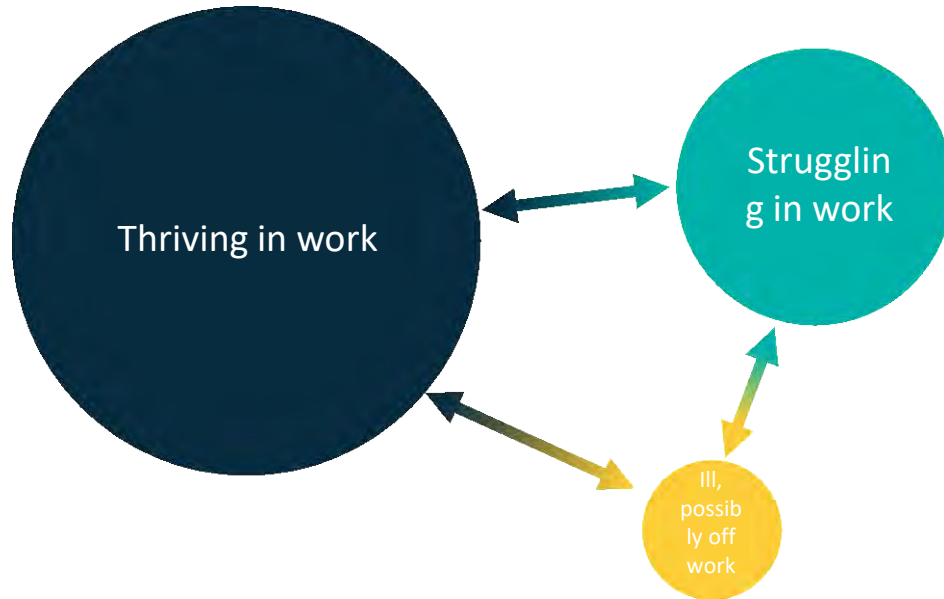
POLL

What do you think is the main cause for teaching being stressful/pressured?

YOUR PEOPLE

HOW TO SUPPORT STAFF DEVELOPMENT AND WELLBEING

At any one time many employees will be thriving, but with frequent movement between thriving, struggling and those who are ill, and possibly off work.



There are reasonable steps that a school and its leaders can take to manage wellbeing.

YOUR PEOPLE

STEPS YOU CAN TAKE TODAY

Immediate

- Review your wellbeing policy and risk assessment



Mid term

- Regular communication of benefits available i.e. Employee Assistance Programme



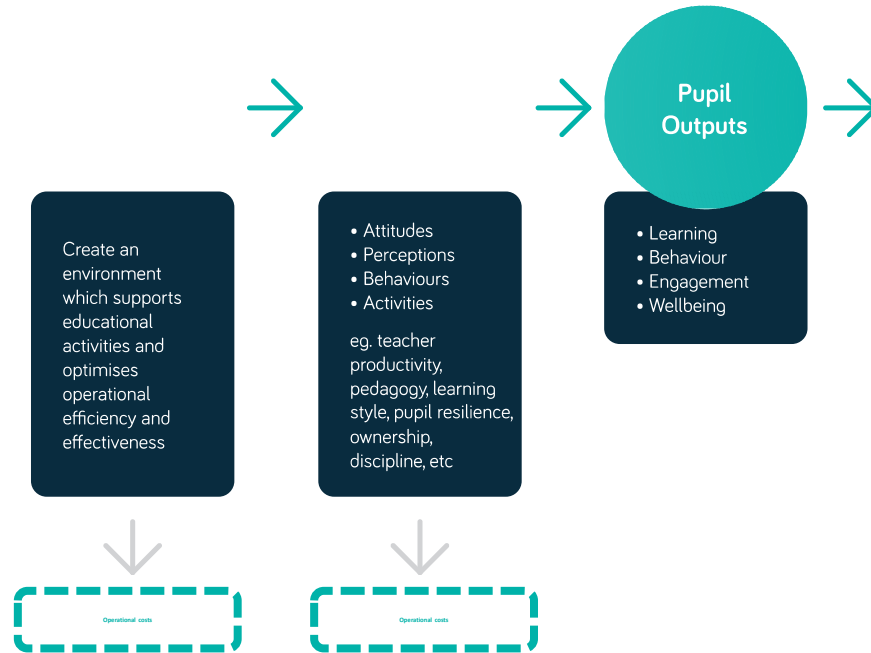
Long term

- Exit interviews
- Measuring effectiveness
- Reduced staff turnover

YOUR SCHOOL PREMISES CONDITION

"Safe, appealing and maintained learning and teaching environments are better for staff and pupil wellbeing and progress"
GEMS

Outcome-based model for quantifying benefits of good design in schools



YOUR SCHOOL

CASE STUDY: NISHA



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Recommendations.

It would be advised that Nisha is offered regular fortnightly well-being check-ins to monitor her general wellbeing. Furthermore, where possible, it is recommended that a chaperone is arranged for any children who will be seeing Nisha in her classroom to prevent her from having to enter the Hub.

Finally, it is suggested that there is a reconsideration of her timetable, as per her emails, to allow for her lunch break to be earlier to facilitate her seeing students for ELSA.

What are the key actions a school can take to improve their premises and to promote better staff wellbeing?

YOUR SCHOOL

STEPS YOU CAN TAKE TODAY

Immediate

- Is the school clear of waste and hazards?
- Measuring effectiveness: log and review complaints from staff, your claims and incident history



Mid term

- Are classrooms over or under stimulating?



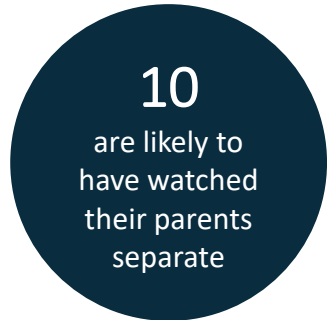
Long term

- Review your premises strategy for improving your estate
- DfE Good Estate Management for Schools (GEMs) – the information you need to know about your estate

YOUR PUPILS

WHAT DOES THE DATA SHOW?

In an average group of 30, 15-year-olds:



YOUR PUPILS

WHAT DOES THE DATA SHOW?

11 - 16-year olds

with mental health issues are less likely to feel safe at school, enjoy learning or have a friend to turn to

Over 3,500

urgent referrals of under-18s in May, three times higher than same month in 2019

“ I want to see mental health support teams delivered in every school by the end of 2025 and a clear-eyed focus on the specific needs of children in government mental health investment.

Dame Rachel De Souza, Children's Commissioner
The Guardian, August 2023

”

YOUR PUPILS

CASE STUDY 1



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YOUR PUPILS

CASE STUDY 2



YOUR PUPILS

STEPS YOU CAN TAKE AWAY TODAY

Immediate

- Find a healthy balance between stimulating learning and overstimulation/sensory overload



Mid term

- Ensure rapid responses to any risk or concerns raised - prevent crisis reactions



Long term

- Providing a safe space for students to decompress and speak openly

SUMMARY



Living breathing legal documents



Leadership and ensuring a healthy and welcoming physical environment



Prioritising staff wellbeing to ensure pupil safety and risk management



Your people



Your School



Your Pupils

Questions ?



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For further information on any of the topics covered today, please contact:

riskmanagement@endsleigh.co.uk



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