



Staff wellbeing during school closures



We are all in uncharted territory, none of us have had any kind of preparation and no amount of leadership training can prepare you for what we are going through.

As with everything else we need to take a different approach to staff wellbeing. I have collated resources and advice to help you support you and your staff through this difficult time.

Flexible working

Although your staff are all being paid and technical 'working' even though they are not on the premises, please consider that they may not be able to work normal hours due to having children at home or other people in the house.

Please consider time constraints when asking for tasks to be completed, it may not be possible for staff to access a computer during normal working hours. They may find it easier (and therefore do a better job) if you can be flexible with when calls or meetings are set for, to work around helping their children with their home learning. It may be the time as well to reconsider your email policy, as early mornings or late evenings may be the only time that people have to work in peace. If you would like some help with this, please get in touch.

Showing that you care

"A person who feels appreciated will always do more than is expected" Now, more than ever is the time to show your staff that you care and appreciate everything they are doing. But how? You can't buy biscuits for the staff room like usual!

Sending out an email to say thank you is a great start, a personalised one is a step further. Taking the time to call people to check in on them can go a long way, or maybe sending a note through the post. If you can't get out to buy things, use an online service like Thortful which sends postcards direct.

www.nourishtheworkplace.com
nourishtheworkplace@gmail.com

Useful resources

zoom.us - great for video conferencing. Free for the first 40 mins of each meeting, or small monthly payment for longer. Could also be used for a staff social, catch up with everyone

Headspace - wellbeing and mental health app. Free for everyone in education. Staff apply themselves by sending proof of employment.

#teacher5aday and **#EdWellbeingGoals** - wellbeing support for education staff of Twitter and Facebook

Communication

This is always important, but at the moment it is important to get the amount of communication right. Emails may be the best way to reach everyone quickly, but consider that tone can easily be misinterpreted, especially in times of stress. Take time to reread what is being sent out and consider it from the point of view of the recipient as well as what you are trying to say. Think about how many emails are being sent, are you sending too many and overwhelming people? Or too few and people feel abandoned?

Reduced capacity

Reduced capacity of staff able to work because of isolation - you are acutely aware of how staffing resources are stretched, so think about what tasks are essential to learning and what can be let go of now. It will not be possible, or fair for other members of staff to take the strain like they may do normally. Concentrate on work that will positively impact current and future learning.

Reduced capacity of individuals due to the stress of the situation - in line with above, staff are under extreme stress and worry, as are you. They need space and time to process this situation and may not be able to concentrate as much as usual. Working in strange environments, losing sleep, dealing with stress will affect your pupils' learning, and it will affect you and your staff's ability to work as well.