



Let's Talk Wellbeing

Empowering staff and student wellbeing by unlocking
self care & resilience

About Changing Minds Kent CIC



- We are a **not for profit organisation** who support both communities and local workplaces across the South East.
- **Our goal: to empower residents and employees to lead a more active, healthy and mentally fulfilling lifestyle.**
- This is achieved through the delivery of funded **community intervention projects** and the delivery of work based **training workshops**.
- **Our approach: to deliver engaging and sustainable programmes to help change lives and reduce stigma and discrimination.**
- Our holistic wellbeing services enable us to **support mental and physical wellbeing**.
- We are accredited **Mental Health First Aid (MHFA)** training members and can deliver both **Youth and Adult Mental Health First Aid**.

Let's Talk Wellbeing



The impact of COVID has caused a wave of **anxieties** across communities, but more so to those key workers working in education.

Good **staff wellbeing** is essential for cultivating a mentally healthy school, for retaining and motivating staff and for promoting **pupil wellbeing** and attainment.

As education staff juggle a multitude of tasks and demands, it is vital that everyone is **given the tools** and support they need to look after their wellbeing and support others.

It's important that we **embed** wellbeing into our working environment to ensure staff, students and parents alike can be **open about their mental** and physical wellbeing and know how to access help and support when needed.

By embracing wellbeing and developing a healthy culture in which we can **remove stigma** and help change behaviours, we can help sustain healthy, **happy and active lives**

19 – 30%
of new teachers
leave within first
5 years due to
Stress &
Burnout



Why Staff Wellbeing Matters



Workload and burnout continues to be a problem that can lead to talented people leaving education.

63% of staff have considered leaving the sector due to workload,

whilst 53% reported personal mental health and wellbeing a factor.

Staff absenteeism and presenteeism costs approx.

£797 per employee for primary schools

£1328 per employee for secondary schools -
CIPD Absence management survey.

Introducing more awareness and support for staff can help reduce this.

When teaching staff are feeling **stressed** & have increased workload, this often impacts our **physical health.**

Fatigue, high blood pressure and a change in nutritional habits can impact our mood and energy levels.

Enhancing staff wellbeing is now recognised as a **priority** within the **OFSTED education inspection framework (EIF)**

Staff wellbeing forms part of the **leadership and management judgement** in the EIF and forms part of the inspection process.

Why Student Wellbeing Matters

An estimated **3 young people in every classroom** suffer from a diagnosable mental health problem

rising to **1 in 4** when we include **emotional distress**.

Evidence suggests that **mental health issues are increasing** in the UK while **overall wellbeing is deteriorating**.

By the start of primary school, **almost a 1/4** of all young people in England **are overweight or obese**.

This rises to over a 1/3 when children leave year 6.

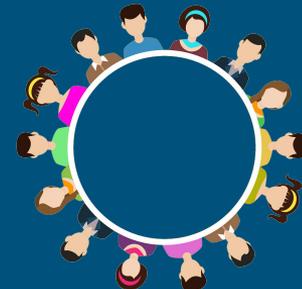
This causes long term effects on **health and wellbeing** so it's important we introduce self care & awareness programmes to encourage healthy lifestyles.

Exam stress can lead to many different mental illnesses, like **depression anxiety panic attacks low self esteem & suicidal thoughts**.

Pressure to do well in exams can be overwhelming and can lead to long term mental and physical health conditions.

It's important to be aware that **poverty in childhood** and for parents alike can cause poor mental health through social stresses, stigma and trauma.

Unemployment, poor housing conditions and lack of income can trigger poor mental wellbeing.



Youth Mental Health & Wellbeing now

- An estimated **three children in every classroom** has a diagnosable mental health problem. This rises to **one in four** when we include emotional distress.
- **Suicide is the most common cause of death** for boys aged between 5 and 19, and the second most common for girls.
- **Around 1 in every 12** young people **deliberately self-harm**.
- Rates of depression and anxiety in teenagers have **increased by 70%** in the past 25 years.
- The number of young people **calling childline** about mental health problems has risen by **36% in the last four years**.
- The number of **young people attending A&E** because of a psychiatric condition more than **doubled** between 2010/11 and 2014/2015.

Game of Life - Staff Wellbeing



It's important that when we step into our 'Game of life journey' that we try and embrace a healthy and happy workplace culture. After all, we spend the majority of our waking hours at work, and before this a huge amount of time, energy and studying to complete our game of life journey.

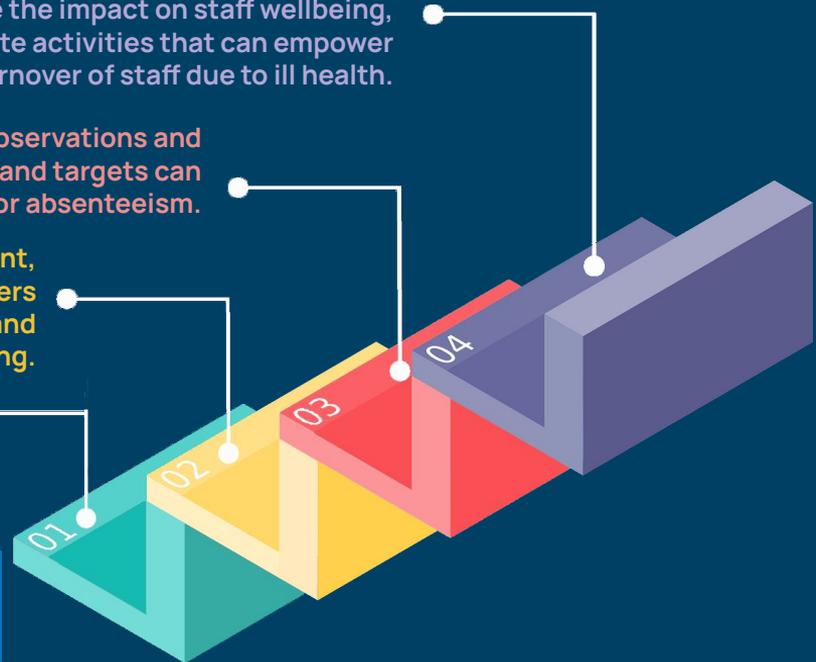
FLOURISHING - Early intervention and support can help reduce the impact on staff wellbeing, By increasing the awareness and opportunities for staff to engage in on-site activities that can empower and improve staff wellbeing we can help reduce the turnover of staff due to ill health.

DAILY STRUGGLES - high workload, a poor work-life balance, pressures of observations and inspections, and the daily challenges and demands of meeting expectations and targets can have a significant impact on our wellbeing. This can lead to presenteeism or absenteeism.

EARLY CAREER - We start that next transition into work: a new environment, new team, new policies, inexperience, job demands and targets. For new teachers these challenges and demands can have a significant impact on self-care and wellbeing.

TRAINING - Around 35,000 individuals attend university each year to train to become teachers. Around 17% of all teaching roles were filled with newly qualified teachers.

The roadmap doesn't have to be challenging; but for many, additional pressures and stress can cause us to change direction.



Game of Life - Student Wellbeing



Navigating our Game of Life



The impact of life events and life transitions can have a huge impact on young peoples wellbeing



Just like adults, young people can absorb life's stresses especially in transitional years.

Around 90% of young people will experience social stigma for experiencing poor mental health or be discriminated for their socioeconomic status.

We know that adverse childhood experiences (ACES) can impact a young person's lifelong chances of developing chronic health conditions.

These often lead to negative outcomes later in life such as reduced educational and occupational achievement.

A range of mental and health related conditions including heart disease, obesity, depression, substance misuse and crime.

Young people can also become disengaged from social activities including Sport and Leisure, clubs and groups and social circles.

This may result in many giving up on their hopes, dreams and aspirations.

School years are key to developing social and emotional skills, knowledge and behaviours. **This period sets a pattern for how a young person will manage their own mental health and wellbeing into adulthood. Notably, half of all cases of diagnosable mental health problems begin before the age of 14.** Whilst we know that 1 in 3 of all mental health conditions in adulthood relate directly to adverse childhood experiences.

Advantages - Why get involved?



According to the UK's Health and Safety Executive (HSE) teaching staff and educational professionals report the highest rates of work related stress, depression and anxiety in Britain. When OFSTED asked teachers for ideas for a research programme, teacher stress, workload and wellbeing was a priority



The OFSTED framework requires Ofsted inspectors to routinely assess and report on pupil and staff mental health and wellbeing under the judgement area of personal development. This includes aspects such as resilience, confidence, independence, and how to keep mentally healthy



Reduce staff burnout and establish a healthy workplace culture that can help prevent staff turnover and boost morale and productivity. Help reduce the risk of talented educational professional leaving the industry



Increase opportunities for young people in education to be provided with the tools, skills and knowledge to adopt a more active and mentally healthy lifestyle

Commitment to Educational Wellbeing



- We know a mentally healthy school is one that adopts a '**whole school approach**' to mental health and wellbeing.
- Our work focuses on developing **engaging support services and training** to help develop a **healthy workforce and inspire the next generation** to have more awareness and education around positive mental wellbeing.
- By sharing these **support strategies** and **equipping staff with the skills** to support each other, this will have a positive impact on both colleagues and students alike to **enhance job satisfaction and performance**, and **improve student inclusion and attainment**.

Our Goal:

is to work with you to embed a mentally healthy school culture for staff and students, free from stigmatism and discrimination, and to support you to develop your own wellbeing framework.

Let's Talk Wellbeing - What's Included?



01

Adult Mental Health Aware Training



MHFA England

- Half-day training (3 hours). Ideal for Senior Leadership Team & Department Heads/Middle leaders (20 places).
- Provides awareness of what mental health is and how to challenge stigma.
- Equips staff with the knowledge of some common mental health issues.
- Confidence to support someone in distress or who may be experiencing a mental health issue.
- An introduction to looking after your own mental health and maintaining wellbeing.
- Supports 'Wellbeing Policy' frameworks by advocating the importance of Mental Health Aware Champions in the workplace.

02

Youth Mental Health Aware Training



MHFA England

- Half-day training (3 hours). Ideal for Heads of Year/Pastoral staff & support staff (20 places).
- Provides awareness of what mental health is and how to challenge stigma.
- Equips staff with the knowledge of some common mental health issues affecting young people.
- Skills and confidence to work more effectively with young people living with mental health issues.
- Ways to support young people with a mental health issue and relate to their experiences.

Let's Talk Wellbeing - What's Included?



03

Staff Wellbeing Pod

- Our interactive Wellbeing Pod is comes complete with a team of Wellbeing Coaches providing an engaging opportunity to get support and information with your wellbeing goals.
- Body Analysis & Wellbeing Staff Assessments.
- Virtual reality mindfulness experience designed to reduce stress & reduce anxiety.
- Blood pressure checks & Let's Talk Wellbeing ballot box.
- Juice & nutrition bar providing healthy snacks & information on foods to improve your mood.

04

Student Wellbeing Pod

- Our interactive Student Pod comes complete with a team of Wellbeing Coaches providing an engaging opportunity to receive support around mental and physical wellbeing.
- Learn how to 'Beat the Stress' with our Boxing taster experience.
- Virtual reality mindfulness experience to reduce stress & anxiety.
- Let's Talk Wellbeing ballot box to help reduce stigma & share emotions.
- Juice & nutrition bar providing healthy snacks & information on foods to improve your mood.
- Engaging speed reaction game to test our mental agility.

Let's Talk Wellbeing - What's Included?



05

Mental Health & Wellbeing PSHE Teaching Resources

- PSHE/RSE: bank of electronic resources to support planning and teaching of the new framework:
- Curriculum linked lesson plans, worksheets, practical group activities, weblinks and videos - for each key stage.
- Reducing staff workload and ensuring consistent quality teaching for all students.

06

Two Staff Wellbeing CPD sessions: Self Care & Resilience, and Nutrition in the Workplace

- Adaptable workshops/training sessions to suit your CPD timetable, whether full day, half day or weekly after school sessions.
- Embed Mental Health & Wellbeing as a priority in your school culture for both staff and students.
- Termly staff wellbeing assessments to monitor wellbeing and feed into a Wellbeing Charter for your school.

How Would The Programme Look?



TERM 1 (1ST SEPT - 22ND OCT)	TERM 2 (1ST NOV - 17TH DEC)	TERM 3 (4TH JAN - 11TH FEB)	TERM 4 (21ST FEB - 1ST APRIL)	TERM 5 (19TH APRIL - 27TH MAY)	TERM 6 (6TH JUNE - 22ND JULY)
PR/Promote Wellbeing programme	PR/Promote Wellbeing programme	PR/Promote Wellbeing programme	PR/Promote Wellbeing programme	PR/Promote Wellbeing programme	PR/Promote Wellbeing programme
1 x Staff Wellbeing Pod	1 x Staff Wellbeing Pod	1 x Staff Wellbeing Pod	1 x Staff Wellbeing Pod	1 x Staff Wellbeing Pod	1 x Staff Wellbeing Pod
1 x Student Wellbeing Pod	1 x Student Wellbeing Pod	1 x Student Wellbeing Pod	1 x Student Wellbeing Pod	1 x Student Wellbeing Pod	1 x Student Wellbeing Pod
PHSE/RSE Teaching Resources	1 x Adult MHFA Aware Training	CPD Self Care & Resilience Workshop	CPD Nutrition at Work Workshop	PHSE/RSE Teaching Resources	PHSE/RSE Teaching Resources
	1 x Youth MHFA Aware Training	PHSE/RSE Teaching Resources	PHSE/RSE Teaching Resources	FREE access to online webinars around exam stress	FREE access to online webinars around 5 Ways to Wellbeing
	PHSE/RSE Teaching Resources				FREE Access to Wellbeing Pod during Open Days

Optional Extra Wellbeing Services



A

Additional half day Mental Health Aware delegate places

- We realise that organisations may like to add additional places onto our MHFA training programmes.
- Additional delegate places cost £60pp for the Youth or Adult half day workshops discounted at 50% RRP.
- Course manuals and workbooks included.

B

Mental Health Champion Training: One Day Workshop

- This one day course trains you as a Mental Health Champion.
- Provides learners with an understanding of mental health and the factors that can affect wellbeing.
- Confidence to step in, reassure and support a work colleague in distress.
- Knowledge and skills to stop the signs of mental ill health and help someone recover by guiding them to further support.
- Price per delegate is reduced to £100pp, discounted at 50% RRP.

Optional Extra Wellbeing Services



C

Mental Health First Aid Training: Two Day Workshop

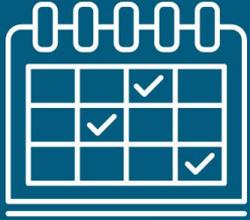
- This two day course trains you as a Mental Health First Aider.
- Provides learners with an in depth understanding of mental health and the factors that can affect wellbeing.
- Confidence to step in, reassure and support a work colleague in distress.
- Knowledge and skills to help someone recover by guiding them to further support - Whether that's self help resources through your employer, the NHS, or a mix.
- Price per delegate is reduced to £150pp, discounted at 50% RRP.

D

CPD Wellbeing Workshops: Managing Stress in the Workplace, Measuring & Improving Wellbeing

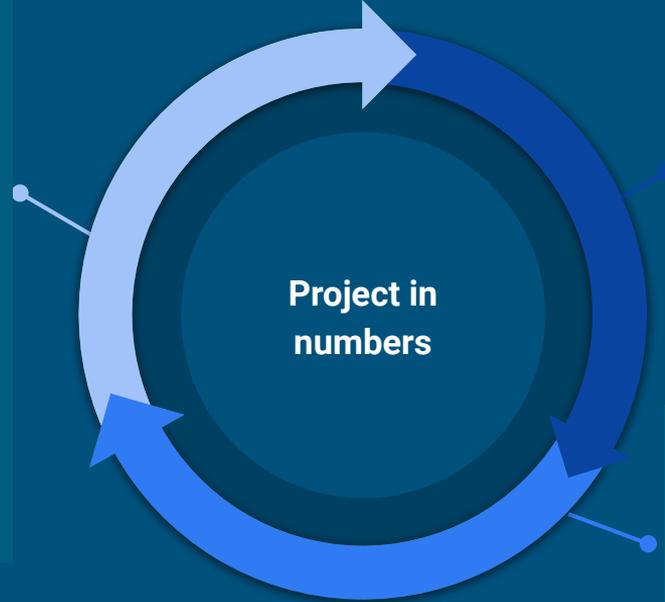
- Additional workshops/training sessions to suit your CPD timetable, half day workshops to be delivered either during or after school.
- Explore how to measure & understand your wellbeing personally and how to make healthy changes.
- Develop personal improvement plans.
- What is stress and how to avoid burnout.
- Understanding risk factors and how to support wellbeing.

Programme Cost



TOTAL PROGRAMME COSTS
OVER THE ACADEMIC YEAR

£7,500



AVERAGE COST PER
STUDENT

£10.78



COST PER ACADEMIC TERM

£1,250

Not for Profit, Profit to People



As a not for profit Community Interest Company all profits generated through CMK services are reinvested back into local communities. CMK works with a range of local and regional partners to work collaboratively to support community wellbeing. By working with CMK, you are also given back to local communities. Our partners and clients below have all contributed towards our strategic vision.

