

Training workshop

Managing the Well-being, Stress and Mental Health Continuum – Improving staff resilience, minimising impact

What is this training about?

High demands, increasing workloads and constant pressure are common companions in the FE sector. These can impact on staff stress levels, mental health and well-being. So it's not surprising that 7 in 10 staff in FE experience stress. And this figure is now likely to be higher, given the additional stress of the Covid-19 pandemic. And yet, research shows that only 32% of organisations train staff on how to combat stress to support good workplace mental health and well-being.

The 2019 inspection framework has a much sharper focus on staff stress and well-being. Actively supporting staff is therefore an essential part of your journey to outstanding and beyond – to be the 'best of the best'.

Why should staff attend?

What are the signs and symptoms of stress? How can we help staff to combat stress and build emotional resilience? What practical steps can we take to support good mental health and well-being, both personally and in the team?

How can we help staff overcome shame, embarrassment or the fear of looking weak that so often prevents people from talking about the difficulties they experience? How can we support staff experiencing Covid-19-related stress? How should we support colleagues who return to work after experiencing stress and mental health difficulties such as depression or

anxiety? This highly engaging workshop supports staff to understand the causes and recognise the signs of stress, work-related and otherwise. Staff will identify practical strategies to improve resilience and minimise the impact of stress, helping to create a positive mental health and well-being workplace.

The workshop will help staff to gain the confidence to talk openly about difficulties that they are experiencing. It will help line-managers to confidently support their team's mental health and well-being. It will help ensure that staff perform at their best and talent and expertise are retained.

Excellent day.

Jeff Morgan, Newcastle College

Absolutely brilliant. This event was full of information and ideas. Tamasine Penford,
West Notts College

Superb. Very useful information and lots of questions answered.
Julie Catrall,
King George Sixth Form College



Training workshop

Managing the Well-being, Stress and Mental Health Continuum - Improving staff resilience, minimising impact

Who should attend?

Teachers, trainers, coaches, business support staff, team leaders, managers, senior leaders, HR staff

What will delegates learn?

Objectives for a 90minute workshop are to:

- understand what we mean by the stress, mental health and well-being continuum
- appreciate the difference between pressure and stress
- consider the key sources of stress and the physical, emotional and behavioural impact
- recognise the signs and symptoms of stress in ourselves and in others
- identify practical strategies to combat stress and to look after and manage our own mental health and well-being, and the mental health and well-being of the team (staff will, as part of the workshop, create a practical resource to upload onto the staff intranet)
- appreciate the benefits of this agenda and take learning back to implement the approaches provided

Are there any options?

This workshop can be delivered face-to-face or online, via Microsoft Teams. Training can be delivered as a 90-minute, 2 hour or half-day workshop, as a single event or repeated during the day.

Why should we run this event?

This course will help your organisation to:

- **Establish a supportive and inclusive culture**
- **Ensure that staff perform at their best** and talent and expertise are retained.
- **Improve inspection outcomes** and become the employer and provider of choice in the locality.

More questions?

Contact Christine for indicative content, programmes, amount for delivery of training sessions and anything else you need to know.

Dr Christine Rose

Christine is an experienced equality, diversity and inclusion consultant and a registered trainer with MIND the mental health charity

Nationally recognised as an expert, she has worked with over 300 providers, supporting a significant number to achieve outstanding

status at inspection. She has helped thousands of staff and managers improve their practice.

She uniquely combines an ability to inspire with extensive experience and an in-depth knowledge of best practice. Her training events are engaging, interactive and highly practical.

