

## Training workshop

# Staff Stress, Mental Health and Well-Being Continuum

### What is this training about?

Funding and financial constraints, restructuring, mergers, redundancies and increasing workloads and pressure are constant companions in the FE sector. And this 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, according to a poll conducted by the National Education Union in 2018. And yet, recent research shows that only 32% of organisations train staff on how to support staff mental health and well-being.

This practical workshop provides a range of useful steps and strategies that staff can take to help manage stress and improve mental health and well-being. Inspectors will be interested in your actions – for example, Ofsted have introduced a new provider staff questionnaire to use during short and full inspections. 3 of the 11 questions directly relate to staff mental health and well-being.

### Why should staff attend?

What are the signs and symptoms of stress? How can we help staff to reduce stress and anxiety and build resilience? What 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 should we support colleagues who return to work after experiencing stress and mental health difficulties such as depression or anxiety? What strategies can we implement to help combat stress in the first place?

This highly engaging workshop sets out practical steps and strategies to help create a positive mental health and well-being workplace. It will encourage people to be open about difficulties that they experience and help create an organisational culture where staff can talk freely. It will help line-managers understand how best to support staff in their team. 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 Cattrall,  
King George Sixth Form College



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### Staff Stress, Mental Health and Well-Being Continuum

#### Who should attend?

Line managers, senior leaders, HR staff and all staff working at an organisation

#### 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
- Understand the key sources of stress, and explore the signs and symptoms of stress in ourselves and in others
- Appreciate the importance of talking about stress and mental health
- Identify strategies to look after, and manage, our own mental health and wellbeing, and the mental health and wellbeing of the team
- Appreciate the benefits of this agenda and take learning back to implement the approaches provided

#### Are there any options?

Training can be delivered as an 80-minute, 90-minute, 2 hour or half-day workshop, as a single event or repeated during the day. This event can also be delivered as an intensive one-day training workshop

#### Why should we run this event?

This course will help your organisation to:

- **Establish a culture** where staff can talk freely.
- **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 for E&D at inspection.

She has helped thousands of staff 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.

