Staff wellbeing survey 2021 Key findings

Emotional health

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- 51% feel anxious
- 38% feel low
- 59% don't have energy to spare
- 47% aren't sleeping well
- 62% say COVID has affected their mood and wellbeing for the worse

Work life

Most staff

- Know what's expected of them (86%)
- Have the resources they need (70%)
- Feel connected with colleagues (65%)
- Have someone at work they can talk to about their wellbeing (66%)
- Feel safe going into school (84%)

Areas for improvement

- Finding the workload manageable (47%)
- Having a good work life balance (49%)

In 2020...

- 66% feel more anxious than Summer 2019
- 47% feel more low
- 48% are sleeping less well
- 63% say COVID has affected their mood and wellbeing for the worse



Most staff

- Know what's expected of them (81%)
- Have the resources they need (77%)
- Find their workload manageable (77%)
- Have a good work life balance (70%)

Areas for improvement

- Feeling connected with colleagues (55%)
- Having someone at work they can speak to about their wellbeing (67%)
- Feeling safe going into school (55%)



Summary

- Levels of anxiety, low mood, and sleep issues are still high
- There has been a shift to feeling more connected with colleagues, but less able to manage workload
- Staff feel more safe in school

Wellbeing and self-care

TOP 5 answers

Q. What's challenging?

- 1. Workload; planning, marking, and paperwork
- 2. Needing more support from leadership
- 3. Feeling that expectations are unrealistic
- 4. Challenges outside of work
- 5. Living with lockdown restrictions and feeling isolated





Q. What's helpful?

- 1. Staff relationships and support
- 2. Friends and family
- 3. Keeping active
- 4. Feeling supported by leadership
- 5. Being able to talk to someone or ask for help at school

Q. The main barriers to self-care?

- 1. There isn't enough time; workload
- 2. Access to resources and support
- 3. Feeling too tired, not having the energy for self-care
- 4. Needing more information on what's available
- 5. Feeling that expectations for workload are too high

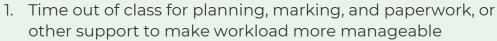


Q. What's helpful at school?

- 1. SLT are supportive, understanding and caring
- 2. Wellbeing activities are provided for staff
- 3. Flexible working e.g. location, expectations and deadlines, time for appointments and family commitments
- 4. COVID safety guidelines are followed
- 5. SLT are there if you need to talk or have an issue



Q. What else would help?



- 2. Wellbeing activities for staff
- 3. Clear communication and regular updates
- 4. Opportunities for staff to feedback and be involved in decision-making
- 5. Team building activities and staff socials; opportunities for staff to connect with each other



Q. The main barriers to support at school?

- 1. There isn't enough time; workload
- 2. Access to resources and support
- 3. Needing more information on what's available
- 4. Feeling that there is a lack of school support for staff wellbeing
- 5. Fear of judgement from other staff there is a stigma around seeming 'weak'



Summary

- **Workload** is most challenging for staff, and was also the main reason for not accessing self-care or support from school
- Time out of class would help with this
- **Staff relationships** and support is key for support with overall wellbeing
- Feeling that SLT are supportive and understanding is key for feeling supported by school



Resources

Anxiety: https://www.nhs.uk/mental-health/feelings-symptoms-behaviours/feelings-and-symptoms/anxiety-fear-panic/

Low mood: https://www.nhs.uk/every-mind-matters/mental-health-issues/low-mood/

Sleep: https://www.sleepstation.org.uk/articles/

Workload: https://www.gov.uk/guidance/school-workload-reduction-toolkit

Managing stress: https://www.educationsupport.org.uk/resources/for-individuals/?resourcetype=Stress

Helplines

Education Support

Call 24/7 for free coaching, signposting, or to talk to a trained counsellor For anyone who works in an education setting

0800 562 561

https://www.educationsupport.org.uk/

