

# Staff wellbeing survey 2021

## Key findings

### Emotional health



- 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

### 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

### 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%)

#### 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?

1. Time out of class for planning, marking, and paperwork, or other support to make workload more manageable
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/>

