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1625 Independent People

TRAINING SLIDES

www.informingfutures.co.uk

This resource is part of the Informing Futures toolkit. It was co-created with young people, and reflects what they felt practitioners most needed to understand in order to work successfully with care and custody experienced young people.

For more information or queries on any of the topics covered in this toolkit, or to find out about training and consultancy we can offer please contact enquiries@1625ip.co.uk.

Special thanks to all the young people who took part in YPIL directly or supported our research for these resources: Ahmed, Alexis, Ashraf, Curtis, Ethan, John, Michael, Nikita, Rowen, Tia-Louise, & Tyler-Jack.

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YOUNG PEOPLE IN THE LEAD TRAINING

Modules available in this series:

- Module 1: Facts About Care & Custody
- Module 2: Trauma Informed Working
- Module 3: Building Relationships
- Module 4: Developing Independence
- Module 5: Spaces & Places
- Module 6: Working with Boundaries
- Module 7: Consultation & Participation
- **Module 8: Staff Wellbeing**



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MODULE 8

Staff Wellbeing

Sarah Hickie

Young People in the Lead Project
Coordinator
enquiries@1625ip.co.uk

Clare Birch

Future 4 Me & Wellbeing
Services Manager
enquiries@1625ip.co.uk

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MODULE 8: STAFF WELLBEING

- What is Wellbeing?
- Why does it matter?
- Who is responsible
- What employers can do
- What individuals can do
- Supporting one another – team wellbeing





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WHAT IS WELLBEING – DEFINITIONS & MEASURES

The World Health Organisation (WHO) defines health as *‘a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity’* (WHO, 1948)

Personal Wellbeing Index – measures satisfaction with life across 7 domains. Developed in Australia and used in 50 countries around the world
Standard of living • Health • Achieving in life • Relationships • Safety • Community connectedness • Future security • Spirituality/Religion

WHO-5 | Focuses on how the participant has felt over the past 2 weeks:
I have felt cheerful and in good spirits| I have felt calm and relaxed| I have felt active and vigorous| I woke up feeling fresh and rested| My daily life has been filled with things that interest me



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WHAT IS WELLBEING





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WHAT DOES WELLBEING MEAN TO YOU – EXERCISE

Exercise: 5 minutes

In small groups, mind map the things that you need for your wellbeing.

There are no wrong answers!





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WHAT DOES WELLBEING MEAN TO YOU – EXERCISE



How does your map relate to the 5 ways to wellbeing defined by the NHS?

Notice whether you are drawn to one of these areas particularly.. That might mean it is important to you at the moment



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WHY DOES WELLBEING MATTER?

- Social care, health & education sector has the highest sickness rate in the UK at **4.4 days per worker per year** (2017 figures from ONS)
- **Over 11 million days a year are lost at work due to stress** (www.hse.gov.uk 2020)
- **The estimated cost to the UK economy in lost productivity was £18 billion in 2017** (Centre of Economic and Business Research)
- **The UK national satisfaction index suggests that 56% of people are mostly or completely satisfied with their job – meaning a significant 44% are not** (ONS National Wellbeing Dashboard 2016/17)



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WHY DOES IT MATTER TO US?

- In a team of 8 people, 3.5 of them are not happy at work
- The same team could gain an extra 35 days a year if everyone was well
- We could save 1.4 billion across the UK voluntary sector

Of course, these are estimates... but they demonstrate the difference good wellbeing could make to our jobs.



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WHO IS RESPONSIBLE?

Your employer has a legal duty to **identify** anything which could harm you in your job and **take precautions** to prevent it. This includes work related stress.

Your employer must **share** this information with you, and if the company has more than 5 employees, must provide a **written record** of it.





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WHO IS RESPONSIBLE?

As a employee, you must:

- Take **reasonable care** of your own health and safety.
- **Co-operate** with your employer on health and safety – for example following training or procedures which are in place for your safety or wellbeing.
- **Tell someone** if you think anyone's health or safety is at risk due to the work or inadequate precautions.



'Take reasonable care of your own health and safety'

This is your rationale for including wellbeing awareness and wellbeing activities into your work culture – use it!



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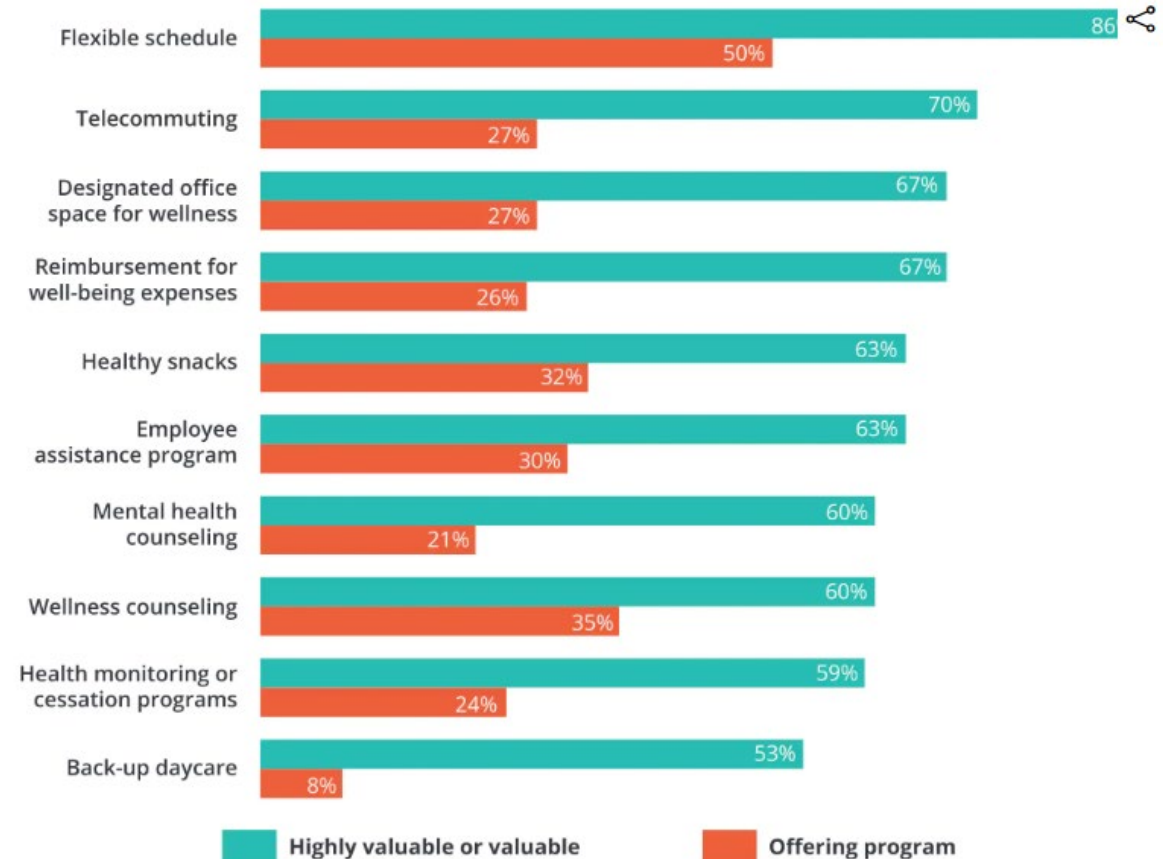
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WHAT EMPLOYERS CAN DO

Employers are increasingly offering a range of benefits under the umbrella of wellbeing – but research suggests they aren't always effectively matched with what employees want.

A good first step for any employer wanting to improve workplace wellbeing is to survey their workforce effectively – and be prepared to listen to the responses.

Source: Global Human Capital Trends 2018





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WHAT CAN WE DO

Take some times for ourselves





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WHAT WE CAN DO – MIND MAP REVIEW

Exercise: 10 minutes

Using the mind maps you created earlier, how many ideas can you generate which would bring the wellbeing elements you identified into your workplace?



<https://pharmacistsupport.org/>



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WHAT WE CAN DO – MIND MAP REVIEW

Exercise: 5 minutes

Create two lists:

- actions you could take
- changes you could suggest/request from your employer



<https://kycourtreport.com/>



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TEAM WELLBEING - EXAMPLES FROM OTHER WORKPLACES

- Taking it in turns to bring home-made bakes to team meetings once a week
- Ten at ten – a weekly check in with a peer from your team to download concerns ahead of the weekend
- In a workplace with no proper break room – placing a table & couple of chairs in a quiet area by a window, adding paperbacks, a fruit bowl and a plant
- Offering the option of ‘walking supervisions’ when the weather is fine
- Undertaking a team fitness challenge to raise money for a local charity
- Creating a ‘compassion kit’ for the team to use on tough days – made up of items which the team have identified as being helpful to their wellbeing



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WELLBEING ON THE AGENDA – SUGGESTIONS FOR MANAGERS

- Consider tools which help identify colleagues values and preferences – free online resources:
<https://www.viacharacter.org/survey/account/register>
<https://icould.com/buzz-quiz/>
- Make time - Add wellbeing as an item to all supervisions and team meeting agendas
- Model good practice – what you do is more powerful than what you say
- Consider tools such as reflective practice to support building wellbeing long term





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WELLBEING



Let's keep you that way



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FURTHER READING & RESOURCES

Promoting Emotional Wellbeing in Early Years Staff: A Practical Guide for Looking after Yourself and Your Colleagues

https://www.amazon.co.uk/dp/1785923358?_encoding=UTF8&isInIframe=0&n=266239&ref_dp_proddesc_0&s=books&showDetailProductDesc=1#product-description_feature_div

HSE Website

#Workright - information and resources on tackling stress at work, including a series of short videos

<https://campaigns.hse.gov.uk/go-home-healthy/work-related-stress/>

Talking Toolkit - <http://www.hse.gov.uk/stress/assets/docs/stress-talking-toolkit.pdf>

Management Standards – an approach for managing stress in the workplace

<http://www.hse.gov.uk/stress/standards/index.htm>

Toolkit sections – SA tool, RP resources

Mind Wellness Action Plan – free to download guides for employees and managers

<https://www.mind.org.uk/workplace/mental-health-at-work/taking-care-of-your-staff/employer-resources/wellness-action-plan-download/>

Self help resources – free to download <https://www.getselfhelp.co.uk/selfhelp.htm>



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QUESTIONS?

Thanks for listening

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