

Wellbeing for Educators Impact report 2020

Why Wellbeing for Educators?

We know that working in education can be hard. Over half of educators have considered leaving the sector due to personal mental health and wellbeing¹. We want to share our wellbeing expertise to help.

About the programme

We offer a free, practical, evidence-based programme which can help make a positive difference. Bupa Coaches host online 90-minute wellbeing workshops for your school staff.

The approach is leadership-led, meaning we start with a workshop for SLT and wellbeing champions, followed by workshops for wider staff, including all educators and support staff. Both workshops cover the same content.

A Wellbeing for Educators workshop will help you to:

- 1** Raise self-awareness about your personal motivations for having good energy and what's affecting wellbeing
- 2** Understand how you treat your body affects your energy, with tools to keep in a positive mindset
- 3** Identify ways to manage your energy every day with a personal action plan

Reach



Who took part in 2020:

89
senior leadership team members
and
165
wider staff
across
7
schools in the pilot

835
educators
across
46
schools in the wider programme roll out

94%

of educators rate the workshop as **very good** or **good** after the session



The sessions made everybody focus. They offered a spotlight on wellbeing, which just isn't there unless somebody reminds you. The sessions made thinking about ourselves and other people more tangible; they gave us expertise, told us about things that we don't necessarily know about.

The programme had an immediate and lasting impact on educators' ability to manage wellbeing



Immediately after a workshop, educators said they had identified changes to make to their habits, attitudes and behaviour which could improve their wellbeing:

99%

understood the principles covered in the session

91%

feel confident in applying the principles to their own life and work

89%

identified steps on how they will manage their energy

78%

were better aware of how their choices affect their wellbeing and how to spot early signs of their energy being outside of the optimum zone



One to four months after the programme, educators adopt a more positive attitude to their life and work.

70%

reported working on being more positive in their daily life and work as a way of actively managing their wellbeing

65%

said that their ability to manage their own wellbeing has improved as a result of taking part

64%

thought the programme improved their school's ability to promote and support staff wellbeing

53%

now give their personal mental wellbeing high priority (37% prior to programme)

Here's what educators had to say about the programme in one word...

Useful
Relevant
Thought-provoking
Clear
Therapeutic
Enjoyable
Informative
Interactive

Across all levels of teaching, educators report long-lasting results



Head of department

Before the programme

"It is very difficult to strike a work-life balance. It's all-encompassing. You start at 7:00 in the morning, or sometimes I get up at 5:00 in the morning and I'm on my laptop at home. Next, I get my daughter up for school, then I'm in school. You don't see the day go by. It goes really fast, and then you're often in school late..."



Personal action plan made during the programme

- ✓ Use 5-6am slot as 'me time' to do yoga rather than work
- ✓ Put a timer on my phone to remind me to drink water and do a breathing exercise

Four months later

"I was able to stick to my plan. While the changes were small, they really helped me to manage my wellbeing during the really stressful Autumn term 2020."



Recently qualified teacher

Before the programme

"My work is overwhelming"



Personal action plan made during the programme

- ✓ Better prioritisation and saying no
- ✓ Eat at the table
- ✓ Exercise first thing in the morning
- ✓ Enjoy time with my family

Two months later

"I have made a lot of changes. I'm trying my best to have daily routines, exercise when I wake up in the morning. Before, that wasn't the case. I try to spend more time with my family than I used to. I try to say no to certain things. I'm noticing a vast difference from before. For instance, I used to stand in the kitchen and eat quickly, so that I can get things done, but now I try my best to at least sit down and take my time to eat. That is really helping with my whole body, the way I feel."



Experienced teacher

Before the programme

"My workload is huge. I find bad student behaviour is really challenging and I can feel isolated in my classroom"



Personal action plan made during the programme

- ✓ Prioritise the most important things on my list
- ✓ Don't feel guilty about the things that don't get done
- ✓ Talk to my colleagues about how I'm feeling and ask how they are

Three months later

"I think things have changed actually. I now prioritise the most important things and tend not to worry too much about, maybe, the smaller things that don't matter as much. I've got more of a clearer head; I am more clear-minded and focused about things and that's helped definitely."

Sign up today for free workshops for your school

Workshops are free to any school in the UK and are delivered by Bupa Foundation coaches online.

Visit www.bupafoundation.org/educators



The Bupa Foundation Wellbeing for Educators programme pilot took place with 7 schools in London and the North West of England between February 2020 – September 2020 and was independently evaluated by Chrysalis Research. Workshops started as face-to-face but were adapted to be delivered virtually to adhere to COVID-19 guidelines.

1. Teacher Wellbeing Index 2020 (https://www.educationsupport.org.uk/sites/default/files/teacher_wellbeing_index_2020.pdf)