



Steve Waters



Suneta Bagri



# TEACH WELL TOOLKIT MEMBERSHIP

[www.teachwelltoolkit.com](http://www.teachwelltoolkit.com)

## Putting Staff Mental Health at the Heart of your School

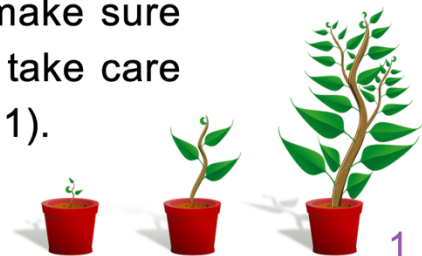
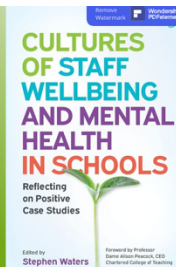
1st September 2023 - 31st August 2024



Jeremy Hannay  
Headteacher  
Three Bridges Primary School  
Southall, London

"...If we're not putting our adults in a soil that is nutrient rich - that will allow them to flourish into whoever they want to be as an educator, they have no chance of doing that in a classroom full of children...very often as a child, you have to watch somebody love something before you can learn to love yourself. That is a nutrient that gets overlooked in many schools - that we need to make sure as leaders that we take care of the people who take care of our pupils" (Chapter 7, p 51. Waters, S Ed. 2021).

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## What can the Teach Well Toolkit do for my School?

Step-by-step Mental Health Lead Toolkit programme to implement a culture of staff wellbeing and mental health.

Gives you the tools and know-how to improve staff mental health.

Involves the whole school community in mental wellbeing.

Reduces staff absence due to stress-related illness. Improves retention. Cuts spending on supply. Promotes recruitment.





# TEACH WELL TOOLKIT MEMBERSHIP

## Benefits

### Includes:



- Support to deliver whole-school Mental Health Lead Toolkit see page 4). £349 value
- Exclusive online vault of wellbeing and mental health resources. £249 value.
- Student Wellbeing & Mental Health Ambassador Training Yrs|5-10 via pre-recorded video. £495 value.
- Mindfulness-based Stress Reduction for Teachers: Online course. £39 value.
- Preventing and Tackling Burnout online courses for staff and headteacher. £39 value.
- Wellbeing and Mental Health coaching for headteacher. Up to £250 value.
- Up to 5 places on Level 2 First Aid for Mental Health Training. £600 value.
- Wellbeing Link Governor training. £249 value.
- Mini-Medics Mental Health course via pre-recorded video for Year 5. £495 value.
- 10% discount on conferences, training, events and other services.

TAs, admin staff and  
Governors are **FREE**  
Teach Well Toolkit  
members





# What is the Mental Health Lead Toolkit?

12 month online step-by-step programme to build a school culture of staff wellbeing and mental health.

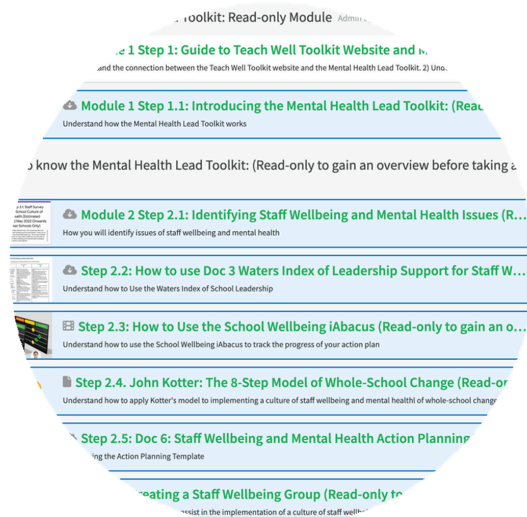
Can be used by someone who has never led whole school strategies.

Built on the foundations of John Kotter's principles of organisational change.

Tackles the 6 Maslach factors leading to burnout.

Supported by pre-written emails to staff, surveys and school mental health assessment.

Optional Wellbeing iAbacus evaluation tool.





## Wellbeing iAbacus: Optional extra Supporting you as you build a culture of mental health

iAbacus

Account Support

Home New Abacus Collaborate Export PDF Customise Exit

### Support for School Wellbeing

Video Guidance

	Emerging	Developing	Embedded
Leadership			
Workload			
Home & School			
Mental Health			

Criteria > Evidence > Analysis > Actions

Optional Description:



## Apply for Teach Well Toolkit School Membership today

<https://forms.gle/JVVUxHpy8QqFYqjEA>

12 months

Only £25 per member of staff for 12 months' membership



Multi-Academy Trust or Federation



Call us for a quotation

0161 552 7411

[www.teachwelltoolkit.com](http://www.teachwelltoolkit.com)



# Cost of Membership vs Cost of Staff Absence



## Cost of Membership vs Cost of Staff Absence

TEACHWELL TOOLKIT  
MEMBERSHIP

Number of staff	Cost of Teach Well Toolkit per school per annum (£25 per teacher: All other staff and Governors free membership)	Cost of supply cover, inc. on-costs		Cost of supply cover per school year of 42 weeks, assuming a school of 100 staff, with one teacher covered each day  <b>£33,600</b>
20 staff members	£500 for the year	£160 for 1 day	£3200 for 20 days	
50 staff members	£1250 for the year	£800 for 5 days	£4000 for 25 days	
70 staff members	£1750 for the year	£3200 for 20 days	£4800 for 30 days	
150 staff members	£3750 for the year	£800 for 5 days	£5600 for 35 days	

Reduce staff absence by 35 days in 12 months = £5600



Central Co-operative  
Learning Trust

## Feedback from a Multi-Academy Trust



Teach Well Toolkit School Membership has allowed our conversations and actions to move forward in a meaningful way. Issues can be properly addressed, rather than it being a tick box activity. We have effective tools for consultation and review, resulting in actions led by a cross-section of the school.

This is complemented by a range of support strategies and forums which enable staff to improve their own wellbeing and mental health.

We're clear as a school family and individuals that meaningful change is both an institutional and individual responsibility and, by engaging with the support and expertise, we can have meaningful conversations to continue to develop a whole-school wellbeing culture.

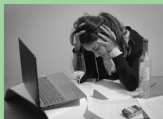
I have every confidence that Teach Well Toolkit Membership will be beneficial to all stakeholders in your school community.

**RICH SIMCOX**

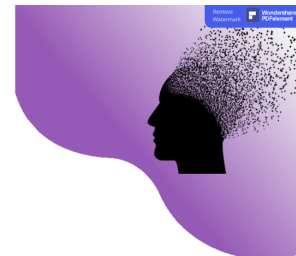
Headteacher: John of Rolleston Primary School, part of the Burton Central  
Co-operative Learning Trust of Schools



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# Education Support Staff Wellbeing Index 2023



SECTION 2

MENTAL HEALTH OF EDUCATION STAFF

## 2. Symptoms of poor mental health experienced in the last year

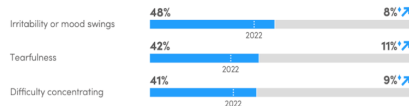
Staff said to us they had experienced many symptoms of poor mental health, which were broadly similar to those found in 2022. The most common was insomnia, or difficulty sleeping.

Note: This question asks all staff in the 2023 survey for their perceptions relating to both 2023 and 2022.

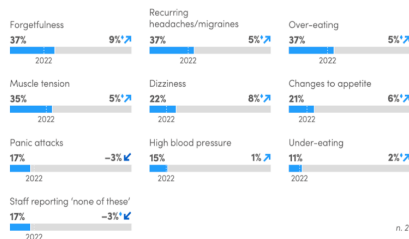
**51%** experienced insomnia or difficulty sleeping  
(6% increase on 2022)



Large increases were also found in the levels of



Other symptoms compared between 2023 and 2022



n. 2

Education Support

Teacher Wellbeing Index 2023 20

↑  
% increase since 2022

↓  
% decrease since 2022



# Not a tick-box. A long-term strategy.





Suneta Bagri

- 25 years' experience in the primary sector, including as headteacher.
- Has led a range of schools out of challenging circumstances.
- Committed to ensuring that school staff wellbeing and mental health is implemented through a values-based approach.
- Suneta knows that, if staff are not physically or mentally well, they will not be able to teach effectively or support the mental health of pupils.
- Fellow of the Chartered College of Teaching.
- First Aid for Mental Health Instructor and Headteacher Wellbeing Coach. Mindfulness Teacher alongside being a teaching fellow within ITT.
- Suneta has three children of secondary school age and lives in Coventry.



Steve Waters

- 40 years' experience in education: 30 years as a secondary teacher, middle leader and Assistant Principal.
- 6 years as a Local Authority School Improvement Consultant.
- BAC approved Counsellor and a First Aid for Mental Health Instructor.
- Steve has lived experience of mental ill-health. In 2008 was diagnosed with Bi-Polar Disorder during a 3-month stay in a psychiatric hospital after a severe depressive episode which nearly cost him his life.
- Founding Fellow of the Chartered College of Teaching and an elected member of council. He has four grown-up children, one of whom is a Psychology teacher, and lives in Manchester.

## Join Teach Well Toolkit today!

## Request an invoice for your school.

<https://bit.ly/3N0rGAX>

Questions?

admin@teachwelltoolkit.com

0161 552 7412

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