How to get upbeat in the downturn

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Introductory question

Please put your hand up if you think that you would work just as well, or maybe even better than normal, if you started to suffer from poor health and wellbeing?

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Health & wellbeing matters

- 175 million working days are lost each year to sickness, costing the economy £100 billion in lost productivity, benefits and taxes
- This has a domino effect on the health and wellbeing of individuals' colleagues, friends and family

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About Teacher Support Network

- We provide free practical and emotional support to staff and their families in the education sector
- Since 2006, this includes all staff working in adult, further and higher education under our new sister charity, the College & University Support Network

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How we improve health and wellbeing

Services include:

- Money and financial advice/assistance
- Free counselling and emotional support
- Free coaching and mentoring
- Free information, factsheets and assessments

We actively campaign for action to alleviate mental health problems in the education workforce

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Why schools need our services

- 475,000 teaching days lost each year are attributable to mental illness (about 40% of all ill health applications)
- 1,470 teachers leave the profession each year through ill health, costing Government £100,000 for each individual

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Individual impact

- Over 50% of respondents said that their personal relationships, work performance and confidence suffered when they experienced stress, anxiety or depression
- The more that a school needs to bring in supply staff, the less 5A*-C grades its students are likely to achieve
- Birkbeck College research found a clear link between teacher wellbeing and pupil performance

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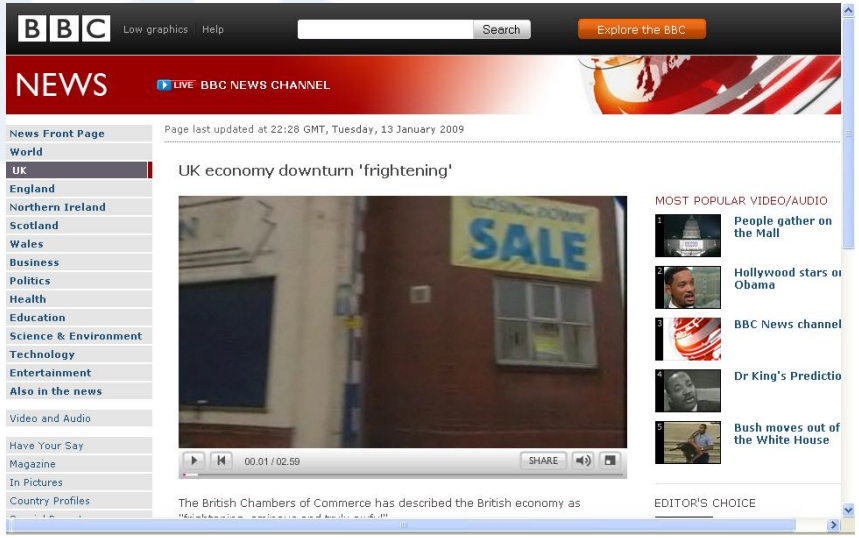
In a downturn, wellbeing support at work is needed more than ever



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Sickness absence rates in the worst 13 UK sectors

Charity services – 4.6%

Other public services – 4.6%

Housing associations – 4.6%

Health – 5.5%

Public services – 4.5%

Central government – 4.9%

Education – 4.2%

Transport, distribution & storage – 4.5%

Non-profit organisations – 4.2%

Food, drink and tobacco – 4.1%

Paper and printing – 3.9%

Care services – 3.9%

Retail and wholesale – 3.9%

<u>£1.45 billion would be generated for the UK economy if these sectors implemented modern health and wellbeing measures</u>

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Royal Mail

- The Group's health and wellbeing and absence policies reduced absence from 7% to 5% over three years; equivalent to an extra 3,700 employees in work. This generated cost savings of £227 million
- Managers reported that the reduced dependency on replacement labour made it easier for them to ensure that key performance indicators didn't slip.
- Quality of service improved by a factor of 12 to one, and net income increased by £1.2 million

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How can we get upbeat in the downturn?

- Integrate health & wellbeing into training
- Embed mutual wellbeing care into staff culture and internal practices – e.g. staff wellbeing KPI, staff forum, caring appraisal and supervision process
- Promote a good physical, mental and nutritional lifestyle at work
- Offer, promote and work with good external support for all kinds of mental and physical illness – e.g. coaching support lines, physios, GPs, HR etc - to help retention and encourage early returns to work
- Lead by example

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