



Well-Being:
making a difference

No 6, Spring 2002

WELL-BEING

The Newsletter of the Norfolk Education Staff Well-Being Programme

NORFOLK SUPPORT LINE

We are often asked about the Support Line, there seems a common, but mistaken, belief that someone sits in County Hall and answers the calls. The reality is that the Support Line is managed for Norfolk County Council by Counselling in Companies (CiC) a London based subsidiary of Westminster Pastoral Foundation (WPF) a registered charity with over thirty years experience in providing general counselling and psychotherapy services.

CiC's principal activity is the provision of Employee Assistance Programmes for the public, private and voluntary sectors. CiC provides a Helpline and counselling service for Norfolk County Council with a view to ensuring the well-being of it's staff. Whilst statistics on usage are provided to evaluate the usefulness of the service these are presented in a totally confidential manner and do not identify individuals and their specific organisations.

The Norfolk Support Line is available free of charge 24 hours a day to teaching staff, and to non-teaching staff in schools and LEA Departments which have bought into the scheme. Check now with your headteacher or head of service to find out if you are covered. There is also a confidential Managerial Adviceline available from 8am to 9pm Monday to Friday. Still sceptical about counselling?

Go to: www.esinet.norfolk.gov.uk/wellbeing/HelpDesk/Counselling.htm

Well-Being News from North Walsham High School

In October 2001 the staff headed to the Cliftonville Hotel in Cromer for a training day. The buoyant atmosphere a change of venue can instil was apparent from the moment coffee was served on arrival. A very enjoyable morning on "Managing Student Behaviour", provided by an in-house team, was followed by an excellent lunch for all staff. A walk on the promenade was built into the post-lunch programme as we are always told walking is good to reduce stress!

David Saunders introduced the afternoon "well-being" session. There was an active session called "Diversity", this woke us up, highlighted staff skills and showed how well we knew each other. David's session concluded with a video called "Fish" which offered a four-step strategy for fun and satisfaction in the workplace, without the need for actual fish! There was also a contribution from Paul Huke on strategies for relaxation and coping with stress.

Diane Hartley, Well-Being Facilitator, North Walsham High School

Norfolk Support Line 0800 169 7676 Managerial Adviceline 0800 085 3805

Continuing our series on the activities of Well-Being Facilitators, Ian Rycroft reports on his "role" at Archbishop Sancroft High School, Harleston.

"Not a job but a role"

I don't think that I was totally convinced by this description of what a Well-Being Facilitator would entail. The launch of the questionnaire to everyone in the school was the easy bit, receiving the report was another matter. To address the three issues identified for particular attention we decided to organise meetings for the different types of staff.

Fortunately David Saunders, Well-Being Co-ordinator, agreed to lead the "way forward" sessions with different staff groups. I sat in on all the meetings - canteen staff, learning support and technicians, caretaking, teachers and office staff. Guess which was the hardest group! Armed with summaries provided by David, I have been busy liaising between groups and the Head. The groups have agreed actions points for further consideration. There is hope that concrete changes will materialise to help everyone's well-being.

I have felt really privileged to be at the heart of the process. I feel that I actually understand more about how my school ticks than perhaps anyone else. I have also had fun throwing out all sorts of debris from our teachers' staffroom to create a better environment and room for the new water cooler. But as for being just "a role"

Voice Problems?

The DfES says that teaching is an occupation likely to cause voice disorders. Prevention of voice disorders is aided by education in voice projection and vocal care (*Fitness to Teach: Occupational Health Guidance for the Training and Employment of Teachers, December 2001*). The following three voice care tips were given by a voice teacher at a seminar last year:

- 1. If you drive to work, try doing some breathing exercises as you travel.***
- 2. Do not talk over children's rising noise. Wait until the sound begins to dip and then speak. This saves much vocal abuse.***
- 3. Try and drink at least two litres of pure water a day. When in constant use, the vocal folds become warm and, in doing so, dehydrate.***

Facilitators' Network King's Lynn & District Well-Being

Another successful network meeting took place on Friday 22nd February at the Black Horse Inn, Castle Rising. David Saunders joined eight Well-Being Facilitators for lunch and a fruitful discussion was held where experiences were shared and future meetings and possible venues discussed. We would welcome feedback on these and also the timings of such gatherings. We meet again on 21st June, time and venue to be announced. David will be bringing "Diversity" with him - come and find out more.

Pat Williamson and Margie Brown

Network meetings next term:

13th June Burston Primary

19th June Weeting Primary

25th June Broadland High School

2nd July Wroughton First School

4th July Hethersett High School



TBF
the teacher support network

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