

## Workload Help

Workload remains a big issue for many colleagues in Children's Services. There are some useful links below, which may help. Although they are focused on schools, they can be applied to other work situations as well.

[www.teachersupport.info](http://www.teachersupport.info)

The Worklife wizard link is a really useful link to give you a personal assessment of how your worklife balance looks.

[www.dcsf.gov.uk/betterregulation](http://www.dcsf.gov.uk/betterregulation)

Your chance to let the DCSF know how their initiatives are affecting your workload.

[www.teachers.tv/video/37931](http://www.teachers.tv/video/37931) Some useful tips on managing workload.

## Follow us on Twitter

Follow us on

<http://twitter.com/NCCWellbeing>

for weekly updates and ideas, links and suggestions on how to improve your wellbeing.

## Norfolk Support Line

Norfolk Support Line is currently provided by BUPA and employees of Norfolk County Council are entitled to use their wide variety of member offers.

**Norfolk Support Line**

**0800 169 7676**

Available 24 hours a day, 7 days a week, 365 days a year

To view these offers, go to [www.bupa.co.uk/memberoffers](http://www.bupa.co.uk/memberoffers) to see what is available. These special offers are changed regularly so keep checking online

to see what's new.

## Facilitator Training Sessions

If your school or department would like to join the Well-Being Programme or would like a new member of staff trained as a Facilitator see below for the next available days for training.

Wednesday 17 March 2010 - Norwich Professional Development Centre  
Thursday 18 March 2010 - West Norfolk Professional Development Centre  
Thursday 13 May 2010 - Norwich Professional Development Centre  
Friday 5 November 2010 - Norwich Professional development Centre

Please contact the Well-Being office to book a place.

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# NORFOLK CHILDREN'S SERVICES STAFF WELL-BEING PROGRAMME

Spring 2010

## The newsletter for all employees of Norfolk Children's Services

Welcome!

Welcome to the Spring 2010 Well-Being Newsletter.

Do you have anything you would like to share about your Well-Being organisation? We are always looking for items to add to the newsletter and share with our colleagues. If you have, please contact

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### Five ways to beat the January blues

The joys of January, tight waistbands, echoing bank accounts, winter vomiting viruses, failed detox regimes, back to work blues. It's not all doom and gloom, here are some suggestions to stop the blues 'settling in'.

**Mood Foods:** Research has shown that omega-3 fatty acids block chemicals called cytokines that can cause low mood. Oily fish (salmon, sardines, mackerel, tuna) flaxseed oil, nuts and seeds are all good sources. Some studies also link diets low in folate to low mood. Cabbage, broccoli and sprouts are good sources of folate.



**Foiling the norovirus:** The health protection agency says levels of infection of the "winter vomiting bug" are at their highest since 2002 in England and Wales and that around 100,000 every week will go down with this horrid, though rarely dangerous bug. The Royal College of GP's says we can do much to prevent the spread: improved hygiene (rigorous hand washing, cleaning surfaces, loos - anything that has been in contact with an infected person) and keeping infected people away from others for at least 48 hours after symptoms end are your best bet.

**Eating breakfast:** Attempts to reverse festive weight gain often involve meal-skipping. However, low blood sugar can affect energy and mood. Dietician Lyndel Costain says porridge - low fat, filling, warm - provides mood friendly B vitamins, iron and zinc and keeps blood glucose levels steady.

**Exercise and sleep:** Studies show that exercise is an effective treatment for mild to moderate depression. Thirty minutes of activity (brisk walking) a day could tackle the January bulge too. Weekend post-Christmas sleep "catch-ups", meanwhile, will make you even more lethargic and discombobulated. Sleep experts advise establishing a regular pattern of seven to eight hours per night: keep your bedtime and waking times consistent to reset your body clock.

**Socialising:** Countless studies have linked psychological Well-Being to social networks, but at this time of year we're all too fat and depressed to go out. Buck the trend: organise social dates,

join a club or become a volunteer.

Information from Lucy Atkins, the Guardian.

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## Five Ways to sort out your Finances

### Look at the big picture

You may be used to working out a budget every quarter. Or perhaps the closest you have come to money management recently was looking after the kitty on the last night out. Either way, it pays to take some time - as little as fifteen minutes - to work out how much money you have coming in and going out so you can make the most of what you have. Sit down with bank statements and make three lists of outgoings. The first should be a list of essential outgoings such as mortgage or rent, utilities bills, council tax, insurance, debts and so on. The second list is for everyday spending such as food, petrol, travel costs, clothes, newspapers etc. Finally, write down occasional spending such as holidays you have planned, birthdays, Christmas and any weddings or expensive projects such as home improvements. Take the total of the three lists away from your income. If you have any money left there is plenty you can do to make it work harder. If you are spending more than you earn then don't panic, there is a lot you can do to cut back and get things under control.

**Tip:** It pays to hang onto all your bank and card statements and other financial documents. Keep them in one place so that it is quick and easy to go over your budget at any time - and especially if your circumstances change.

### Survive the longest month

Many people get paid in early December, which adds to the festive mood and makes shopping easier. But the long wait until the end of January for your next paypacket can seem endless. So check your balance today, work out what payments and standing orders are still to be paid before your pay is due. If you're in danger of exceeding your agreed overdraft

limit, contact your bank now to arrange a temporary increase and don't wait until it's too late and you've incurred hefty bank charges. **Tip:** January is a struggle but don't forget your credit card bills will fall due in February so try not to go crazy with January's pay cheque.



### Spot ways to cut back

Whether your bank balance is healthy or not, it makes sense to look at areas where you can save. Start by checking your standing orders and direct debits to make sure you're not paying for something you had forgotten about. Your spending lists should also provide clues to anything non-essential or comfort-spending. You may want to set yourself a cash budget each week, draw that out and try not to spend more. You may be amazed how much you spend each week on cappuccinos and muffins on the way to work and a bottle of Pinot Grigio or Becks on the way home, without realising.

### Review all your deals

Unless you keep an eye on deals and packages, you will end up paying more than you need to on everything from your mortgage to your broadband. Make use of comparison websites to shop around quickly, it's getting easier to switch all the time.

### Bust debts/Build savings

If you are in debt... Once you get your debts under control you will have more options and less worry. Aim to pay off as much as you can afford. This is where you need to make sacrifices and go back to basics. If you have any savings, keep some back for emergencies but use what you can to make a dent in the

debt - the interest you are paying on the debt will far outweigh what you are earning on the savings. Make the debt as cheap as possible and don't be afraid to ask for help if you feel stuck or start struggling. Approach your lender before defaulting on any repayments and they should be willing to negotiate a manageable repayment plan. Another option is to call Norfolk Support Line who can help you with any money management issues

**0800 169 7676**

Finally.... Keep up the budget reviews, deal reviews, debt repayments and savings and this time next year, things won't seem half as bad.

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## Student Howlers!

The following are true answers that students have given to exam questions.

What was Sir Walter Raleigh famous for?  
He is a noted figure in history because he invented cigarettes and started a craze for bicycles.

Where was the American Declaration of Independence signed?  
At the bottom

Joanna works in an office. Her computer is a stand-alone system. What is a stand-alone computer system?  
It doesn't come with a chair.

What is the highest frequency noise that a human can register?  
Mariah Carey

Name six animals which live specifically in the Arctic?  
Two polar bears and four seals.



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## High School needed for Community Well-Being Project

The High-Five Alive Programme is a programme that aims to help schools flourish and become skilled at nurturing themselves and their environments.

The pilot programme will be offered for free to one interested High School .

Programme elements can include:

- A five session programme for high school students in any year group.
- A stand alone three hour evening programme for parents called Maximise Your Child's Well-being.
- A structure of support for participating students including coaching, monitoring, a buddy system, links to resources, other programmes etc.
- An integrated Well-Being measurement tool, enabling the school to measure increase in Well-Being.
- An inbuilt Well-Being project, chosen by each student because it touches, moves or inspires them, carried out over four weeks of the programme.
- Ways to create picture stories, presentations and materials to share with other students, schools and communities around the world.
- Participate in an Olympic well-being competition.

If you are interested in your school taking part in this pilot programme, please contact the Well-Being office on 01603 222326.

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