

Covid-19 Response - Staff Information Document

Mental Health and Wellbeing - information and resources for all staff

Dear colleagues,

Following the incredible hard work and community effort over recent weeks and months, the announcement last week that the Bailiwick can move to Phase 5 of the [Exit Strategy](#) on 20 June 2020 is a positive and welcome milestone. This means that the community will see a return to normal economic and social activity and islanders will be part of a Bailiwick bubble where the requirements for social distancing and the size of gatherings are removed. For schools this means that many of the adjustments made for Phase 4 can be removed or relaxed significantly.

Nevertheless, it is still important we do not lose our collective and renewed awareness of Public Health priorities and, where we can, we should aim to continue to focus on maintaining some of the very positive behaviour changes the community has adopted on the journey out of lockdown so far. These include the emphasis on good respiratory hygiene practice; a greater awareness of personal space and the commitment to more active travel choices made by families, children, young people and staff. Officers are working with your school/College leaders to provide more guidance about Phase 5 in Education and to make sure that you are all supported as we move into this next stage of our response to Covid-19.

While all of this news is cause for celebration, we also recognise that many staff have been operating under significant pressure over the recent weeks and months. Keeping schools and settings open for the children and young people of the community's essential workers over the whole of the lockdown period, coupled with the delivery of a high quality Distance Learning package and the rapid shift into new ways of delivering education for all under Phase 4 has been a wonderful achievement by our education community but may have had an impact on our own wellbeing at times. Covid-19 has been de-stabilising for many people and we recognise that staff may still be feeling anxious about the new normal, continue to have questions and concerns or may appreciate additional or independent support at this time.

Whilst we have already provided a dedicated portal for all staff to use to submit questions or concerns, it is important that all members of the education community in the Bailiwick know exactly what additional help is available and how to access it. This Staff Information Document aims to signpost all staff to the various sources of support currently available to help support mental health and wellbeing.

Resources

Line management

Good line management is key given the significant pressure that many staff may have felt when continuing to work during an uncertain and unsettling period. All staff should continue to benefit from the usual supportive and effective line management arrangements that should be in place in all settings. Please do let your line-managers know if you are finding things difficult.

In addition, The States of Guernsey Employee Assistance Programme is available for all staff to access and your leaders will continue to promote this service. More information is available [here](#). If you are concerned about your emotional/mental health or well-being, please raise your concerns at the earliest opportunity. In addition to the EAP provision, a referral to Occupational Health is also possible and 1:1 counselling is available too via this service.

Other useful resources

You might also find it helpful to note The States of Guernsey Mental Health and Wellbeing in Schools policy, which is available [here](#)

The States of Guernsey COVID-19 website has a dedicated page on mental health support too and it can be found [here](#)

The Educational Psychology Team has produced a document which contains lots of really helpful resources and information and is available [here](#)

Five ways to well-being

Research shows that there are 5 simple ways to feel happier and improve your wellbeing. The States of Guernsey has developed a useful framework, known as CLANG as a tool to help staff implement the five important steps into everyday lives.

<https://www.gov.gg/CHttpHandler.ashx?id=103297&p=0>

Healthy Minds

The States of Guernsey offer a free service for anyone who needs to access support from a mental health professional. This offers a self-referral pathway and does not need GP referral. Please follow <https://gov.gg/healthyminds> for more information.

Mental Health First Aid (MHFA) England

MHFA is a social enterprise organisation with a vision to improve mental health. There are lots of helpful resources on the website <https://mhfaengland.org/mhfa-centre/resources/>

MIND

The charity MIND has developed Wellness Action Plans which provide practical tools for staff to support their own mental health at work. More information is available here <https://www.mind.org.uk/workplace/mental-health-at-work/taking-care-of-your-staff/employer-resources/wellness-action-plan-download/>

NHS – Every mind matters

The NHS have a dedicated website to mental health and coronavirus with lots of tip and helpful advice. The website is available at the following link <https://www.nhs.uk/oneyou/every-mind-matters/>

Online training

Hays offer free online training courses for Teachers on wellbeing which are available here <https://educationtraining.hays.co.uk/wellbeing-first/>

Healbright have also produced a free online course, it is labelled as self-care under quarantine but the advice is helpful for the whole pandemic period. <https://healbright.com/p/self-care-under-quarantine>