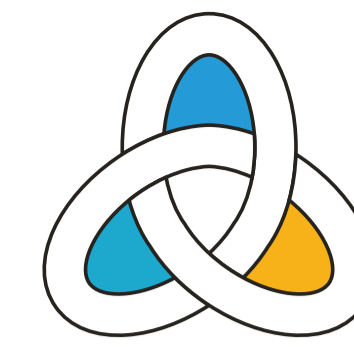


wellnews



LEARNING TOGETHER
CORNWALL EDUCATION LEARNING TRUST

EDITION 4 - JULY 2024

Bodmin College | Brannel School | Carclaze CP School | Fowey Primary School | Lostwithiel Primary School | Luxulyan School | Mevagissey Primary School | Mount Charles School | Newquay Junior Academy
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Staff survey results.

In this edition of Well News we will be focusing on the results of the well-being survey that was recently conducted across the Trust.

The survey found that as a Trust, we are doing the following things well:

Top three results:

- 90% of respondents stated that they felt comfortable asking colleagues for help when they needed it
- 87% of respondents reported that they felt respected by colleagues
- 80% of respondents responded that they had not felt discouraged from applying for promotions in their time with the Trust

This year, you told us how much you value the support of your peers and your line manager through the annual staff survey. We want to thank you all for building such strong and supportive teams across the Trust, we recognise the importance of this in creating a positive culture at work.

We can also see from the results that colleagues need additional support in some areas such as stress, overwork, keeping on top of responsibilities and sleep:

Areas for improvement:

- 21% of respondents stated that they felt able to stay on top of work responsibilities
- 10% of respondents stated that they had not felt stressed lately
- 8% of respondents said that they had not felt overworked

Being able to manage your workload is an essential part of your overall well-being. Having positive coping strategies is essential for dealing with stressful situations that can be employed quickly and effectively as they arise at work and in our personal lives.

In this issue we will provide information on how you can learn to deal with this area effectively, helping you to understand your own locus of control and what remains within your personal responsibility as well as what the organisation can do to support this.



Locus of Control

Locus of control is a psychological concept that refers to an individual's belief about how much control they have over the events and outcomes in their life. This concept was developed by Julian B. Rotter in 1954 and is used to understand people's attitudes towards personal responsibility and their ability to influence their circumstances.

There are two primary types of locus of control:

1. Internal Locus of Control:

Individuals with an internal locus of control believe that they have a significant influence over the events in their lives. They feel that their actions, decisions, and efforts directly affect the outcomes they experience. These people are more likely to take responsibility for their actions and feel confident in their ability to shape their future.

2. External Locus of Control:

Individuals with an external locus of control believe that external forces, such as fate, luck, or other people, have a greater influence on the events in their lives. They tend to attribute their successes or failures to factors outside their control. These individuals might feel less empowered to change their circumstances and may be more prone to feelings of helplessness or passivity.

The locus of control can significantly impact various aspects of a person's life, including their motivation, behaviour, stress levels, and overall mental health. For instance:

- **Motivation and Achievement:** People with an internal locus of control are generally more motivated to achieve goals, as they believe their efforts will lead to success. They often set higher goals and persist longer in the face of challenges.
- **Stress and Coping:** Those with an internal locus of control are likely to handle stress better because they feel they can take steps to manage or alleviate stressors. In contrast, individuals with an external locus of control might experience higher stress levels due to a perceived lack of control over their circumstances.
- **Health Behaviours:** An internal locus of control is often associated with proactive health behaviours, such as exercising and maintaining a healthy diet, because individuals believe their actions can improve their health. Conversely, an external locus of control might be linked to poorer health choices, as individuals may feel their health is largely determined by external factors.

It's important to note that locus of control is not a fixed trait and can vary across different situations and contexts. Additionally, some balance between internal and external locus of control is often considered healthy, as it allows individuals to recognise the role of both personal agency and external factors in their lives.

Setting boundaries

Deciding how you are going to work, within your hours of work and availability for contact with colleagues, pupils and parents is an essential way to ensure that healthy boundaries are kept. That allows you to have the essential rest and recovery time every day.

Here are some practical tips to establish and maintain healthy boundaries at work:

Your working hours:

Define specific times for starting and ending your work activities. Communicate this to your pupils, parents, and colleagues. Stick to these times as much as possible to ensure you have personal time to unwind and recharge.

Limit after-hours communication:

Establish a personal rule for responding to emails and messages. For example, you might decide to check and respond to emails only during certain hours of the day. Consider using an email auto-response to let people know when they can expect a reply.

Prioritise tasks:

Focus on what is most important and urgent. Use tools like to-do lists or productivity apps to manage your tasks effectively. Avoid overcommitting by recognising your limits and saying no when necessary.

Take breaks:

Take regular breaks throughout the day to rest and recharge. Short breaks can help improve focus and productivity. Make sure to have your lunch away from your desk if possible.

Engage in self-care:

Prioritise activities that promote your well-being, such as exercise, hobbies, meditation, or spending time with loved ones. Self-care is essential for maintaining mental and physical health.

Seek support:

Don't hesitate to ask for help when needed. Collaborate with colleagues, share resources, and lean on your support network. If you're feeling overwhelmed, consider talking to a counsellor or therapist.

Access support through the CELT Employee Assistance Programme

Set student expectations:

Clearly communicate your expectations and boundaries to your pupils. Let them know when you are available for help and when you need time to focus on other work activities.



Professional development:

Engage in professional development opportunities that focus on time management, stress reduction, and boundary-setting. Learning new strategies can help you manage your workload more effectively.

Reflect and adjust:

Regularly reflect on how you manage your workload and your stress levels. Adjust your boundaries as needed to ensure they continue to meet your needs. Flexibility can help you find a balance that works over time.

Separate personal and professional life:

Try to limit any work at home, whether physically or mentally. Develop routines to transition from work to personal time, such as a walk after school or a relaxing activity.

Delegate when possible:

Don't be afraid to ask for help from colleagues and look at ways to collaborate with others on big tasks and projects. Allowing others to help can lighten your load and empower those around you.

By implementing these strategies, you can create a healthier work-life balance, which is essential for sustaining your passion and effectiveness in the classroom.

What's next?

In the autumn term we will be running a series of masterclass events, inviting experienced colleagues to share their methods and strategies for staying on top of work responsibilities and how to create personal boundaries to manage your work/life balance, no matter which life stage you are in. Full details will be shared later in the year.

Want to learn more?

The summer break is an important time for you to recharge after a busy year. If you want to gain some inspiration or work management strategies to kick the new academic year off in a way that you want to continue, the following podcasts are aimed at UK school staff and may be just the thing to listen to whilst basking in the Cornish sunshine (!)

Whatever stage of your career you are currently in, there is sure to be one for you. Take a look at these highly recommended podcasts that offer insights, practical tips and inspiration:

The Education Podcast Network

A collection of podcasts focused on various aspects of education, providing a wide range of content from classroom tips to policy discussions.

The TES Podcast

Produced by the Times Educational Supplement, this podcast covers current issues in education, interviews with educators, and discussions on teaching strategies and resources.

The EdTech Podcast

Focuses on the intersection of education and technology, exploring innovative tools, trends, and best practices for integrating technology into teaching.

Pivotal Podcast

Offers behavior management strategies, practical classroom tips, and interviews with educators on creating positive learning environments.

Mr. Barton Maths Podcast

Hosted by Craig Barton, this podcast is especially useful for maths teachers. It features interviews with maths education experts and discussions on teaching practices.

The Teacher Toolkit Podcast

Created by Ross McGill, this podcast covers a wide range of topics relevant to teachers, including workload management, assessment, and pedagogical strategies.

Education on Fire

Hosted by Mark Taylor, this podcast shares inspiring stories from the world of education, aiming to ignite passion and creativity in teaching.

The Primary Knowledge Podcast

Ideal for primary school teachers, this podcast from the Knowledge Schools Trust focuses on subject knowledge, curriculum design, and effective teaching methods.

Naylor's Natter

Hosted by Phil Naylor, this podcast features interviews with educational thought leaders, authors, and practitioners discussing research and practice in education.

The Early Career Podcast

Tailored for new teachers, this podcast provides guidance, tips, and support for those in their first few years of teaching.

These podcasts offer a wealth of information, inspiration, and practical advice, making them valuable resources for UK-based teachers looking to enhance their practice and stay informed about the latest developments in education.