

QA

EDUCATION

THE ESSENTIAL GUIDE TO PURCHASING
SERVICES AND PRODUCTS

MENTAL HEALTH & WELLBEING



OYSTER OUTCOMES

MEET SOME OF OUR TEAM:

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Helen Moreton – Coach, Mentor, Independent Trustee. In addition to delivering success in her own business, Helen has been a sought out and commended Coach to Head Teachers, both through Oyster Outcomes, and in her voluntary role as a School Governor, and Assurance Coach. She advocates coaching as a route to building performance and resilience.



Andy Elwood – Lead Mental Health First Aid Instructor (Adult). Andy is a highly regarded, vastly qualified practitioner with wide range of experience delivering MHFA courses and bespoke MH & Wellbeing Strategy workshops including to the public sector. Official Movember Ambassador and male health advocate.



Diane Gibbons MCIPD – Lead i-act for Positive Mental Health and Wellbeing Instructor. Diane has a wealth of cross sector experience,

including assurance and MHFA. She's delivered bespoke workshops in the education environment with Oyster Outcomes, and recently delivered i-act to an esteemed Research Institute.



Diksha Chakravarti MSc – Stress Management and Pain Therapist – New to the Oyster team, we are working closely with Diksha to develop some Oyster Outcomes workshops with a grounding in stress management, to be offered in 2022. She specialises in women's health and wellbeing.

Tamara Judge – Positive Psychology Coach, i-act accredited. Tamara originally trained as a primary school teacher, serving an underprivileged community in the South-East of England. She's developed a flair for positive psychology and coaches individuals and bespoke courses in workshop settings, for people aged 8+. She is designing two Oyster Outcomes resilience workshops for delivery in 2022.



Vicky Denning – Coach, Mentor, Independent Assurance and Engagement Expert.

Vicky has a depth and breadth of consulting experience in the private sector, as well as leading the 'Critical Function' in the John Lewis Partnership on behalf of Waitrose. She's a gifted coach and mentor, as well as trained in psychometric profiling. She's working with Marie currently on the team coaching assignment at the University of Surrey and has input into higher ed change management work with Oyster.



Matt Loftus – MHFA Instructor (Adult & Youth Lead). Matt's the Oyster Outcomes Youth MHFA Lead. He's an enormously resourceful instructor and mentor, initially trained as a teacher, including working with children with behavioural issues, and as an Associate Lecturer at Birmingham City University. We're excited for the work we can do in 2022,



Anne Wilkinson – Coach, Mentor, Independent Assurance and Culture Expert. Anne has a depth of experience, working with organisations to mobilise workplace culture towards positive places of work. She's an Independent Chair for NHS England and delivers complex feedback with great care and skill. A trusted advisor and Coach, she recently completed a 1:1 Oyster coaching assignment at the University of Hertfordshire.



Dr Marie Stopforth CPsychol – Coaching Psychologist, Mentor, Mental Health First Aider.

With a wealth of higher education lecturing and leadership experience, as well as being a key member of the British Psychological Society, establishing the new BPS Coaching Standards. Marie's currently completing a Team Coaching Assignment for us at the University of Surrey. She's a MHFA and MH Advocate.



Partner with Oyster Outcomes, experts at working in all tiers of education, to access Youth and Adult mental health and wellbeing learning resources.



Our commitment to enabling places of education to establish successful mental health and wellbeing strategies is borne out of our substantial work with schools, MATs, Nurseries and Universities.

Making sure people – staff, pupils, volunteers, and parents alike – are supported properly, through access to knowledgeable, skilled and informed supporters, is not only financially beneficial - enhancing efficiency, reducing absence, and lowering staff turnover - we also believe educationalists will agree, there is a moral purpose to ensuring you are well placed to support individuals facing into mental health issues. **As servants to the people we educate, everything routes back to giving our young people the absolute best experience of school they can expect.** To achieve this, we must ensure our staff, volunteers and parents are enveloped in a culture of positive mental health and wellbeing.

In January 2020, Deloitte updated their in-depth analysis into the state of mental health and wellbeing in the workplace, through the release of their report - [deloitte-uk-mental-health-and-employers](https://www.deloitte-uk.com/mental-health-and-employers). Noting that this was conducted before the Covid-19

No one knows better than you, how important the mental health and wellbeing of your staff and our young people is. Visit - [Mental Health and Wellbeing Consulting | Oyster Outcomes](https://www.oysteroutcomes.co.uk) to find out more about our work, and contact hello@oysteroutcomes.co.uk to arrange a confidential, no obligation consultation where we will help you identify affordable solutions to enable you to develop a culture of positive mental health and wellbeing for your school.

pandemic took a grip of the world, leads us to believe that the financial case for investment in Mental Health and Wellbeing is even more important than ever: '...we have updated this analysis to look again at the **costs of poor mental health** to UK employers, **finding they have increased by 16%*** now costing up to **£45 billion**. Our updated work also makes a positive case for investment in mental health by employers, finding an average **return of £5 for every £1 spent, up from the £4 to £1 return identified in 2017.**

*The report calculates that poor mental health costs UK employers at **£42 - 45 billion a year, compared to £33 - £42 billion in 2017**. The 16% rise is calculated from the mid-points between the two.' The National Governance Association recently reported **'45% of [survey] respondents consider pupil mental health and wellbeing as one of their top three strategic priorities for the coming year'**. There's significant work ahead as we continue to work through multiple impacts of the pandemic on young people, equipping staff to respond to complex needs, and recently reported cases of tragedy and childhood neglect serve as chilling reminders of where things can go wrong if red flags are missed.

The NGA also highlights **14% of respondents state, 'staff**

wellbeing and workload', and 28% spotlight 'attracting high quality leaders' as being strategic priorities.

These statistics show more must be done to support school leaders in creating cultures of personal development, wellbeing, and mental and physical health equality, enabling professionals the best opportunities to deliver.

'According to a recent poll by the NEU workload increases have led to many of those working within education stating that they would look to leave the sector soon. It also found vast amounts of education staff reporting that aspects of their jobs have worsened including work life balance and wellbeing.'

We recognise the purse strings are constricting further as demands grow and inflation soars. At the same time, we know the matter of mental health and wellbeing has never been more important. Sitting across a number of crucial school policies, including Safeguarding and Health & Safety, and with this key issue at the forefront of Ofsted's inspectorate, Oyster Outcomes is a resourceful and flexible organisation, offering a whole host of options to schools seeking to improve their provision of mental health and wellbeing support, including:

• **Mental health first aid**

training (for Adults, and for Youth), approved by MHFA England, and certified by Public Health England;

• **i-act for positive mental health and wellbeing** certified by the Royal College of Psychiatrists;

• **Wellbeing workshops** for young people and adults;

• **Stress management workshops;**

• **Coaching** (for Adults and for Young People from age 8+);

• **Mentoring** (leadership and teaching staff, as well as Governors)

• We also design and deliver **bespoke workshops** and inset days for our school colleagues, including sessions focused on **team goal setting, personal resilience, and creating clarity and direction** in a period of flux and uncertainty.

Improving the Mental Health and Wellbeing of your school community may feel like a daunting task, especially taking account of the financial costs associated with any training solutions. However, we believe this is nudging close to the top of the risk register in most schools, and therefore, we believe this is a vital investment, to enable staff to grow in their satisfaction in their jobs, and to allow our young people the very best opportunities to progress their learning, by living healthy lives, incorporating mental wellbeing into the whole person's state of health.

Editor - Felicity Gasparro

Felicity is the owner of Oyster Outcomes, an organisation that focuses on enabling people through a number of services, to be equipped, structured and supported to deliver their best in the workplace. She is also the Vice Chair of the LGB of a Catholic Primary School as well as Vice Chair of the Frassati Catholic Academy Trust. She has worked extensively throughout the education sector, including Higher Education, Early Years and with Primary Schools. She has a specialist interest in health & safety and leadership development, as well as compliance. Felicity delivers a high quality of service to her clients, and has a team of talented and flexible Instructors, Coaches and Advocates, who enable Oyster Outcomes to deliver extensive training in this field.

CASE STUDY

MICKLETON PRIMARY SCHOOL



LEARNING OBJECTIVE - To provide the senior leadership team with individual coaching to increase their ability to support and develop staff; through an INSET day designed specifically for the school, to provide all staff with enhanced resilience.

From the Head - Tom Roberts

"The mental health of our staff has always been a high priority for the school. We spend a long time in the school building, and we want our staff to enjoy that time. If the staff are in a good place with their mental health the children benefit from this. We've been collaborating with Oyster Outcomes to explore the ways we can raise the bar on the support we can offer staff. They've been able to put together a clear package of support and CPD for all staff. We aim to provide the staff with the tools needed to manage situations when they arise. Teaching is a very personal vocation, and this comes with its own challenges to manage. We're undertaking a personalised Inset Day to focus on staff

resilience – coming out of the pandemic, this has never been more important. I am completing the Mental Health First Aid course and the SLT is receiving 1:1 coaching. Combined, this will be embedded within future CPD planned.

The whole process has been very manageable, and I feel very supported by Oyster Outcomes in producing a strategy that will positively impact the team. Personally, the last few years have been incredibly challenging with a huge increase in accountability. The coaching sessions will provide that specialist support to ensure our leaders are in the right place to continue to develop themselves and the school."





From the Coach – Helen Moreton – MCGI & NLP Practitioner.

"I started my work with the Mickleton SLT through a series of triad sessions. These usually take place at the start and end of a coaching package and are held with the coach, the client, and their line manager present. Within an education setting the line manager could be the headteacher, Trust CEO or the Chair of Governors. Triad is designed to support the coaching client in forming their goals for the coaching sessions, but with the added benefit of gaining the thoughts of the line manager. This also ensures support for the coaching process is available. As the coach I am independent and help both the client and the line manager explore and express what the client would like to focus on, why this is important to them and the school, and the outcomes they would like to achieve. Building this plan early on supports the coaching process and helps the client to stay on track with their goals. I have delivered Coaching and Leadership Development within a range of educational settings as well as coaching

social workers. I'm a Chair of Governors for my local Primary School. This varied experience provides me with a valuable insight into the volatility of the sector and a greater appreciation for the difficulties individuals within this environment face. I appreciate the wonderful and challenging sides of this work as we strive to ensure every child has the opportunity and necessary conditions to thrive, and really do see coaching as a great tool to grow and develop self within this. As part of a total wellbeing strategy, coaching helps individuals build clients' resilience as it is founded on the belief that we are capable and resourceful people, but we can lose sight of this when faced with complexity and can become overwhelmed. Coaching is positively focused and enables people to raise their self-awareness and maximise their strengths. This not only has a positive impact on the client, but also the team around them. Throughout the sessions I share different models, articles, tools, and techniques and often these tools are then

used and shared with the wider team. Finally, when a senior leader invests in their development, they are showing to the wider team that this is not a sign of weakness, but an important and a necessary part of how we all grow and develop. Seeing repeatedly how much leaders in education enjoy and really need that safe and confidential space to download, explore, make sense, and grow, entices me to work in education. In such a complex world and working environment, having dedicated time to consider how we navigate these challenging times is time well spent. The Heads I have worked with have told me that the non-judgmental, creative coaching space we create has been useful in building plans and performance at such challenging times. It is truly brilliant to know that I have played a part in helping these individuals grow and achieve."

From the INSET Day Instructor & Coach –

Tamara Judge - MSc. Applied Positive Psychology & Coaching Psychology

"I'm very excited to be supporting Mickleton on their journey to develop staff wellbeing and resilience, strengthening their positive, supportive school culture. It is wonderful to work with a Head who is fully committed to the wellbeing of his team and who wants to take proactive steps to equip staff with psychological tools and strategies they can use to help themselves and each other. We'll be creating a team vision of resilience and wellbeing for the school, and then look at individual contributions by using tools to strengthen mindset, build resilience, and create unshakeable self-esteem, before creating an action plan to achieve this vision.

As a former primary school teacher/key stage leader and now coaching psychologist myself, I have a deep insight into the unique challenges that teachers and school leaders face on a daily basis. These challenges can create psychological pressure on senior leaders and teachers and cause a mindset imbalance that can lead to staff burnout and an unhealthy school culture, that research tells us can then impact pupil wellbeing. To help schools prevent this, I offer training, coaching, and mentoring for school leaders, teachers and pupils on resilience, wellbeing, mindset and creating a positive school culture. In my view, at this stage in the pandemic it

is very important that school look at putting in place mental health and wellbeing strategies with well-informed partners. The enormous changes that schools have been through, and the uncertainty that continues to plague us means that new skills are required to thrive and survive. Resilience, strength of mind, flexibility, adaptability, compassion, patience; all are essential skills for survival in our educational new normal, and all need to be taught explicitly to help staff and pupils develop the fortitude to weather any new challenges life throws at them."

Oyster Outcomes, Mental Health and Wellbeing Advocates and Experts - Here to Support Your School.



- Mental health first aid aimed at adult MH, approved by MHFA England, underwritten by Public Health England)
- Mental health first aid aimed at youth MH, approved by MHFA England, underwritten by Public Health England
- Mental health aware (adult) (MHFA England)
- Mental health aware (youth) (MHFA England)
- I-act managing and promoting positive mental health and well-being, approved by The Royal College of Psychiatrists

- I-act understanding and promoting positive mental health and well-being, approved by The Royal College of Psychiatrists
- Stress Management
- Coaching, Mentoring, and Coaching Supervision
- Bespoke confidence and self esteem coaching for young people (age 8+)
- Inset day team development workshops
- And more....



OYSTER OUTCOMES

TO FIND OUT MORE VISIT:
WWW.OYSTEROUTCOMES.CO.UK

