



Reflective supervision for school staff

Confidential support for teachers and pastoral staff

“ A lot of the challenges and the demands of the role are still there but since the sessions I do feel more resilient. I have got some strategies that I can utilise to help manage this and to make sure I look after myself ”

Teacher

WORK WELL, LIVE WELL, STAY WELL



If you want to support others you have to stay upright yourself

Peter Høeg





Resilient teachers and pastoral staff will benefit from regular reflective supervision – it's a space where you can consider the impact that your challenging role can have on your mental health. It's a place where you can feel supported to offload and develop strategies to put in place to promote your wellbeing and enhance your effectiveness.

What is reflective supervision?

Reflective supervision is a confidential space for you to address the impact that your work is having on you and to find ways to help you resource yourself to become a more reflective practitioner. Teachers and pastoral staff find that it helps with the emotional demands of the work, improves self-care skills and helps avoid stress, burnout and sickness absence.

How does it work?

Reflective supervision takes place during the school day with a trained practitioner selected by Occupational Health. It's an opportunity to talk in confidence without judgement, to gain insights and new understanding, and to develop ways to resource and support yourself in your work. Each session is 90 minutes and is held four times during the academic year, off-site and at a mutually convenient time.

Why is reflective supervision being offered?

Schools and colleges face growing pressures to meet the challenging mental health and social care needs of pupils and students. Frontline staff are dealing with increasingly complex and challenging issues, including multi agency work and child protection legislation. Hearing distressing stories about children or young people can become stressful and upsetting. Research in this area has expressed the importance of having support in place to help staff in education who are coming into contact, on a daily basis, with complex pupil needs. It's important to support staff in schools because of the impact this work can have upon on your wellbeing and mental health.

How can reflective supervision help?

Teachers and pastoral staff in Gloucestershire are already experiencing the benefits of having reflective supervision:

- 90%** of participants who felt they were experiencing work-related stress/burnout at the initial stage felt the sessions had helped to alleviate the stress they were experiencing
- 72%** of participants reported higher levels of confidence in their ability to cope at work, and;
- 81%** felt they had enough resources (after the sessions) to help them look after their wellbeing

Reflective supervision can help you to:

- Feel supported in dealing with the emotional demands of your work, due to a higher number of complex pupil needs presenting themselves eg: mental health, safeguarding, suicide and self-harm
- Increase confidence in managing your work and your own wellbeing
- Increase your coping strategies to help you both at home and at work

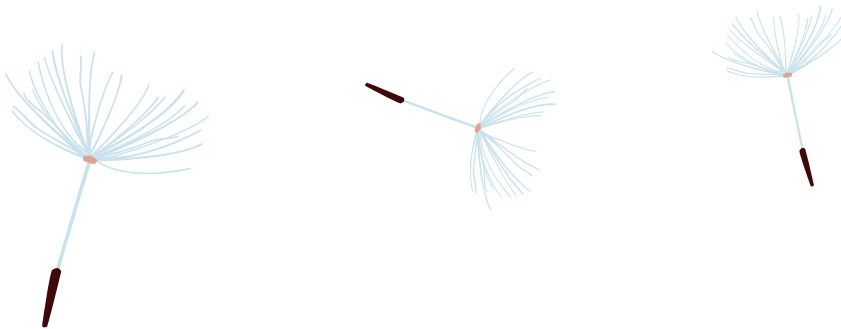
Reflective supervision can help schools to:

- Reduce sickness absence
- Improve staff retention
- Actively promote a culture that supports good mental health



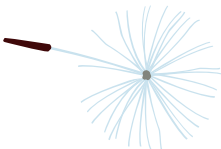
Where can I find out more?

Occupational Health is offering reflective supervision to improve staff wellbeing and enhance effectiveness in schools and colleges. To find out more about how you can purchase these sessions at reasonable rates, contact: ohu@gloucestershire.gov.uk



The reflective supervision sessions were marvellous!
It was great to be able to talk to someone who had also worked with children who are experiencing trauma and to be able to offload complex school issues in confidence.
I would whole-heartedly recommend these sessions to anyone who is working with children experiencing trauma. I think schools should think seriously about supporting the mental health of all education professionals

Pastoral staff member



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Gloucestershire
COUNTY COUNCIL

