ITE responses to trainee wellbeing issues

Structural	Environmental	Individual	Child-centred
On enrolment • Capacity to teach form • Suitability declaration • Occupational Health checks At course entry we encourage self-identification of issues - Followed up by phone call or conversation - Support plan drawn up if needed * issues with non-disclosure of these issues. unmanageability – crisis – disclosure – intervention – recovery **On course** Personalised provision – one tutor consistent throughout the year Teaching: personal motivations, philosophy, touchstones, trainee journey Signposting professional services - Counselling - Well-being	**In school** Strong mentoring provision in schools 1:1s and drop-in availability with Senior Course Leaders and Tutors (incl Principal Tutor) on University contact days Support from a Personal Tutor, Subject Mentor & Professional Mentor Content of tutorial – *potential for well-being to be more embedded here* Peer support (Student/staff liaison committee) Well-being lounge at lunch Mental health first aiders Reduction of requirement to provide evidence against the Teacher's Standards. Interventions entail: ✓ More gradual introduction to teaching ✓ Changes of placement ✓ Longer placement/phased/part time?	Teaching critical and analytical thought – can cause new levels of reflection Trainee Action Plans include workload and well-being Thrive not just survive! Reflection time (group and individual) *Could add a reflective task on well-being and workload* Emergency safeguarding link on the bottom of every colleague's email signature for contact in crisis Monitoring of attendance at school and university to provide emergency alert for any vulnerable students MEMWEB link and rating on website to help us discern support level needed	Safeguarding training and regular updates - Digital safety - Well-being 5 a day - Mindfulness SEN focus day SEN follow up and workshops SEN placements Children's mental well-being training

- Sports - Student support advisers - Mental health co-ordinators - Site security Safeguarding provision 24/7 Addressing workload Assessment deadlines are risk-assessed for impact on workload Training mentors *to lift them up (new 2019)* Training mentors to address own well-being	✓ Academic adjustments, extensions, mitigating circumstances, resubmissions etc * issues in school Q: is the mentor's role academic, assessment or pastoral? University provides useful second point of contact for SD students. A safe space away from the school, alliance or trust. **Social stigma still surrounds mental health. Many student teachers prefer not to disclose to schools.**	Difficult to promote access to well-being activities unless the student is in a place of wellness. Often hear *"too busy to do something about my stress"* *Signpost services provided to trainees and all teachers via the Education Support Partnership* *Course completion documents require sign-up to alumni network, which allows access to e-mentoring throughout the teacher's career* *Signposting services provided by the teacher unions and Chartered College of Teaching* * Research into resilience levels of different groups - current focus: male career changers around 50	