



Inset Day: Cultivating Resilience Case Study

The Client

Lincolnshire Wolds Federation consists of 2 special schools that cater for young people from 2-19 years, as well as offering a home visiting service from birth, outreach services and a post 19 provision.



The Federation has around 150 employees and a reputation for delivering excellent education. As a values driven organisation, with a strong focus on personal strengths, there is an established, and strong ethos, of training and development for all.



The Federation is part of the Lincolnshire Wolds Community Trust.

Their Need

A workforce sector experiencing high levels of stress

Within the current climate of education, it is becoming abundantly clear that there are pressures and strains involved in the roles within education, along with the scrutiny and accountability that can and do bring emotional strain. This is causing concern and worry within the profession.

- In 2015/16 stress accounted for 37% of all work related ill health cases and 45% of all working days lost due to ill health. Accounting for 11.7 million working days lost
- Stress is more prevalent in public service industries, such as education
- The main work factors cited by respondents as causing work related stress, depression or anxiety (LFS) were workload pressures, including tight deadlines and too much responsibility and a lack of managerial support

Source: Labour Force Survey 2015/16

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A need for a more resilient workforce

- Support staff wellbeing through strategies to reduce stress
- Building resilience was seen as critical in meeting this need due to the growing body of evidence that shows that building resilience protects us in times of stress

Long-term outcomes

- Reduce staff absences
- Develop a more resilient pool of future leaders
- Maintain high standards of delivery in Teaching and Learning within the Federation



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The Results

The inset day was designed and delivered in partnership with key members of the Lincolnshire Wolds Federation team to ensure that the content and activities were aligned to objectives and to ensure that ultimately the 'ownership' of the day sat with the Federation as a whole.

The opening plenary session consisted of a blend of the very latest theory around the neuroscience of stress and resilience, thought provoking videos covering topics such as neuroplasticity and paired discussion around individual responses to the areas introduced.

For the rest of the day the whole Federation attended 5 learning hubs that explored some key areas of resilience (such as 'managing your physical energy' and 'building social connections') and culminated in each individual committing to their own personal actions. This very much built on the 'leader of self' mindset that the Federation have been cultivating with its entire staff.

- Following the event staff continued to work with each other in supporting areas of strength and knowledge by sharing experiences and successes
- This has led to groups evolving amongst staff to support areas such as weight management, fitness and mindfulness
- Other staff have sought support at local gyms and organisations for reduced costs
- The staff team are now meeting every 6 weeks to share ideas and successes to continue to promote personal development in all areas of resilience
- This is also developing with students, with mindfulness particularly playing a key role in regular sessions to support wellbeing
- Absence figures are being monitored with a gradual reduction being observed and we remain hopeful that this will continue
- Team members are sharing interest in developing through roles within the Federation, with us now having successfully trained and supported 5 outstanding teachers, 4 support staff through degrees to enter teacher training programmes and 4 future school leaders, all of which talk eloquently around their increased self-awareness and resilience, in supporting a work life balance, whilst remaining outstanding practitioners

“ Working with MRA to build a day such as this and lead on from work already established within the organisation has proven highly beneficial. In the current climate, the need to support staff resilience could not be greater and through the co development of the day to really meet the need, we have given staff skills to support themselves along with a structure to continue to build from. The staff team are empowered to take action, support and challenge themselves as well as each other, which will continue to build on our personal and professional development.

As the Trust continues to grow, our relationship with Matthew Radley & Associates will also, in enabling days such as these, built around our very specific needs with measureable impacts and clear return on investment.”

Further Information

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