

Wellbeing Policy

At Inspiring Leaders Teacher Training (ILTT), we are committed to creating a supportive training culture that prioritises the mental health and wellbeing of our trainees. We understand that various factors can impact mental health and wellbeing during the induction process and throughout the course. By recognising and addressing these challenges, we aim to provide a nurturing environment where trainees can flourish and successfully complete their training. We believe that mental health and wellbeing are as important as physical health and so we educate trainees how to look after their own mental wellbeing and have a commitment to providing a safe space for open communication.

Our commitment:

- Trainees will be asked to complete a pre-course questionnaire regarding their health management needs and a follow-up 1-to-1 session will be scheduled to discuss any specific requirements, if necessary.
- Where possible, reasonable adjustments will be made to the learning environment to accommodate individual needs.
- A culture of open reflection and dialogue will be fostered throughout the course.
- Through the IL6 characteristics, the course will provide opportunities to develop important qualities such as resilience to support trainees' overall wellbeing.
- Wellbeing is a priority during all Professional Tutor school visits.
- Above all, we are committed to providing a safe, caring, friendly, and listening space for trainees whenever they need it.

Our offer:

- Trained Mental Health First Aiders easily accessible, both centrally and at local level.
- Wellbeing day to launch our commitment to positive mental health during the initial stages of the programme.
- Regular sessions facilitated by a professional where strategies to support mental wellbeing are shared.
- Additional study days added to the programme to support with workload.
- Regular communication from Hub Leaders to support trainees with deadlines and organisation.
- Offer of the use of Wisdom app offering a set of online tools and resources to support wellbeing.
- Designated Student Reps will be appointed at the start of the course, providing a feedback channel for trainees to share their thoughts and concerns with Hub Leaders.
- Regular wellbeing events, will be organised to foster a sense of community and promote wellbeing.

Trainee Responsibilities:

- **Honesty in Questionnaire:** Trainees should complete the pre-course Health Management Questionnaire honestly to ensure their needs are effectively supported throughout the course.
- **Effective Communication:** Trainees are encouraged to communicate any needs or concerns early to the ILTT team to enable effective support is put in place.
- **Reporting Compromised Mental Health:** If trainees feel that their mental health and wellbeing are compromised, they are encouraged to reach out to any team member for assistance.
- **Sharing Strategies:** Trainees are invited to share the strategies they use to support themselves, enabling the ILTT team to be aware of them and provide encouragement when needed.
- **Utilising Support Networks:** Trainees are encouraged to identify and utilise their support networks outside of ILTT, such as friends and family, for additional support.
- **Reflection on Strategies:** Trainees are encouraged to reflect on past strategies that have helped them and share them with their Professional Tutor when comfortable doing so.

Early indication & warning:

All staff will be vigilant in identifying a range of possible difficulties that may contribute to a trainee's poor mental health, including:

- Attendance/punctuality
- Approach to learning/changes in mood
- Becoming socially withdrawn
- Physical indicators
- Recent bereavement/change in home circumstances
- Expressing negative thoughts

These warning signs will always be taken seriously and staff observing any of the above indicators will communicate their concerns with the wellbeing lead as appropriate.

Signposting:

Through the launch at the wellbeing day and by sharing this policy with all trainees, we will ensure that staff and trainees are aware of what wellbeing support is available within ILTT, and how to access further support if needed.

Useful Numbers and Contacts

Inspiring Leaders Programme		
Role	Name	Email
Mental Health First Aiders	Sally Barfoot Dirk Smith Chantelle Nicholls Penny Sutton Aimee Barton Efi Zouroulidi Phil Page Ben Jordan Gemma Wood Marie Imrie	s.barfoot@redhillhub.org.uk Dsmith@iltt.org.uk CNicholls@iltoday.co.uk Psutton@iltoday.co.uk abarton@iltoday.co.uk ezouroulidi@iltoday.co.uk Ppage@iltoday.co.uk bjordan@iltoday.co.uk gwood@iltoday.co.uk mimrie@iltoday.co.uk
Lead Professional Tutors	Phil Page Chantelle Nicholls Marie Imrie Kirsty Rodgers	Ppage@iltoday.co.uk CNicholls@iltoday.co.uk MImrie@iltoday.co.uk Krodgers@iltoday.co.uk
HR Departments	Discovery Trust Flying High Trust Redhill Trust	hrhelpdesk@discoveryschooltrust.org.uk Hr@flyinghightrust.co.uk TrustOffice@theredhillacademytrust.co.uk
SCITT Link Headteachers	Matt Hall (Redhill) Halil Tamgumus (Discovery) Rhian Richardson (Flying High)	M.Hall@thebolsoverschool.org.uk htamgumus@dsatbraunstone.org rrichardson@hillsideprimary.com

External Support – 24/7 and free		
Name	Support details	Contact
Samaritans	Listening service - if you're having a difficult time or worried about someone else.	Phone: 116 123
Shout	Free text service for anyone in crisis. Get confidential mental health support anytime, anywhere.	Text: 85258
Education Support	Supports education staff with emotional support, action planning and referrals.	Phone: 0800 0562561 Text: 07909 341229
Wisdom app	Online app offering a set of wellbeing tools and resources.	Download the 'Wisdom' app onto your smart phone and ask your hub lead for the access code.
Mental Health England	Variety of wellbeing resources.	Self-Care Tools Remote working My Whole Self MOT

By implementing this wellbeing policy, ILTT aims to create an inclusive and supportive environment that promotes the mental health and wellbeing of all trainees. We are dedicated to offering appropriate support, fostering resilience, and providing opportunities for personal and professional growth. Together, we can ensure a positive and enriching training experience for all individuals within the ILTT community.

Unions and Professional Bodies

Trainees have the right to choose to become a member of a teaching Union if they wish, although it is recommended that they do so as they offer benefits and support throughout their training year and beyond. It is free to join a Union whilst training and trainees can be member of more than one union. There are also alternatives available should a trainee want the protection of a Union, whilst staying apolitical.

In order to support subject knowledge development, trainees may also wish to join subject specific associations. There is usually a cost to this which must be borne by the trainee.