



# SUPPORTING WORKFORCE WELLBEING

## NOW LIVE

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- Stepping Stones



#EdScotSWW

# Supporting Workforce Wellbeing

**Supporting Workforce Wellbeing** is a Scottish Government funded package which first launched in 2020 in response to the pandemic. The offer is now in its third year and has evolved after listening to feedback from the education system.

We have centred the 2022-2023 offer on providing **mental health and wellbeing support** for individuals in the education workforce across the wide education spectrum including **schools, Community Learning and Development and Early Learning and Childcare.**

Delivered in partnership with



Columba  
1400



Coaching Direct



Know You More

This is Milk

# Supervision Space Taking Care of Yourself

This professional learning programme gives educators across Scotland the opportunity to **nurture and support** one another and talk about **your wellbeing** in a **safe space**.

This is an **inclusive** offer and we welcome participants from **schools, Early Learning and Childcare** and **Community Learning and Development** sectors.

- **Protected time and space** for you to focus on your own **wellbeing**
- Develop your **confidence** in **sharing wellness knowledge**
- **Develop solutions** within and for your context and community
- Create links to a **wider network** and commit to **sustainable and long-term community support**

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## Supervision Space

# Taking Care of Those You Lead

This professional learning programme gives **leaders** across Scottish education the opportunity to **nurture and support** one another and talk about **wellbeing** in a **safe space**, with a focus on helping **support those you lead**.

This is an **inclusive** offer and we welcome **leaders** from **schools**, **Early Learning and Childcare** and **Community Learning and Development** sectors.

- Develop **confidence** in **sharing wellness knowledge**
- Develop **solutions** within and for your context and community
- Create links to a **wider network** and commit to **sustainable and long-term community support**
- **Peer support** for leaders
- Coaching for **wellbeing conversations** with staff

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# Into Coaching



This programme is for educators across Scotland at **any stage of their career** looking to acquire and practise introductory coaching skills, in a safe space, to ultimately take their new skills back into the workplace.

This is an **inclusive** offer and we welcome participants from **schools, Early Learning and Childcare** and **Community Learning and Development** sectors.

- Monthly **live learning** sessions
- Access to an online learning platform to **learn basic coaching skills**
- **Matched with a colleague** from a similar stage of career to **practice** coaching (3 sessions each)

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# Group Coaching

Open to

- Headteachers
- Deputes or teachers with pastoral or child protection responsibilities
- Middle leaders
- Local authority staff
- Early learning and childcare centre managers
- Local authority CLD leaders

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Group coaching sessions allow a **coaching space** for leaders to **share their experiences and challenges** within their role.

These group coaching sessions are in place to ensure **practitioners and leaders do not face isolation** in the challenges of their role.

Groups will be made up of others in similar roles but across **different local authorities**.

# 1:1 Coaching

## Open to

- Headteachers
- Deputes or teachers with pastoral or child protection responsibilities
- Middle leaders
- Local authority staff
- Early learning and childcare centre managers
- Local authority CLD leaders

1:1 coaching can help with

- Increasing **confidence** to navigate change
- Having **time to think** with an independent coach
- Creating more **clarity** on how you can play to your **strengths**
- Learning **coaching skills** to use in your practice
- Developing a **better work/life balance**
- Better managing your team & your teams **wellbeing**.

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# Stepping Stones

Stepping Stones provides support, challenge and professional learning for post-probationary teachers in the first four years of their career.

Our new pilot Stepping Stones experience builds on what has been in place before but might feel different. With values-based leadership at the core; your identity, community and local impact are the focus of this experience.

Teachers applying for Stepping Stones do not need to currently be employed or have access to Glow to participate.

The aim of Stepping Stones is to support all our early career teachers to be able to say:

*“I know who I am and where I belong. I own my own unique story of both growth and wellbeing. This enables me to make a contribution to lives of children and young people and the wider education system at a time of hyper change”*

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