



HADRIAN SCHOOL GOVERNING BODY



**NAMED COMMITTEE:
VISIT VC**

**MONITORING/ GOVERNOR
Norvil McClurg**

DATE/TIME OF MEETING: Tuesday 11th Oct 2022

PRESENT: Norvil McClurg & Nadia Motie

PURPOSE OF VISIT: Governor Link Visit on 'Staff Wellbeing'

LINK TO SDP/ SEF: Specific SDP Goals from 'Staff Wish List'

MAIN POINTS OF DISCUSSION

I enquired after Nadia's personal wellbeing, with her being in the final stages of pregnancy with her second child. She will be leaving next week on maternity leave for the remainder of this academic year. She is very well and has been enjoying her teaching and wider responsibilities within the school.

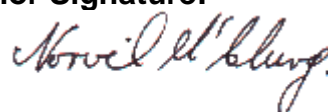
Nadia was preparing her Curricular Subject Report on Wellbeing as I arrived so that this could be distributed to Governors in advance of the WGB meeting at the end of November. She spoke to this report identifying the progress made through her 'Wellbeing Team' and current issues among staff. Key points included:-

- The constraints on movements & activities arising from the Covid epidemic had presented challenges to both pupils and staff as they were confined in 'Bubbles' to much closer quarters than previously. Additionally, as the school emerged from the Covid restrictions, the differing perceptions of risk adopted by members of staff caused some irritation and tension between those who committed to attending to personal contact with children at school and others who remained in remote communication from home. This was addressed and had now largely dissipated.
- The hiatus of separation during this time meant that staff missed the social contact with colleagues at work and induced feelings of isolation and loss of confidence. The reintroduction of 'Wellbeng Wednesday' and other social activities and group activities was being demonstrably effective in addressing these concerns.
- The team had arranged a seminar with 'Positivity Coach', ex TV actress, Holly Matthews, who had the experience of losing her husband at a young age and who now presents and trains on self-development and coping in the workplace. This was well supported by staff & senior leaders.
- Nadia & John Mosely are together working on introducing staff to the 'Attachment & Trauma Award' Bronze Level. Although targeted at children who have suffered Trauma, the techniques have spin off benefits for staff as they learn how to channel their own stress and manage behaviour for themselves.
- This channelled our discussion towards the factors driving behaviour and the distinction between Workplace Hygiene Factors such as pay & conditions, workload, support etc. and Motivating Factors, like recognition, competition, training & development etc.

- Not all staff are motivated by the same factors and respond equally differently to conditions at work. This was particularly relevant in light of the last summer term appointments to the senior and middle leadership positions which attracted a large field of applicants, some of whom were inevitably disappointed. Nadia had recognised this and some dealt with it better than others although staff were now largely 'rallying round'.
- The Team is aware that staff were now opening up more easily in conversation about their concerns and mental wellbeing. The Wellbeing Programme is now in maturity with a demonstrable history of progress in recognising concern and need and instigating individual and group remedies to deal effectively with these.
- The Hadrian workplace environment had altered significantly in recent years due to Covid, the rapid increase in pupil numbers, the changes to their welfare needs, the loss of many senior staff through retirement and the big influx of new staff within the last few months. All of these factors put pressure on the 'family atmosphere' of the school while new faces were recognised, and new personalities absorbed into the social group. Nadia realises that this will take time to resolve but believes that there is a high level of commitment to work effectively together to improve the experience of the children.
- In her absence on maternity leave, her team will continue to work on key goals and be supported by her Thrive colleague, John Mosely.
- I wished Nadia well and looked forward to her safe delivery and her return to Hadrian next summer.

Staff Signature:

Governor Signature:



Date:

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