

Covid-19 Education Recovery Group

Education Workforce Support Workstream

Professional Learning and Wellbeing Support May 2020



Scottish Government
Riaghaltas na h-Alba
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Education
Scotland
Foghlam Alba



COSLA



A · D · E · S



The Educational
Institute of Scotland



the National Parent
Forum of Scotland



Provide support from your organisation

In this document you will find a range of professional learning support for the education workforce which is currently available from organisations represented on the workforce support workstream of the Covid-19 Education Recovery Group.

If you would like the support on offer from your organisation to be added to a future version of this document, please complete this form below:

<https://bit.ly/CERGWS6Support>

Education Workforce Feedback

The workstream group welcomes your feedback on the additional professional learning and wellbeing support you would want to see in place as you continue to work to meet the needs of all of the children and young people in your care in these changed circumstances.

Please use the following form to share your feedback with the group:

<https://bit.ly/CERGWS6Feedback>

Foreword

As I write, most school buildings and early learning and childcare settings have been closed to the majority of Scotland's children and young people for almost eight weeks. This has resulted in significant changes to the working environments for all those who work in Scotland's education system. Much work has already been done to support our education workforce with these changes, however there is no doubt always more which could be done.

As you will hopefully already know, a new group has been formed by the Scottish Government to ensure continued partnership working to address the issues arising in the Scottish education system as a result of the measures taken to mitigate the impact of this public health emergency. With excellent work already underway at local level to support children and young people in the immediate term, the aim of the Covid-19 Education Recovery Group is to look beyond the immediate impact to consider how national and local government can best work with key partners to support the education and early learning and childcare sectors moving forward.

The Covid-19 Education Recovery Group has established a number of workstream groups to lead on the range of issues which need to be addressed, including a 'Workforce Support' workstream. This group is looking at the professional learning and wellbeing support provided for school leaders, teaching staff, support staff and early years professionals. Our first step has been to review the offer of support already provided by the organisations represented on the group. Given the breadth of offers already available from these partners, we as a group felt it was important to share these as widely as possible.

In this publication you will find a summary of the support already on offer from those organisations represented on the workforce support workstream of the Covid-19 Education Recovery Group. This is not a comprehensive list of all that is on offer to the system and yet it does I think demonstrate the commitment that all partners have made to rapidly respond to the needs of the workforce. It is for this reason that the group would very much welcome your feedback on the forms of additional support the system should be offering in the medium term future. We as a group recognise that there are many more organisations in the system who are offering professional learning support to the education workforce at this time. If you would like your offer to be included in a future version of this document, please contact us using the details included on **page 14**.

We invite all members of Scotland's education workforce to let us know what additional professional learning and wellbeing support you would welcome as you continue to work to meet the needs of all of the children and young people in your care in these changed circumstances. You can do so by clicking on the following link and completing the [online form](#).

The group will regularly monitor and review the responses received through this online form to ensure that the work we take forward in partnership meets the needs of those working in the system.

*Gillian Hamilton
Strategic Director, Education Scotland
Co-coordinator CERG Workforce Support Workstream*



ADES (Association of Directors of Education in Scotland)

A · D · E · S

ADES is an independent professional network for leaders and managers in education and children's services. We inform and influence education policy in Scotland working in partnership with local and national government, regional improvement collaboratives, Education Scotland, COSLA and other relevant agencies.

In ADES we recognise the importance of professional learning for our education and children's services leaders. To support this we offer a wide range of activities through our annual conference, network meetings, peer evaluation work, courses on leadership and systems leadership as well as other professional development opportunities for our members

Education Workforce Support:

At a national level:

- ADES members are represented on the Education Recovery Group (ERG) and also on the sub-groups which report into the ERG.
- Regular virtual meetings are in place for Directors/ Chief Education Officers to share practice and emerging thinking around the response to and recovery from the Covid-19 pandemic.
- ADES working groups have been established around areas of key importance in relation to Covid-19 to ensure the appropriate system support is being put in place.

More activity is taking place at the local level. For more information contact Laurence.Findlay@aberdeenshire.gov.uk or visit www.adescot

AHDS (Association of Headteachers and Deputies in Scotland)



AHDS is a trade union for school leaders (PT and beyond) from Scotland's primary, nursery and ASN schools.

Education Workforce Support:

AHDS commissioned Claire Lavelle from Hive of Wellbeing to develop resources for members to support their own wellbeing and that of their team as we all grapple with changes to the way that we work and lead teams. The resources comprise short videos and PowerPoint packs focussed on our new relationships with work and on the need for coherence in our leadership messages. These resources can be accessed by AHDS members through the AHDS discussion forum on www.ahds.org.uk.

For more information contact info@ahds.org.uk or visit www.ahds.org.uk

COSLA (Convention of Scottish Local Authorities)



COSLA is the representative voice of all 32 Scottish Local Authorities. We are a councillor-led, cross-party organisation who champions councils' vital work to secure the resources and powers they need. We work on councils' behalf to focus on the challenges and opportunities they face, and to engage positively with governments and others on policy, funding and legislation.

Education Workforce Support:

COSLA is working with Trade Unions and Councils to promote and ensure employees have access to appropriate advice and guidance during the COVID 19 response this includes FAQs for managers and employees <https://www.cosla.gov.uk/covid-19-information-for-councils>, as well as a wellbeing page on the knowledge hub signposting to the supports available both nationally and locally <https://www.khub.net/group/wellbeing-during-covid-19>.

For more information contact Simon Cameron (Acting Chief Officer, Employers team) simonc@cosla.gov.uk (0131 474 9261) or visit www.cosla.gov.uk

EIS (Educational Institute of Scotland)

The Educational Institute of Scotland (EIS) is the largest education union in the country representing over 80% of Scotland's teaching professionals. The EIS has an extensive network of Representatives, including Health and Safety and Learning Representatives, providing support and advice to members in all sectors of Scottish Education.

Education Workforce Support:

The EIS has provided online advice, resources and support including a new 'Working at Home' resource. It currently contains 4 main sections: Looking After Your Health and Wellbeing; Making Time for You: Daily Inspiration; Lockdown Learning Ideas; and Continuing Your Professional Learning. Soon coming on-stream will be Equality Matters which will focus on aspects of the equality impact of Coronavirus and will contain some online taster training in Equality for teachers.

- [Health and Wellbeing](#) – A collation of materials, resources and useful contacts aimed to support teachers' health and wellbeing, and to help them support the wellbeing of others, including children and young people, during school closure.
- [Making Time for You: Daily Inspiration](#) - A wide variety of suggestions to help teachers take a little bit of time for themselves every day, away from work and other routine duties, to help them keep well mentally, emotionally and physically during lockdown. Music, gardening, cooking, cinema, theatre, poetry, exercise and much more- plenty of creative ways that teachers can snatch some quality leisure time and try to stay connected.
- [Lockdown Learning](#) - As the majority of teachers work at home to provide some learning for their pupils, we have devised and collected a series of ideas and resources which might help the process. The main focus of these is learner engagement and wellbeing. The resources are broadly divided into Primary and Secondary with scope for adaptation by teachers to suit the needs of their learners as they see fit. The Rainbow Resources for Early to Second Level are refreshed weekly on Wednesdays with new ideas to help keep learners engaged.
- [Continuing Your Professional Learning](#) – Support for teachers to keep their own professional learning alive, with advice and resources on a wide range of subjects including using digital methods for remote learning. The resource includes a variety of professional learning opportunities to develop skills and knowledge in relation to working from home, including to provide remote learning; and a wealth of suggestions on how to continue professional learning more widely.

For more information teachers can contact: lmeechan@eis.org.uk or visit www.eis.org.uk

Education Scotland is the national body for supporting quality and improvement in learning and teaching.

Education Workforce Support:

- The [National Improvement Hub](#) provides support for online learning, teaching and assessment across curricular areas, as well as specific support for areas such as Inclusion, Creativity and Developing the Young Workforce.
- [Scotland Learns](#) (found within the National Improvement Hub) contains a range of ideas and suggestions of activities to help parents, carers and practitioners support learning at home. The activities are aimed at a variety of ages and new activities are added each week. A [weekly newsletter](#) for parents and carers and for practitioners also have additional ideas, hints and tips, and links to other useful resources.
- A [Wakelet](#) has been created which signposts to useful resources and websites providing further support and advice on practitioner wellbeing.
- [Resources](#) providing information on supporting children and young people in new circumstances.
- [Webinar](#) sessions to support and upskill practitioners in digital learning and teaching (live and on YouTube) have been taking place. There are plans in place for further Webinars in Term 4 to include areas related to inclusive education, wellbeing and support.
- The Professional Learning and Leadership [online resource](#) contains links to professional learning activities which support learning at every career stage. Professional Learning Activities are being developed regularly to include: Teaching Online and Digital Pedagogy, Using Glow to support Learning and Teaching, Relationships, Nurture and Compassion, The Importance of Wellbeing and how loss or trauma can impact learning, Staff Mental Health and Wellbeing, Introduction to Inclusive Education for Pupil Support Staff, Adaptive Leadership, Family Learning.
- There is a new fortnightly Professional Learning and Leadership newsletter to share practice and learning, highlight new resources and programmes and connect in with work across the system including reference to a set of regularly updated [FAQs](#). [Sign up to the newsletter here](#).
- A series of online meets '[Big Blethers](#)' are scheduled throughout May to facilitate sharing learning and challenges and are organised by sector/ stage of career. These will be followed by smaller 'headspace' online meets to provide reflective space for teachers.
- The PLL team continue to engage with current programme participants enabling them to complete programmes where appropriate and continue with their learning. The closing date for applications to new Professional Learning and Leadership Programmes was extended and programmes are being redesigned for 20/21 to continue to offer professional learning and leadership in the current context mainly through a blend of online meets and PLAs.

For further information please visit www.education.gov.scot or <https://professionallearning.education.gov.scot/contact/>

GTC Scotland is the professional registration body for education professionals in Scotland. We acknowledge the challenges faced by our registrants during these times and look to support, in partnership with other organisations, as part of the national response to COVID-19.

Education Workforce Support:

Our [Health and Wellbeing Hub](#) provides a variety of resources to support colleagues' wellbeing. Webinars have taken place, with more planned in the coming weeks, with Claire Lavelle (the Hive of Wellbeing) and Paul Mills (Medical Support Clinical Hypnotherapist) to support teacher wellbeing. Recent webinars have covered the following topics:

- Working from home – New Relationships with Work
- Dealing with Uncertainty
- Transforming the Emotional Load
- Destressing Stress
- Transforming the Emotional Load – Making Transitions (coming soon)
- Self-hypnosis sessions (coming soon)

Webinars are recorded and available on the Health and Wellbeing Hub and within MyPL with accompanying resources and support videos.

Hugh Smith (Educational Consultant) has provided registrants with the following think pieces:

- Developing a Wellness Community of Practice
- Workplace Tension and Partnership Working with:
 - Working through Grief and Loss as a result of COVID-19 (coming soon)
 - Teacher Resilience – Definition of Teacher Resilience in a differently looking work setting (coming soon)

Sarah Philp (Sarah Philp Coaching) has supported our registrants through her blogs available on:

- **Breathe**
- **Check in with your own wellbeing**
- **Holding Liminal Space**
- **Guided relaxation**
- **Let it be easy**
- **Serve, Lead, Serve**
- **Writing for Wellbeing**
- **Time well spent**
- **Think to Think**
- **Highly meditated**

Sarah will be supporting group coaching sessions targeting a bespoke group of early career teachers.

Brew and Blethers recordings are available to view in the Hub – a daily conversation between GTC Scotland Officer and colleagues from across the education sector sharing what they are doing to support themselves and others.

Clinical psychologist Dr Emma Hepburn provides advice on how to adjust to the new normal during school holidays. She has also drawn a series of cartoons on self-compassion and looking after your mental health – all available on the Hub.

Coming soon: PRD support week – what will this look like in current times? (week beginning 25th May)

For more information contact Communications@gtcsc.org.uk (0131 314 6077)

The National Parent Forum of Scotland (NPFS) works in partnership with national and local government and other organisations involved in education and child wellbeing issues to ensure that parents play a full and equal role in education. The overall aim is to help every child to maximise their potential through their school life. Specifically, the Forum:

- provides a parental perspective at both a local and national level with a view to ensuring that all children achieve the best educational outcomes
- works in partnership with all education authorities across Scotland
- works in partnership with national government
- identifies common educational issues of concern across Scotland and raises these issues with the appropriate bodies
- provides parental representation to any appropriate organisation within the educational sector across Scotland where Scottish educational policy is being designed or discussed
- communicates with NPFS representatives, the educational community and the wider community on educational related issues

Education Workforce Support:

[Resources](#) and links have been collated and developed to support parents and carers, however are being used by schools:

- Activities and wellbeing resources
 - Support for parents
 - Well-being and mental health support for children and young people
 - Mindfulness and wellbeing activities
 - Physical activities
 - Reading and audiobook activities
 - Other activities
 - ASN

For more information contact office@npfs.org.uk or visit www.npfs.org.uk

NASUWT



NASUWT represents teachers across all sectors of education in Scotland.

NASUWT has an online [Coronavirus Guidance Hub](#) which provides the latest advice, guidance and FAQs including nation-specific guidance for members in Scotland. NASUWT has developed content and resources related to wellbeing and is continuing to update members via regular newsletters/ email bulletins. As one example of the support available online, 'Mental Health Advice for Teachers Working From Home' provides teachers with tips on managing your mental health during this time.

For more information, support or advice contact rc-scotland@mail.nasuwt.org.uk or visit <https://www.nasuwt.org.uk>

SLS (School Leaders Scotland)



SLS is the leadership organisation for secondary schools in Scotland, representing Headteachers, Depute Headteachers, Faculty Heads/Principal Teachers and Bursars/Business Managers in both the public and private sector. It is an inclusive and supportive association, providing an influential and respected voice which represents the interests of our members across the country.

SLS membership includes experts in various fields and is represented on every major local and national educational body such as the General Teaching Council Scotland, Education Scotland and the Scottish Qualifications Authority.

The SLS professional learning programme is responsive to the identified professional needs of members and the demands placed on them by national and local government initiatives, in particular at this time of challenge. High level input to all our professional learning opportunities comes from our wide range of partners within and beyond Scottish Education. This is supported, enhanced and exemplified by input from current school leaders.

Education Workforce Support:

- SLS website provides up to date information for both members and non-members
- Regular email updates to members from Jim Thewliss, General Secretary of SLS
- Weekly newsletter sent to all members summarising meetings/activities at which SLS is represented
- Members can access support from Neil Shaw, Field Officer as required.

For more information contact a.dobson@mgfl.net or visit www.sls-Scotland.org.uk

SSTA (Scottish Secondary Teachers' Association)



The Scottish Secondary Teachers' Association is Scotland's only specialist union for Secondary Teachers.

Education Workforce Support:

- Reminder of local and national policies in relation to the use of IT – drawing attention to GTCS advice and risks attached to online learning
- Disseminating COSLA and Government advice via direct email to members
- Direct telephone and email support for members
- Signposting to relevant resources which support newly emerging working practices and to any opportunities for professional learning.
- <https://ssta.org.uk/covid-19-advice-and-information-for-members/>
- Reminder of Health and Safety and need to be aware of mental health and wellbeing issues and ways to seek support.
- Working with colleagues in HR departments to offer support to members recognised as most at risk, eg teachers partway through disciplinary procedures or absent as a result of chronic ill health
- Members bulletins offering advice on controlling workload and tackling bureaucracy, SQA pupil estimates, working at home safely: publicly available at www.ssta.org.uk

For more information contact info@ssta.org.uk or visit www.ssta.org.uk

Voice the Union for Education Professionals



Voice the Union is a UK trade union representing education professionals in all settings.

Education Workforce Support:

Voice has provided online advice, resources and support to members as well as regular email and newsletter bulletins.

For more information contact Dougie Atkinson on 0131 220 8241 or visit www.voicetheunion.org.uk

The SSSC are the regulator for the social service workforce in Scotland. Our work means the people of Scotland can count on social services being provided by a trusted, skilled and confident workforce. The SSSC protect the public by registering social service workers, setting standards for their practice, conduct, training and education and by supporting their professional development. By doing this we increase the protection of people who use services. Where people fall below the standards of practice and conduct we can investigate and take action. The SSSC:

- publish the national codes of practice for people working in social services and their employers
- register people working in social services and make sure they adhere to the SSSC Codes of Practice
- promote and regulate the learning and development of the social service workforce
- are the national lead for workforce development and planning for social services in Scotland.
- The SSSC are the official statistics provider for the social services sector
<https://data.sssc.uk.com/>

The SSSC Register was set up under the [Regulation of Care \(Scotland\) Act 2001](#) to regulate social service workers and to promote their education and training.

Workforce Support:

The latest information on what the SSSC are doing to support employers and learners can be accessed here <https://www.sssc.uk.com/covid-19/>

- The SSSC have developed a number of resources to support post registration training and learning for the ELC workforce and wider children's services sector. They can be accessed through the SSSC Learning Zone
<https://lms.learn.sssc.uk.com/>
- '[Open Badges](#)' have been developed to support the workforce, the use of which has increased since lockdown as staff continue their professional learning.

For more information contact ann.mcsorley@sssc.uk.com or visit www.sssc.uk.com

The Scottish Council of Deans of Education is the body which represents Schools of Education in the universities in Scotland who contribute to initial teacher education accredited by the General Teaching Council of Scotland. The Council contributes to teaching and research in educational leadership and offers career-long professional learning for teachers and other education professionals. The Council also engages in education and related research. It aims to represent these varied areas of interest and to inform education policy and practice. Schools of Education form part of Higher Education Institutions and receive their funding through a variety of sources ranging from government, industry, research councils, voluntary and non-governmental organisations, as well as from bequests and alumni. Collectively their portfolio offers programmes covering undergraduate and postgraduate qualifications up to doctoral level and a range of continuous professional learning courses and knowledge exchange opportunities

Education Workforce Support:

Schools of Education and universities provide a wide range of professional learning and leadership courses for workforce support and development. In addition to these SCDE members also provide accredited and non-accredited courses, seminars and workshops on:

- Coaching and Mentoring
- Mentoring to Improve Teacher and Pupil Learning
- Mental Health in Education
- Peer support networks to improve mental health
- Grief and Loss Education
- Developing Effective Practice in Youth Health Promotion - supporting children and young people's mental health
- Adversity and trauma
- Further information is available on the SCDE website at the following link.
<http://www.scde.ac.uk>
- You can also contact your local university/LA for more details.

For more information contact Professor Rowena Arshad rowena.arshad@ed.ac.uk or Professor Margery McMahon head-education-school@glasgow.ac.uk

Looking after your Mental Health & Well-Being during the Covid-19 (Coronavirus) outbreak

In addition to the information shared here from our organisations, you will also find reliable sources of information on looking after your mental health and well-being during the Covid-19 (Coronavirus) outbreak below:

- SAMH: ['Coronavirus and your mental wellbeing'](#)
 - BBC News: ['Coronavirus: How to protect your mental health'](#)
 - Mind: ['Coronavirus and your wellbeing'](#)
 - Mental Health Foundation: ['Looking after your mental health during the Coronavirus outbreak'](#)
 - World Health Organisation: ['Mental Health and Psychosocial Considerations During COVID-19 Outbreak'](#)
 - NES: ['Psychosocial mental health and wellbeing support'](#)
 - National Hub for Health and Social Care Staff: <https://www.promis.scot/>
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Share the support offered from your organisation

We as a group recognise that there are many more organisations in the system who are offering professional learning support to the education workforce at this time. If you would like your offer to be included in a future version of this document please complete the form at the following link: <https://bit.ly/CERGWS6Support>

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<https://bit.ly/CERGWS6Feedback>