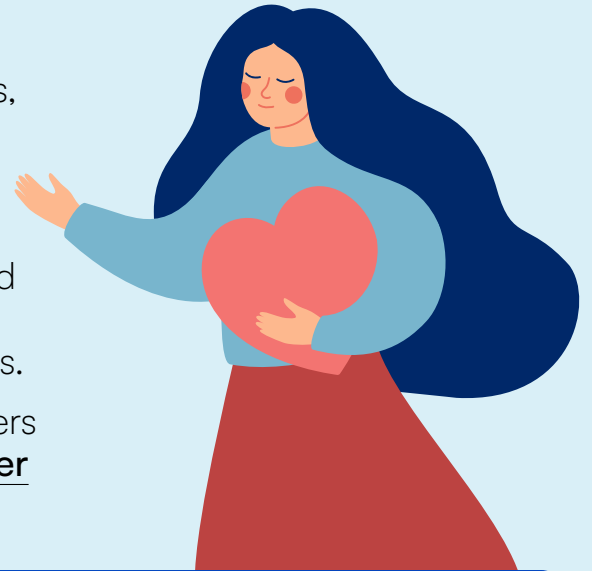


Cultures that care: a retention toolkit for schools

Teacher retention remains a challenge across the UK. While Wales performs slightly better than other nations, it's still a concern for many working in education. The good news is that we know what helps.

This free toolkit brings together resources linked to known key drivers of workplace wellbeing. It's designed to help schools in Wales build positive cultures where staff feel supported, stay longer, and thrive in their roles.

To learn more about the evidence behind these drivers and our work on retention, see [Revisiting the teacher retention crisis: recommendations for change](#).



To read a resource below in Welsh: click on it, then select 'CY' at the top of the webpage.

For school leaders and managers:

Support

Staff who feel supported are less stressed, more effective and more likely to stay in their roles. To better support yourself and your team, sign up to the free Wellbeing Advisory Service, which is funded by Welsh government so there is no cost to your school.

[Find out more and sign up](#)



Learning

When leaders and managers have access to learning and reflection opportunities it has wide-ranging benefits, to both them and their teams. One proven option is Professional Supervision, which is available right now, thanks to Welsh government funding. Make sure you sign up while you can, as spaces are limited.

[Find out more and sign up](#)



Appreciation

Showing genuine appreciation to staff in your school has a powerful impact on wellbeing at work. Our Director of Programmes and Services, Faye McGuinness talks about how schools can show they appreciate their staff.

[Watch now](#)



Flexibility

Trusting staff to get their work done in a way that also allows them freedom to manage other priorities, like childcare, can go a long way to keeping them satisfied and in the profession. There are, however, particular considerations for implementing flexible working in school settings. Download our guide for information on how schools can implement flexible working in schools.

[Download resource](#)

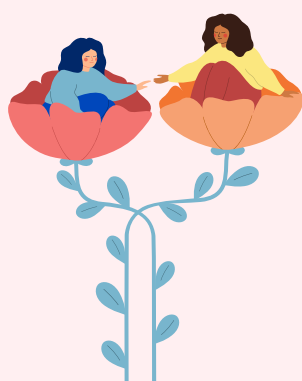


For school leaders and managers:

Inclusion and belonging

The desire to feel a sense of belonging is a fundamental human experience. A great first step toward fostering a more inclusive and supportive team environment is by doing our 5-minute Psychological Safety Audit as a team.

[Download resource](#)



Management

Line management is an important skill that needs to be invested in and supported. Do your line managers have the skills they need to support colleagues and themselves? Share our resource on how they can bring wellbeing into the everyday to support your team.

[Download resource](#)



Stress

Stress is a serious risk to workplace wellbeing and individual health if left unaddressed. Take a look at our guide on how to develop a Stress Risk Assessment to reduce the risk of stress to yourself and your colleagues and create a healthy school environment.

[Download resource](#)



Trust

Read about how vulnerability is one of the most crucial attributes for good leadership and how it can help school leaders to build trust and inspire their teams.

[Read more](#)



For all staff:

Purpose

Taking time to reflect on your day, practice and reactions can help you reclaim the joy in teaching. Try this reflective exercise to reconnect with your 'why' and share it with your colleagues.

[Download exercise](#)



Energy

The more energised you are the more engaged, effective and happy you feel at work. All education staff should be supported to protect their energy and take meaningful breaks. Take a look at our tips on setting boundaries for a better work-life balance.

[Download guide](#)



Achievement

Feeling a sense of achievement helps to keep people connected to their sense of purpose and motivation. When was the last time you reflected on your achievements, skill and dedication? Try our reflective exercise at the end of each term to help remind you of the difference you make.

[Download exercise](#)



Download our bilingual helpline [poster](#) to share with staff. Our emotional support helpline is available to all education staff in Wales, 24/7, 7 days a week: **08000 562 561**.