

Job Description School culture and wellbeing practitioner

Reporting to: Development Manager (Programmes and Services)

Contract duration: Fixed term until 31 March 2027

Hours of work: 37.5hrs per week excluding lunch (part-time, job-share and flexible working will be considered)

Salary: £44,000

Location: Wales. Work from home with regular travel across Wales.

Introduction

Education Support was established nearly 150 years ago. We were set up by teachers, for teachers. We're here for everybody working within education, across all four nations of the United Kingdom.

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better wellbeing leads to better education. This leads to better life chances for everyone.

We provide high quality, evidence-led, support across the sector. We offer support at three levels:

- Individual – We work with individuals to prioritise their own mental health and wellbeing, recognising that everything can't be fixed at the individual level, but that people can be supported to make positive change where possible, as workplace and system change take time.
- Workplace – Plenty of evidence indicates that cultures in schools and colleges has a real impact on staff experience, their wellbeing and effectiveness. By helping leaders create great cultures, we increase the number of workplaces where staff thrive.
- The whole system – individual educators and workplaces exist in a wider system that is facing many challenges. We are working to influence sector stakeholders and the government to create the conditions that support good staff wellbeing across education. Our research activity helps us build evidence around key challenges of national importance, such as staff retention in schools.

Find out more about us at www.educationsupport.org.uk

Job Purpose

The Staff Wellbeing Advisory Service in Wales supports staff wellbeing in Wales in two ways:

Reach and engagement: We work to reach as many schools as possible in Wales with high quality information, resources and tools. We provide immediate and short-term support to schools e.g. immediate support for staff wellbeing challenges, provision of bespoke resources and tools. This work is delivered digitally.

Culture change: Working with a smaller cohort of schools who have the capacity to engage in a longer-term culture change programme, both face-to-face and online. This work is based on developing a deep understanding of the specific school context and the current status of staff wellbeing. Using staff feedback, we work with schools to identify priority areas for improvement

and support leaders to reflect on the underlying assumptions and norms within their school culture.

The School Culture and Wellbeing Practitioner will be responsible for working with schools on the culture change element of the Staff Wellbeing Advisory Service. The Practitioner will work closely with schools in Wales, facilitating reflection and thinking on school culture and staff wellbeing, and helping teams to develop strategies for improvement.

Duties and Responsibilities

- Working with a cohort of schools (face-to-face and online) facilitating them through a programme of organisational culture change using our specific approach.
- Building trusting relationships with school leaders, and those responsible for staff wellbeing, leading to meaningful engagement in our culture change work.
- Responsible for maintaining momentum with each school, ensuring that they move through the process supported by timely and regular communication.
- Collating, analysing and interpreting data to support good quality conversations with senior leadership teams about organisational culture and staff wellbeing.
- Establishing methods of sharing good practice between schools and encouraging collaboration where needed.
- Responsible for ensuring our culture change work is delivered to a high standard, working within Education Support's Quality Assurance (QA) Framework and service specific QA processes, engaging in regular discussion through 1:1s and team meetings.
- Responsible for gathering intelligence, insights and capturing learning to support ongoing design and iteration of our work with schools in Wales. Provide insight and ideas for improvements, and work with colleagues to implement them.
- Working alongside colleagues delivering reach and engagement activity in Wales, proactively finding ways to cross refer and enhance the support offered to schools.
- To embody a culture of learning and reflecting, both in terms of own professional practice and to allow us to improve support to our beneficiaries.
- There may be occasional requirements to present to stakeholder audiences or to support our reach team.

These duties must be carried out with due regard to the Education Support's Equal Opportunities Policy, Health and Safety procedures and undertake duties in line with the Charity's and other relevant codes of practice.

Attributes, experience and skills

Core attributes

- The ability to take a curious approach to conversations. Giving space to others to think, to ask good questions and support good quality conversations without judgement.
- Good observation skills. The ability to read the group dynamics and respond accordingly.
- Adaptable. Able to flex facilitation style and approach.
- Confidence. Able to work with senior leadership teams with confidence to encourage participation, provide guidance and provide challenge where required.
- Open to experimenting with new approaches and developing practices in response to our programme learning.

Essential Experience

- An experienced facilitator, comfortable with using a range of facilitation modes/models.

- Experience of working with staff at a senior level.
- Experience of working with organisations or teams, providing support through any of the following lenses:
 - Organisational development
 - Human Resources
 - Staff wellbeing
- Experience of developing, and maintaining, strong stakeholder relationships.
- Experience of collating, analysing and interpreting data to support good quality conversations.
- Experience of using coaching principles and techniques to ask good quality questions.

Essential Skills

- Ability to self-reflect and hold reflective space for others
- Strong interpersonal skills with the ability to build trust and connection and communicate clearly (verbal and written).
- The ability to provide appropriate challenge and manage conflict, with patience and calmness.
- Excellent listening skills, including the ability to take cues from what may not be explicitly communicated.
- Excellent facilitation skills, drawing on techniques that encourages participation from a range of senior leadership teams.
- Ability to build constructive relationships with colleagues, contributing to a team culture of learning and reflecting.
- Ability to maintain clear and concise case records for reporting purposes.
- Ability to synthesise information: using data to provide clear, simple, paraphrased reflections to support others in their understanding.
- Highly organised and self-motivated with the ability to manage time well, prioritise tasks and raise issues or risks in a timely way.

Desirable Knowledge and skills

- Understanding of the current issues impacting on the mental health and wellbeing of education staff in Wales.
- Understanding of the education system in Wales.
- Ability to communicate in Welsh (written and oral)