



# Wellbeing Services

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# Introduction

## You said, we listened

As a result of the feedback received from our clients we have improved our Wellbeing packages to include:

- a dedicated provision for Pupil Wellbeing
- bespoke packages, giving individual Schools/Academies the freedom and flexibility to access any wellbeing services, as and when the need arises.

## So what changes will you see?

There are a number of new services introduced into the Level 1 & Level 2 Staff Wellbeing packages. These packages are **only** available to our HR Clients.

The Level 3 package has been restructured to offer Whole School Wellbeing services and is available to **all Schools/Academies**: -

**Level 1: Nursing Support** has expanded to include helpline support for Menopause, and Cancer and Chronic Illness. We hope this increased provision will help your School's People to better prepare for and manage life events and illness that have the potential to cause significant anxiety and stress.

**Level 2: Nursing Support & Wellbeing Services** now includes Physiotherapy sessions and the opportunity for your staff to access a 12- week Weight Management Programme.

**Level 3: Bespoke Whole School Wellbeing**, allows your Schools the freedom and flexibility to access all Wellbeing services at the point of need via a draw down, credit bundle system (see page 8 for more details).

Further, the provision of wellbeing services has also expanded to include *Making Sense of Menopause* workshops, offering the opportunity to explore, understand and manage the possible impacts of Menopause in the workplace.

**Pupil Wellbeing Only** enables those Schools/Academies which have Staff Wellbeing services in place to opt for Pupil Wellbeing services only. For further information please see page 14.

**Jamie Peacock: Be a Champion Health and Wellbeing Programme** offers Schools and Academies the opportunity to engage pupils with proactive management of their own health and wellbeing.

# Level 1: Nurse Support Services

## Nursing Support Helpline

The Nursing Support Service provides access to a Nurse Support telephone helpline. Nursing Support will:

- assist with any queries your staff may have regarding their health and wellbeing
- empower staff to ask the right questions regarding their condition when dealing with other health professionals
- provide effective pastoral care and support when it is needed

## Menopause Support

Menopause is not an illness or medical condition; it is a natural life event for women. However, the symptoms of menopause can have a serious impact on their physical and psychological wellbeing. The Nursing team are trained to provide information following National Clinical Guidelines around symptoms associated with the menopause.

The support service includes information and guidance on:

- the various stages of menopause
- lifestyle changes and interventions that could help general health and wellbeing
- benefits and risks of treatments for menopausal symptoms
- long-term health implications of menopause

## Cancer & Chronic Illness Support

The Nursing team can provide support to staff who have received a diagnosis of cancer or any other long-term condition which is affecting the quality of their daily life. This can be a vital source of emotional support during a very difficult and confusing time. Staff will be encouraged to talk through any concerns they may have and to discuss openly the physical/psychological symptoms which can accompany such a diagnosis.

The Nursing Support Telephone helpline is available Monday—Friday between 08.30 and 16.30, excluding Bank holidays.

The Level 1 Nursing Support package is only available to HR Client and is costed per employee. For more information please contact us at:

[office@schoolspeople.co.uk](mailto:office@schoolspeople.co.uk)

# Level 2: Nurse Support & Wellbeing Services

The Level 2: Nursing Support and Wellbeing Services package provides a suite of confidential services that empower your staff to manage their physical and mental wellbeing on a daily basis.

The Level 2 Nursing Support and Wellbeing package is only available to HR Clients and is costed per employee.

Together with access to the Nursing Support helpline, staff may also benefit from:

## GP Consultations

The Schools People understand that with increasing GP waiting times and our own busy lives, it can be difficult and disruptive to arrange an appointment with a GP, often resulting in absence from work at short notice.

The GP Consultation service is a great benefit for both the school and your staff, providing round-the-clock access to a confidential GP consultation service by phone or video.

### GP: Telephone Consultation provides:-

- the highest level of medical support & advice by a UK based GP
- a worldwide service, accessible from anywhere
- 24 hours a day, 7 days a week, 365 days a year access
- pre-planned GP call-back appointments
- unlimited consultation length
- no limit to the number of times the service can be used
- access for your staff and their immediate family
- medication delivery service (extra costs may be incurred, e.g. prescription and postage charges)



### GP: Video Consultation

- connects users face-to-face with a GP to aid rapid diagnosis
- pre-planned appointments
- medication delivery service (extra costs may be incurred)

# Level 2: Nurse Support & Wellbeing Consultation Services

## Counselling

A recent study undertaken by Leeds Beckett University indicates that 40% of NQTs and 31% of all teachers surveyed experienced mental ill-health in the last year. Research by the Schools Advisory Service supports these findings, and points to workplace stress accounting for approximately 31% of all absence within Schools and Academies. Through the provision of a Wellbeing Counselling service we are doing everything possible to improve that statistic for the Schools and Academies we work with and we are committed to looking after the psychological welfare of your Schools people.

The Wellbeing Counselling service is a non-judgmental, empathetic and accessible solution-focused service which provides your staff with:

- a confidential sounding board;
- a safe space to talk about any issues that are troubling them;
- encouragement to find their own solutions to problems;
- working together to develop better ways to manage issues;
- effective therapy to deliver a way forward.

The number of counselling sessions available over a 12 month period is limited by the number of staff registered to receive the benefits of the Level 2 package.

10 sessions will be offered for every 20 staff registered. For example, if the Level 2 package is purchased for 40 staff members you will receive 40 counselling sessions to utilise over a 12 month period.

Additional ad hoc services may be purchased through our Level 3: Bespoke Bundle.

## Weight Management Programme

The Schools People recognise that assisting people to live a healthy lifestyle can in turn prevent the development of long-term chronic conditions. Working in partnership with Slimming World, staff with a BMI of 30 or above can choose to access a 12-week weight management programme.

Following a 'readiness to change' interview with a Slimming World consultant, staff can attend a group of their choice in their local area.

# Level 2: Nurse Support & Wellbeing Consultation Services

## Physiotherapy

The Schools People recognise that early physiotherapy intervention can help to relieve pain and restore movement and function when someone is affected by injury, illness or disability. It can also help to reduce the risk of injury, illness and medical intervention in the future. Common complaints include: postural issues, sports injuries, post-operative rehabilitation and pregnancy related problems.

Private physiotherapy support is available for staff with a medical diagnosis where physiotherapy is a prescribed treatment by the GP/Consultant.

### Benefits:

- the injury or condition does not have to be work-related;
- reduces the potential amount of time spent absent from work;
- staff will attend a private physiotherapy clinic of their choice.



The number of physiotherapy sessions available over a 12 month period is limited by the number of staff registered to receive the benefits of the Level 2 package. 10 sessions will be offered for every 20 staff registered. For example, if the Level 2 package is purchased for 40 staff members you will receive 20 counselling sessions to utilise over a 12 month period.

Additional ad hoc services may be purchased through our [Level 3: Bespoke Whole School Wellbeing Bundle](#)

## Complementary Services for Cancer & Chronic Illness Support

Living with a diagnosis of cancer or any other chronic condition requires the best support available. Sometimes, the worst part of such a diagnosis is not the illness itself, but the physical and psychological effects of diagnosis and the subsequent treatments.

At any point during the journey of cancer or chronic illness, clients may be offered complementary therapies to assist with managing symptoms, improving overall wellbeing, and enhancing quality of life.

The Nurse may request clarification from a client's Consultant/Specialist Nurse to ensure there are no contra-indications for a specific complementary therapy prior to an appointment being made.

# Level 3: Whole School Wellbeing Services

The Level 3: Whole School Wellbeing service enables Schools and Academies to tailor our suite of Wellbeing services to meet their individual needs.

Whole School Wellbeing Services are available to all organisations, irrespective of your current HR Consultancy client status.

Schools/Academies may purchase a credit bundle from which to draw down any of our wellbeing services as and when the need arises. Each wellbeing service has a credit cost attached.

Whole School Wellbeing Services	Credit Cost
<b>Individual Services for Staff</b>	
Counselling (Triage plus a course of 5 sessions)	10
Physiotherapy (Initial assessment plus a course of 4 sessions)	5
Weight Management: 12 week programme	2
Complementary Therapy Sessions for Cancer & Chronic Illness	4
GP Consultation (Staff and immediate family)	0
<b>On-Site Services for Staff</b>	
Lifestyle Health Screening (Limited to 20 participants per session)	10
Stress Awareness Workshop (Limited to 30 participants per session)	10
Making Sense of Menopause: Live Webinar (Limited to 10 participants per session)	10
Making Sense of Menopause: Live Workshop (Limited to 15-20 participants per session)	10
<b>Individual Services for Pupils</b>	
Speech, Language and Communication Therapy	1
Counselling Session	2

**Discounts are available to HR Clients for Whole School Wellbeing Credit Bundles.**

For cost information on credit bundle packages please contact us at [office@schoolspeople.co.uk](mailto:office@schoolspeople.co.uk)

# Level 3: Whole School Wellbeing

## Lifestyle Health Screening Service

This confidential screening service is carried out for the benefit of individual staff members. Screening consists of a Nurse-led review of health status and disease risk factors, including questions relating to family history, medical history, current medication and lifestyle.

Strictly confidential, information will not be shared with either the School or The Schools People. A written report will be handed directly to the staff member at the end of their consultation, and if the organisation has purchased a Wellbeing or Medical & Wellbeing package, the Nurse will be able to signpost the individual to any of the services within the package that may benefit them.

Lifestyle Health Screening takes approximately 15 minutes per staff member, and includes:

### Non-fasting Cholesterol Test:

Cholesterol is one of the normal blood fats. Individuals with high levels of cholesterol are at a higher risk of heart and blood vessel disease. High cholesterol can run in families and it is particularly important to consider measuring cholesterol in individuals whose relatives have had or have died from heart disease or a stroke at a relatively young age.

### Blood Pressure:

Blood pressure varies throughout the day. This only becomes a problem when it is running at a consistently high level and can occur without any signs or symptoms. For this reason it is useful to have blood pressure measured, as a continuous high level can lead to cardiovascular issues.

### Urinalysis:

Abnormalities detected in urine can be a sign of diabetes, kidney problems or something more sinister.

## Body Mass Index (BMI) and Waist Measurement Readings.

Combining BMI and waist measurement readings provides an indication of risk factors associated with serious health conditions. Both these measurements can provide relevant information for health care professionals that may support an individuals health goals.

**Please note:** Individuals who are regularly monitored by their GP should not attend.

For example, those who:-

- are taking Statins
- are taking medication to control cholesterol and/or blood pressure
- have been diagnosed as having type 2 diabetes
- are pregnant or breastfeeding

During the session the Nurse will encourage positive lifestyle changes and signpost to services that can benefit the clients health and wellbeing.

Health Screening takes approximately 15 minutes per individual and is limited to a maximum 20 staff members per day. Please book multiple sessions if required. Every effort will be made to meet your preferences for booking dates but please note that we cannot guarantee to match your choices.



# Level 3: Whole School Wellbeing

## Stress Awareness Workshops

The Teacher Wellbeing Index 2018 highlights a stress epidemic and rising mental health issues across the education sector. In a recent study 27% of the education professionals and 31% of senior leaders surveyed exhibited signs of stress, 23% of which had since received a formal diagnosis from their GP.

This Stress Awareness Workshop aims to educate your staff to identify the indicators of Stress and empower them to seek the relevant help and support at an early stage.

Themes covered in the workshop include:

- What is stress?
- How to recognise stress in yourself and in others
- Becoming more resilient
- Coping strategies to manage stress effectively
- Where to go for further help, advice or support

During the session the Nurse will be able to signpost individuals to services within the client's package that may be of benefit to their health and wellbeing, including counselling sessions.

*Please note:* Stress awareness sessions are limited to 30 attendees per session. Please book multiple sessions to accommodate more staff. Every effort will be made to meet your preferences for booking dates but please note that we cannot guarantee to match your choices.



# Level 3: Whole School Wellbeing

## Making Sense of Menopause Workshop

*Making Sense of Menopause* is an introduction to Menopause, its effects in the workplace, and practical solutions to help you manage the impacts.

Delivered by your local Simply Hormones Ambassador, this workshop will cover the following topics:

- What is Menopause?
- When does it start/finish?
- How to identify your own symptoms

And will include:

- Discussing menopause in a group setting
- Top Tips
- Guidance on where to go for further help, advice or support
- Q/A Session

Participating Schools will receive:

- Menopause Symptom List
- Menopause Survival Kit
- NICE Guidelines on Menopause

This workshop can be delivered as a live webinar or a live workshop.

Webinars are limited to 10 participants; Workshops are limited to 15-20 participants

To accommodate larger numbers of participants please book multiple sessions



# Whole School Wellbeing: Services for Pupils

## Speech, Language & Communications Therapy (Delivered by Mable Therapy)

Mable Therapy's custom built, web based platform combines evidence based practice with principles of digital gamification and direct therapist support to create a flexible and impactful approach to providing therapy to pupils with speech, language and communication needs (SLCN).

Following an initial baseline assessment and the development of personalised targets, pupils engage with interactive games that support their targets. Flexible appointment times ensure that therapy sessions can be arranged around pupil and teacher timetables and parental availability, offering a rounded experience aimed at developing the pupil's communication skills during and between sessions.

Although this approach may be new to many teachers, Mable Therapy provides professional development in bite-sized pieces through their Learning Zone, which is directly linked to the needs of the pupil with whom they are working. Each module has an assessment to check learning and a certificate of achievement to acknowledge professional development.

Mable's unique approach has a positive impact on pupils' speech, language and communications development by building knowledge and skills in their teaching staff and parents, ensuring support at every level.

### Benefits

- No contract, charged per pupil, per session
- No waiting list
- Cost effective
- Streamlined communications between the teacher, therapist and parents
- Weekly data to demonstrate impact



# Whole School Wellbeing: Services for Pupils

## Pupil Counselling (Delivered by Mable Therapy)

The Pupil Counselling service provides pupils with the time, space and assistance to help them identify any worries, anxieties, problems or feelings that may be interfering with their personal or academic life and the support to work towards resolve those problems.

Using Mable Therapy's custom built, web based platform Counsellor can offer flexible appointments to children and young people and conduct counselling sessions within the safe and familiar School environment.

Counsellors are trained to deal with all issues including:

- Bereavement and Loss
- Abuse (Mental, Sexual, Physical, Emotional and Neglect, Bullying, etc)
- Trauma
- Confidence and Self Esteem

## Pupil Wellbeing Only

### Jamie Peacock: Be A Champion Health and Wellbeing Programme

The programme encourages and empowers pupils to manage their own health and wellbeing proactively, through workshops based on 4 key principles:

1. Positive Mindset
2. Physical Activity
3. Eating Healthily
4. Sleeping Well

The programme is delivered by Jamie Peacock, MBE, considered to be one of the best Rugby League players of his generation. His list of honours are evidence of the talent, hard work and dedication that have made him one of the UK's most inspirational and commanding sportsmen and influential role models.

This programme **cannot** be purchased via the credit bundle system. Schools/Academies will be invoiced separately.

**Speech Therapy:** See page 13 for details

**Pupil Counselling:** See above for details

# Pupil Wellbeing Only: Costs

Pupil Wellbeing Only	Credit Cost
Counselling Session	2
Speech, Language and Communication Therapy Session	1

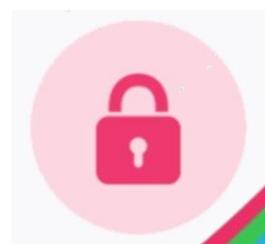
## Discounts are available to current HR Clients for:

- Pupil Wellbeing Only Credit Bundles
- Jamie Peacock: Be a Champion, Health & Wellbeing Programme

For cost information on 'Pupil Wellbeing Only' credit bundle packages, or the 'Be a Champion' Health and Wellbeing Programme please contact us at [office@schoolspeople.co.uk](mailto:office@schoolspeople.co.uk)

## Other Services Available from The Schools People

- **HR Consultancy:** Professional, practical, solution focused HR to meet the needs of your School/Academy
- **HR Audits:** Providing a comprehensive review of your HR processes, policies and procedures.
- **Occupational Health & Pre-Employment Health Checks:** Helping your staff to live well and work well
- **DPO Service:** A practical and cost-effective solution to meeting your Data Protection obligations



# Contact Us

For further information on any of our services, to discuss your needs or to request a no obligation quotation: -



Telephone: 01773 851 078



Email at: [Office@schoolspeople.co.uk](mailto:Office@schoolspeople.co.uk)



Or complete the 'Get a Quotation' form on our website:  
<https://schoolspeople.co.uk>

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