



EASTERN REGION TEACHING SCHOOL HUBS  
in collaboration with Initial Teacher Training Providers

# **East of England Mentor Conference**

From Challenges to Growth

Promoting Wellbeing and Resilience in Mentoring Trainees

# Eastern Region Teaching School Hubs



*Participant Poll*

# Mental Health Deep Dive: Gen Z & Millennial 2024 Survey



How these  
generations feel  
about work and the  
world around them



Questions probe a  
range of factors  
influencing  
employee mental  
well-being at work



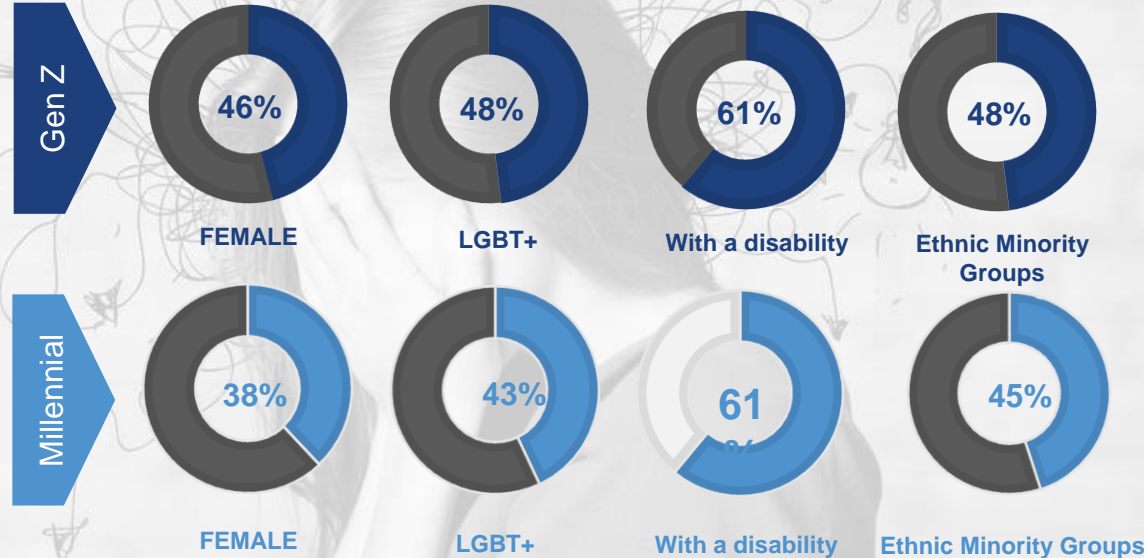
23,000 responders  
in  
44 countries

Source: Mental Health Deep Dive based on the 2024 Gen Z & Millennial Survey  
Deloitte. May 2024

# Gen Zs and millennials are experiencing continued stress and anxiety

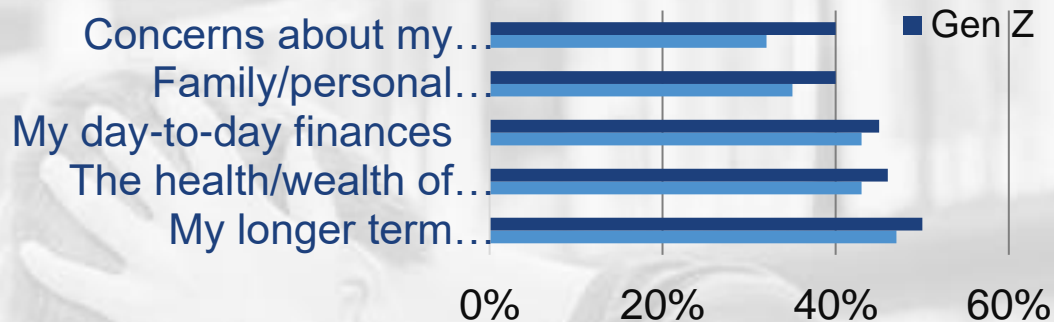
40% Gen Z and 35% millennials are feeling stressed and anxious **all or most of the time**

**Under-represented** groups higher score higher



## Stress & anxiety driven by multiple factors

Top factors contributing to anxiety or stress



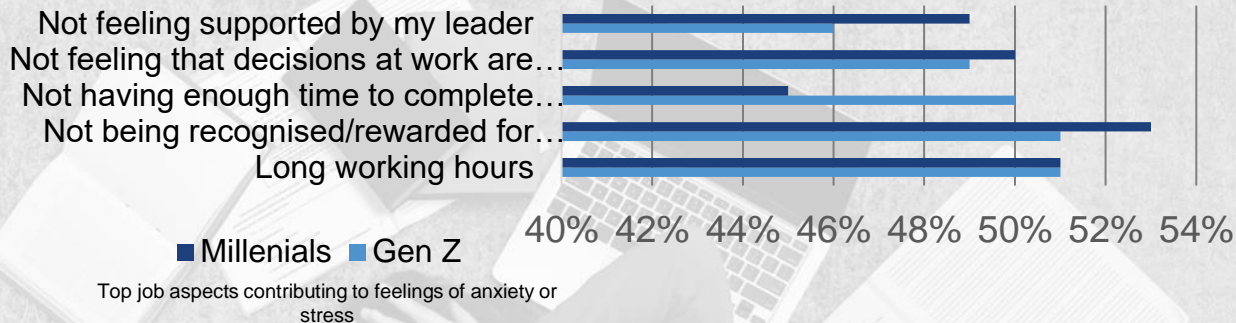
Concerns about personal mental health cited fourth factor for Gen Zs at 40%:

- **One in five** rate their mental health as **either poor or extremely poor**
- It's the most prominent factor with Gen Zs under-represented groups
  - 46% LGBT+/ethnic minority groups
  - 49% neurodivergent/disability
- Under-represented groups are less likely to rate their mental health as "good" or "extremely good"
- However, more people feel their mental health is improving rather than deteriorating

Since the pandemic, Gen Zs and millennials still rank work core to people's sense of identity. Second after friends and family. A third of respondents feel regularly anxious or stressed say that their “job is a key factor”

## Work & its impact on mental wellbeing

Workplace experiences play a role in mental health wellbeing, particularly Gen Z



**50% Gen Zs and 45% millennials agree or strongly agree that they feel burned out at work**

**Those who feel burned out are more likely to experience work related stress and report negative experiences at work in higher numbers**

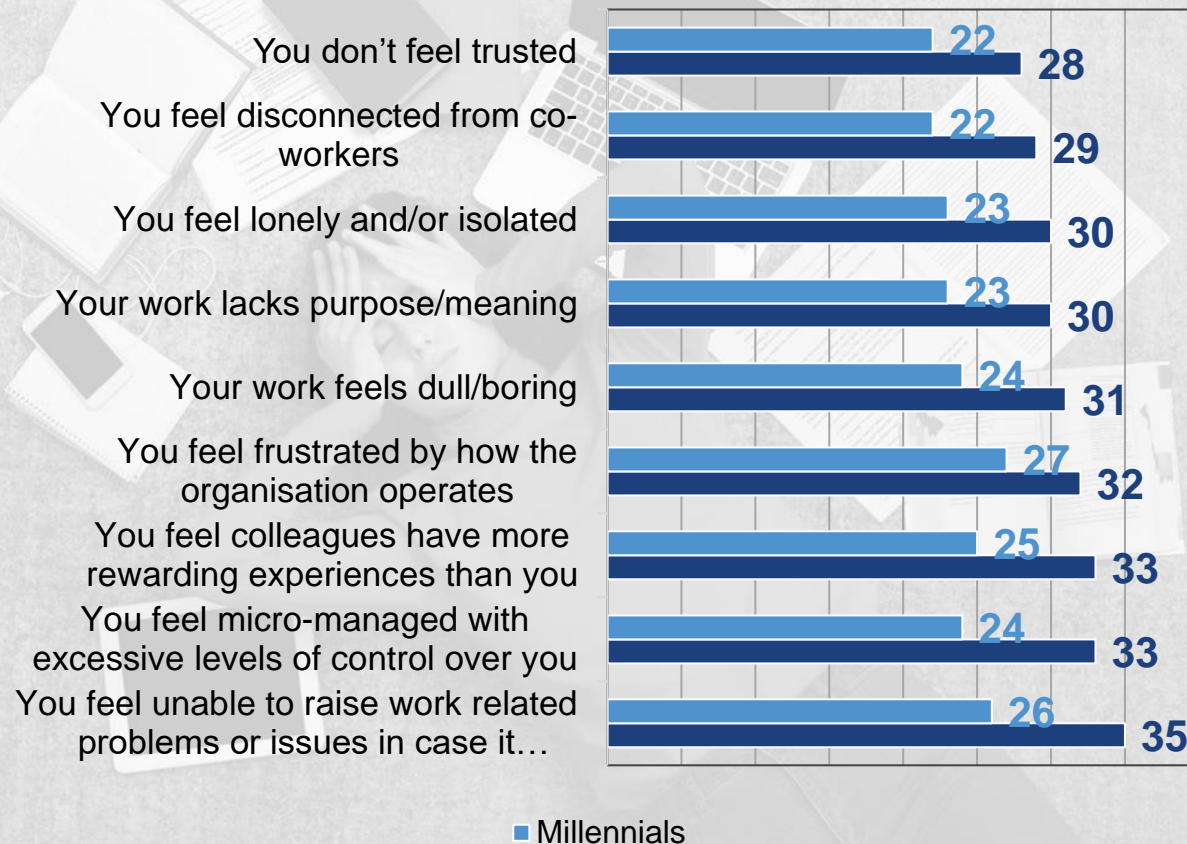
Respondents who feel “stressed or anxious” all of the time experience these feelings at work to a greater extent

Negative feelings about work seem to disproportionately affect people who work solely remotely



## How often would you say...

### Work & its impact on mental wellbeing



# Work/life balance & new ways of working



Gen Zs and millennials value maintaining a healthy **work/life** balance

Rated as the quality they admire most in peers  
- ahead of job, salary or education



Work/life balance is **No 1** reason they chose their employer



Hybrid working has a **positive impact** on work/life balance and mental health

- Nearly half of respondents (48% Gen Zs and 47% Millennials) say that mental health support and policies are very important to them when considering a potential employer
- Employers are making an effort to improve workplace mental health, but more needs to be done
- Mental health support at work is becoming **more accessible** (e.g. EAPs), but remain **underutilised**



# Workplace cultures and mindsets



Trust in managers' ability to support mental health is still lacking

High numbers of employees are not yet comfortable disclosing their challenges to leaders



Relationship with manager has a significant impact on mental health

Only 56% of Gen Zs and 59% of millennials feel comfortable speaking openly about stress, anxiety or other mental health challenges



Only around half feel confident that their manager would know how to help them

Also three in 10 believe that their manager would discriminate against them if they were to raise concerns about mental health



Senior leaders play a critical role when it comes to destigmatising mental health at work

Where senior leaders are more vocal there is a notable uptake of support resources and employees are much more likely to agree or strongly agree that their employer takes employee mental health seriously



Many employees still struggle with mental health challenges in silence

73% of Gen Zs and 65% of millennials say they have needed to take time off due to anxiety or stress yet only 39% of Gen Zs and 34% of millennials actually took time off as a result (with about half stating a different reason for absence)

# Pause & Reflect

What are your reflections of this survey?  
What has resonated with you?



## Instructions

Go to  
[www.menti.com](https://www.menti.com)

Enter the code

2847 6524



Or use QR code

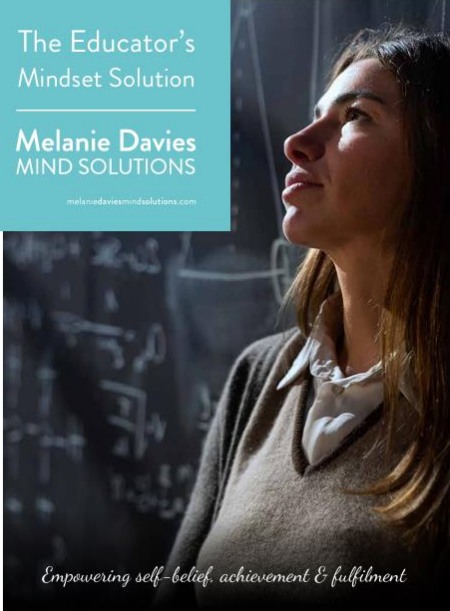


# Protecting Wellbeing for Mentors and ITTs

The Educator's  
Mindset Solution

Melanie Davies  
MIND SOLUTIONS

[melaniedaviesmindsolutions.com](http://melaniedaviesmindsolutions.com)



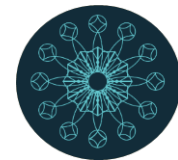
*Empowering self-belief, achievement & fulfilment*

A unique programme for well-being, professional development, and **stress management to retain and nurture healthy, resilient** educators.

Melanie Davies  
MIND SOLUTIONS

[www.melaniedaviesmindsolutions.com](http://www.melaniedaviesmindsolutions.com)

# An introduction...

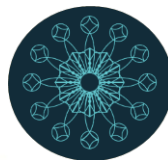


## **Melanie Hamilton Davies FCCT**

- Over three decades in education: teacher, mentor, lead practitioner, coach, Director of Teaching and Learning, SCITT Tutor, ECF facilitator, and Global Trainer.
- Previous Therapeutic work includes perinatal yoga, baby, toddler and children's yoga and antenatal education.
- **Fully qualified, registered and accredited Hypnotherapist**
- **Stress Management and Resilience Consultant. ISMA**
- **Sleep Consultant; BLAST trauma therapist**
- **Creator of The Educator's Mindset Solution Programme;**
- **The Workplace Wellbeing Solution; The Medic's Mindset Solution.**

**Melanie Davies**  
MIND SOLUTIONS

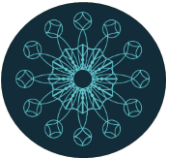
[www.melanieDaviesMindsolutions.com](http://www.melanieDaviesMindsolutions.com)



With recruitment lower than necessary, it is more important than ever to retain the existing work force, maximising the benefits of keeping experienced educators in the system and ensuring children and young people are taught and supported by professionals who are able to give of their best.

“The supply of new teachers is simply not sufficient to meet the needs of the education system, and we then lose far too many early in their careers.”





89%

of all senior leaders (rising to 95% among headteachers) reported feeling stressed

78%

of all education staff are stressed (3% increase on 2022)

78%

of school teachers are stressed (6% increase on 2022 and the highest of all job roles)

51%

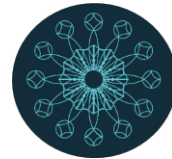
of staff experience insomnia or difficulty sleeping (6% increase on 2022)

36%

of school teachers reported experiencing burn-out (9% increase on 2022)

Wellbeing in the education sector is poor and continues to decline.

# The trouble with stress...



- Stress, depression or anxiety account for around 17.1 million working days lost during 2022 /23

(Source Labour Force Survey self-reported estimates)

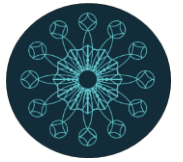
## The 2022 Teacher Wellbeing Index survey:

- Education staff report higher levels of stress than average population.\*
- Stress levels have increased when compared to 2021.

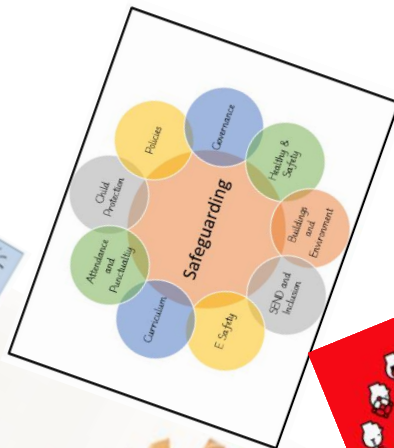
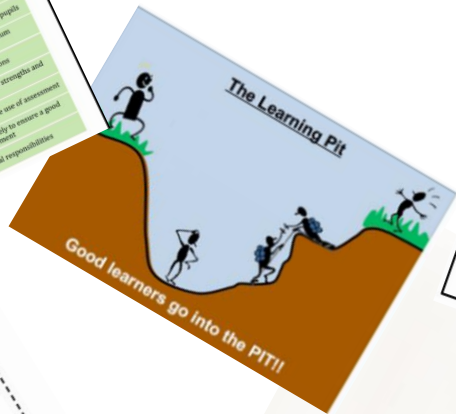
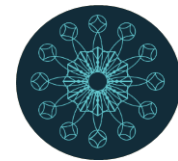
\* <https://www.educationsupport.org.uk/resources/for-organisations/research/teacher-wellbeing-index/>



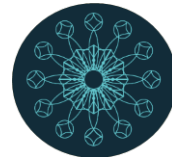
**SLEEP** – the foundation of stress management, health, resilience, and optimum performance.



# SLEEP – the foundation of stress management, health, resilience, and optimum performance.



# ECF and \*ITT Core Content Frameworks



## Professional Behaviours (Standard 8 – Fulfil wider professional responsibilities)

Learn that...

Learn how to...

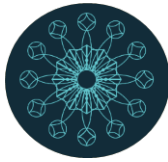
7. Engaging in high-quality professional development can help teachers improve.

### Manage workload and wellbeing, by:

- *Using and personalising systems and routines to support efficient time and task management.*
- *Understanding the right to support (e.g. to deal with misbehaviour).*
- *Collaborating with colleagues to share the load of planning and preparation and making use of shared resources (e.g. textbooks).*
- *Protecting time for rest and recovery.*

\* • Protecting time for rest and recovery and being aware of the sources of support available to support good mental wellbeing.

# Why is sleep so important?



- Increases attention span and cognitive function
- Emotional regulation
- Boosts memory and learning
- Improves creativity and problem solving
- Physical growth and repair
- Brain development and health
- More sleep = less anxiety and depression
- Healthy metabolism and weight management
- Immune system
- Reduces risk of injury

**Melanie Davies**  
MIND SOLUTIONS

**Chronic poor sleep  
may increase the  
likelihood of  
developing**

- dementia
- heart disease
- type 2 diabetes
- obesity
- cancers of the  
breast, colon,  
ovaries and  
prostate.

[www.melanieDaviesMindsolutions.com](http://www.melanieDaviesMindsolutions.com)

# Which type of sleeper are you?



## A

- Regular
- 7-9 hours

## B

- Less than 7 hours
- #sleep is for wimps!

## C

- Struggling
- Sleep onset
- Maintenance
- Return

# Which type of sleeper are you?



**A**

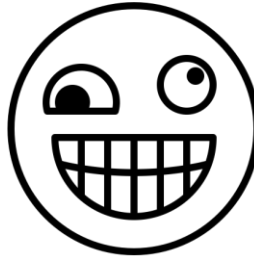
**SUPER  
SLEEPER**



Created by Lars Meieroberens  
from Noun Project

**B**

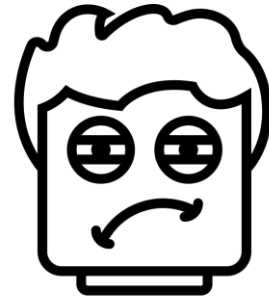
**SLEEP  
DENIER**



Created by Anniken & Andreas  
from Noun Project

**C**

**SLEEP  
CRAVER**

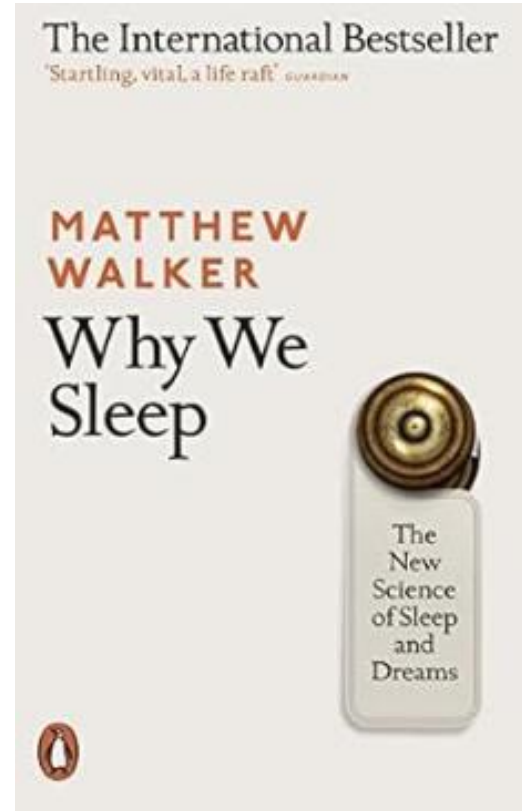


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# A Source of Sleep Science

## WHY WE SLEEP by Matthew Walker

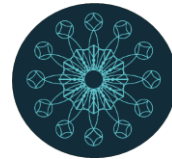
Melanie Davies  
MIND SOLUTIONS



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# The Cost of Insufficient Sleep

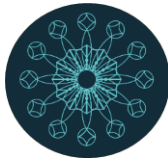


**UK loses just over 200,000 working days a year due to poor sleep.**

**Productivity losses caused by poor sleep cost UK economy on average between £37 - £40 billion a year (around 2% of the nation's GDP)**

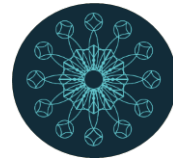
**Why Sleep Matters—The Economic Costs of Insufficient Sleep (Research by RAND)**

# The Science: Robert Stickgold



- Virtual maze navigation tasks
- Nappers showed superior memory of the maze, located clues easily with faster times than those who had not slept.
- Those who reported dreaming about elements of the maze showed almost **10 times more improvement** compared to those who had just slept, but not dreamed about maze related experiences.

# The impact of poor sleep at work

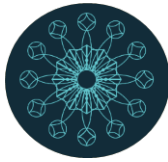


Controlled studies exploring effects of insufficient sleep on employee effort, productivity and creativity.

## Less sleep =

- Fewer creative solutions
- Less productivity
- Less ethical decision making

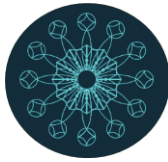
# The impact of sleep on your performance



Sleep tracking study of supervisors and leadership performance.  
**Unknown to the employees.**

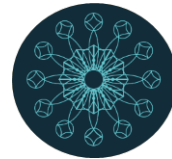
- Poor sleep = poor leadership, less self-control and more abusive behaviours towards employees. **Identified by employees.**
- **Even when employees were well-rested, they became less engaged, with reduced productivity when supervisors had under slept.**

# Sleep and the harmonious classroom



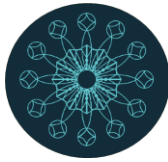
- Lack of sufficient REM dream sleep results in an inability to accurately read emotions in others.
- The faces experiment: Sleep deprived individuals have a default of fear bias, interpreting “gentle or somewhat friendly faces as threatening”.

# Dreaming – the soothing balm



- Randomised control trial of MRI scans measuring emotional brain activity when viewing emotional images.
- Group A – two viewings separated by 12 hours awake.
- Group B – two viewings separated by 12 hours including sleep.
- 60% increase in emotional reactivity in amygdala in sleep deprived participants.

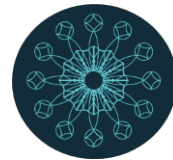
# Magnificent 7 Sleep tips



1. Early morning daylight- regular wake up time
2. Dim lights in the evening – limit blue light exposure
3. Movement
4. Cool, dark room, free of devices
5. Only use bed for sleeping or sex!
6. Beware sleep disrupters: caffeine, alcohol and sedatives
7. Avoid watching the clock for night waking



# A little bit of neuroscience – sleep anxiety



**Hypnosis – the secret solution  
you carry in your own mind.**



**Melanie Davies**  
MIND SOLUTIONS

[www.melanie davies mindsolutions.com](http://www.melanie davies mindsolutions.com)



# Self-help techniques to calm a busy mind.



Created by Maya Nurhayati  
from Noun Project

**Use this link to claim your free downloads for stress relief, virtual holidays and better sleep.**



**Your feedback would be most appreciated.**

**Please visit my Trust Pilot page and leave a review.**



# Case Studies



## Primary Mentor

Karen Carter: Crabtree Junior School, Harpenden, Herts

# Case Studies



## Secondary Mentor

Kyle Jay: Thurston Community College, Bury St Edmunds, Suffolk.

# Over to you!

## Considerations as mentors



*What changes have you observed in trainees that you have worked with recently? Positive or negative*



*What positive attributes do your trainees bring to your setting?*



*What challenges and barriers you have encountered recently with trainees?*



*What steps have you taken to overcome these problems to support the colleagues you are working with?*

# Next Steps

What will you take forward into your own practice?



## Instructions

Go to  
[www.menti.com](https://www.menti.com)

Enter the code

2847 6524



Or use QR code



# Thank you!

We appreciate your engagement.

Please share your feedback.



# Research & Evidence

## 2024 Gen Z and Millennial Survey:

<https://www.deloitte.com/global/en/issues/work/content/genz-millennialsurvey.html>

**Deloitte.**



2024 Gen Z and Millennial Survey  
Living and working with purpose in a transforming world

## Tomorrow's Teachers - A Teach First Report on getting Gen Z into the classroom:

<https://www.teachfirst.org.uk/reports/tomorrows-teachers>

**T** Teach  
First

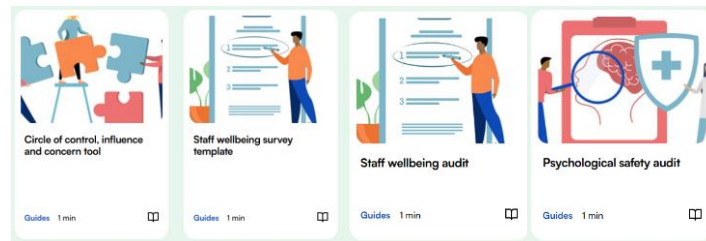
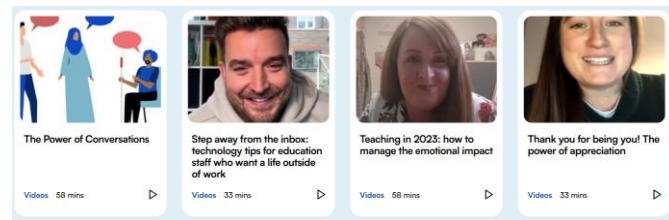
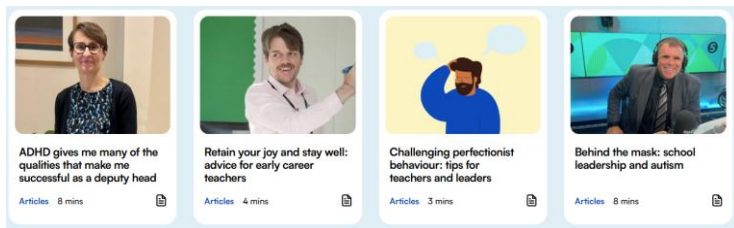
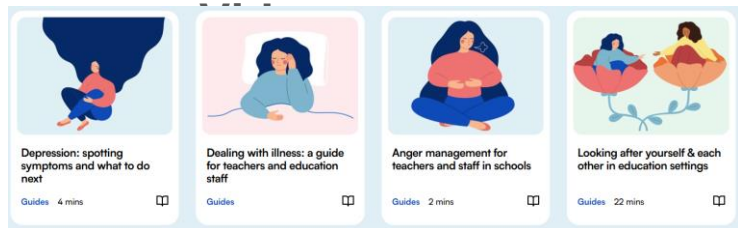
## Tomorrow's teachers

A roadmap to get Gen Z into the classroom



# Wider Support

## Guides:



Helpline: 08000 562 561

9,570

People supported by our helpline

Newsletter Subscription

# Mental Health First Aid

Mental Health First Aid (MHFA) training courses teach people to spot the symptoms of mental health issues, offer initial help and guide a person towards support.

## By training in MHFA England skills you can:

- Give people the tools to keep themselves, their colleagues, students and peers healthy
- Empower them to access support when it's needed, for a faster recovery
- Allow people with mental health issue or disability to thrive in work or study
- Stop preventable issues arising by building a supportive culture around mental health



**MHFA England**

# Evidence base: resilience and well-being

*“Levels of high or low well-being are rarely due to just one factor...the issue should be looked at holistically.”(DfE, 2021)*

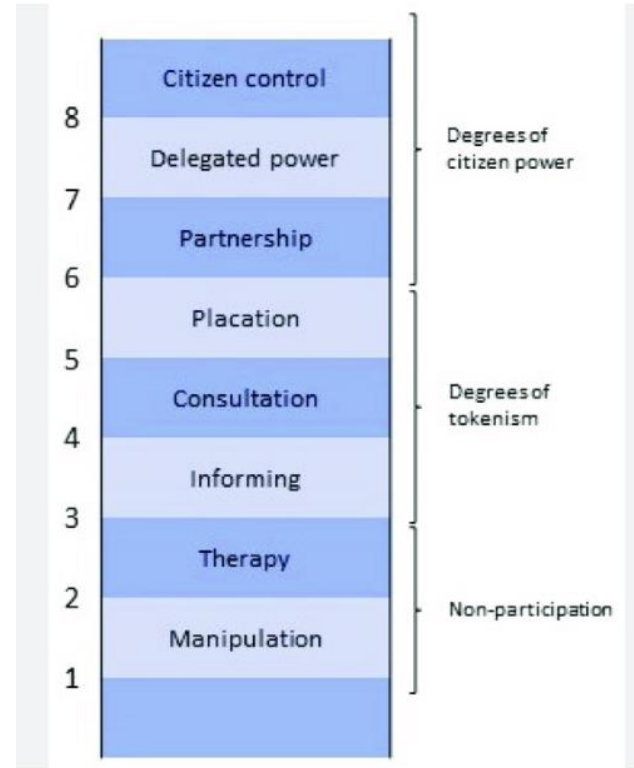
What **can** we influence in our roles?

1. Self-determination theory (1985, 2000)
2. Arnstein's ladder of citizen participation (1969)

# What does this mean for mentoring?

## Arnstein's ladder of citizen participation:

- Where do we currently work?
- Where should we ideally be working?
- What can we do to make this happen?



# What does this mean for mentoring?

## **Self-determination theory (Ryan & Deci, 1985, 2000):**

Intrinsic motivation is achieved when people's psychosocial needs are met:  
-competence (achieve mastery and produce desired outcomes)

*Our coaching can support this happening.*

-relatedness (feel connected to others)

*Encouraging attendance at conferences/clinics; using the staff room/department time.*

-autonomy (ownership over behaviour)

*Allowing mistakes to happen; deliberate practice is ideal for this.*