

OFFICER DECISION RECORD 2 FORM

This form should be used to record Officer Decisions which have a financial impact (income/expenditure) between £25k - £100k.

Decision Reference No: LOCYP/OAHWB21/2021	14/06/21
2122020	

BOX 1.**DIRECTORATE:**

Learning and Opportunities: Children
and Young People

DATE: 14th June 2021**Contact Name:** Rebecca Fletcher**Tel. No.:** 01302 736237

Subject Matter: Doncaster Opportunity Area Year 5 – School Staff Health & Wellbeing Support Programme Round 2

BOX 2

DECISION TAKEN: To provide funding (£95,000) to support a second round of the Teacher Health & Wellbeing Programme, which provides a bespoke package of Health & Wellbeing support developed in collaboration and to meet the specific needs of schools.

This project will support around 25 schools. It is anticipated that these will come from a combination of schools new to the programme and some continued support for schools from the initial round of the programme. As in the previous round all schools would be eligible to apply and invited to do so through an EOI process. Participants will then be selected based on demand and need.

Due to its success, the programme will follow the same methodology as previously as far as the contractor and head teacher will agree a bespoke programme of training targeted to meet the needs of the school.

As before to ensure a co-ordinated approach and to foster a spirit of unity and team building, it is envisaged that the majority of these training modules would be delivered within the school and arranged around the needs of school (either twilight, training days, morning staff meetings, etc.).

BOX 3**REASON FOR DECISION AND ALTERNATIVE OPTIONS CONSIDERED AND REJECTED:****Reason for Decision:**

The need to retain quality teachers in Doncaster underpins the successful delivery of all four priorities in our Doncaster OA plan.

The aim of the project is to support the health and wellbeing of teachers in order to retain experienced teachers both in the profession and in Doncaster and to do so in a way that integrates and compliments both our own broader OA delivery and the wider support that will be available across the Borough.

The National Statistics- School workforce in England: November 2018, Published 27 June 2019, updated 9 October 2019 indicated Doncaster was higher than the National average in the following:

- Teachers with at Least One Period of Sickness Absence (%)
- Average (Mean) Number of Days Lost to Teacher Sickness Absence
- Average Number of Days Lost to Teacher Sickness Absence (All Teachers in School).

As with the previous round, the programme aims to compliment other programmes in the sector and work collaboratively with other delivery agents for example Mental Health Trailblazer (MHT) to ensure an integrated approach.

Feedback from schools who have participated in the first round of the Teacher Health & Wellbeing Project is that the programme is well received with the collaborative and flexible delivery approach along with the quality of the support being identified as positive features of the programme.

The original programme was targeted at providing support to approximately 20 schools, however to meet the demand and due in part to the flexibility of the delivery partner 30+ schools have been able to access support.

Currently our project monitoring indicates that to date around:

- 80 courses have been delivered.
- 400+ teaching staff that have accessed some level of training over 90% of these feel that the training has supported their Health & Wellbeing.
- 80 members of teaching staff have either qualified or are in the process of becoming qualified or signed on courses as Mental health first aiders – for Adults.

Training remains scheduled for the remainder of the project and the above figures are on track to increase by the end of the initial round.

Despite the best efforts from both schools and delivery partners, the impact of Covid has understandably created the need to reschedule some training events and has led to a number of requests for continued support in the next academic year.

Alternative Options Considered and Rejected:

To top up the award of the original programme, expanding and passing the original £100k budget – this would not be in line with Contract Procedure Rules and so was rejected.

Do nothing – this would not meet the demand and need of mental health and wellbeing support for our teachers, leaving the impact of Covid to have a longer-term effect on both them, and in turn, our children and young people in education.

**BOX 4
BACKGROUND PAPERS**

YES – OA Business Case



Donc_OA_School
Staff HW_business c

**BOX 5
INFORMATION NOT FOR PUBLICATION:**

This ODR can be published in full, redacting signatures only.

Name: Rebecca Fletcher Signature: [REDACTED] Date 29 June 2021

Signature of FOI Lead Officer for service area where ODR originates

**BOX 6
AUTHORISATION:**

Name: Lee Golze Signature: [REDACTED] Date: 5 May 2021

Chief Executive/Director/Assistant Director/Head of

Does this decision require authorisation by the Chief Financial Officer or other Officer?

YES/NO

If yes please authorise below:

Name: _____ **Signature:** _____ **Date:** _____

Chief Executive/Director/Assistant Director of _____

Consultation with Relevant Member(s)

Name: _____ **Signature:** _____ **Date:** _____

Designation _____

(e.g. Mayor, Cabinet Member or Committee Chair/Vice-Chair)

Declaration of Interest YES/NO

If YES please give details below:

**PLEASE NOTE THIS FORM WILL BE PUBLISHED ON THE COUNCIL'S WEBSITE
IN FULL UNLESS IT CONTAINS EXEMPT OR CONFIDENTIAL INFORMATION**

Once completed a PDF copy of this form along with any relevant background papers should be forwarded to Governance Services at Democratic.Services@doncaster.gov.uk who will arrange publication.

It is the responsibility of the decision taker to clearly identify any information that is confidential or exempt and should be redacted before publication.