Workplace Psychological Health and Safety in Schools

Facilitated by: NAMES
Date: DATE

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LAND ACKNOWLEDGEMENT

"CMHA Manitoba and Winnipeg acknowledge that we are on Treaty 1 territory, the original land of the Anishinaabeg, Cree, Oji-Cree, Dene, and Dakota peoples as well as the homeland and birthplace of the Red River Métis. The water we drink comes from the Treaty 3 territory of Shoal Lake 40 First Nation. Our electricity comes from Treaty 5 territory.

We acknowledge the harms and mistakes of the past and dedicate ourselves to moving forward in partnership with Indigenous communities in a spirit of truth, reconciliation, and collaboration."

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Round Table:
Who is in the room today?

- Your name

- Your job/position/role

- How long you've been in your role

- Fun fact

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Course Objectives

- Review foundational concepts related to mental health and illness

- Discuss workplace psychological health and safety (PH&S)

- Consider workplace PH&S in the context of schools

- Introduce and use an audit tool to identify strengths and gaps when seeking to create PH&S for school staff

- Identify resources for creating workplace PH&S for school staff

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What is Mental Health

"A **state of mental well-being** that enables individuals to cope with the stresses of life, to realize their abilities, to learn well and work well, and to contribute to their communities."

– *World Health Organization*

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Mental Health Continuum Model

Mental Health Commission of Canada — Commission de la santé mentale du Canada

HEALTHY	REACTING	INJURED	ILL
• Normal fluctuations in mood • Normal sleep patterns • Physically well, full of energy • Consistent performance • Socially active	• Nervousness, irritability, sadness • Trouble sleeping • Tired/low energy, muscle tension, headaches • Procrastination • Decreased social activity	• Anxiety, anger, pervasive sadness, hopelessness • Restless or disturbed sleep • Fatigue, aches and pains • Decreased performance, presenteeism • Social avoidance or withdrawal	• Excessive anxiety, easily enraged, depressed mood • Unable to fall or stay asleep • Exhaustion, physical illness • Unable to perform duties, absenteeism • Isolation, avoiding social events

ACTIONS TO TAKE AT EACH PHASE OF THE CONTINUUM

| HEALTHY	REACTING	INJURED	ILL
• Focus on task at hand • Break problems into manageable chunks • Identify and nurture support systems • Maintain healthy lifestyle	• Recognize limits • Get adequate rest, food, and exercise • Engage in healthy coping strategies • Identify and minimize stressors	• Identify and understand own signs of distress • Talk with someone • Seek help • Seek social support instead of withdrawing	• Seek consultation as needed • Follow healthcare provider recommendations • Regain physical and mental health

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Influences on Mental Health
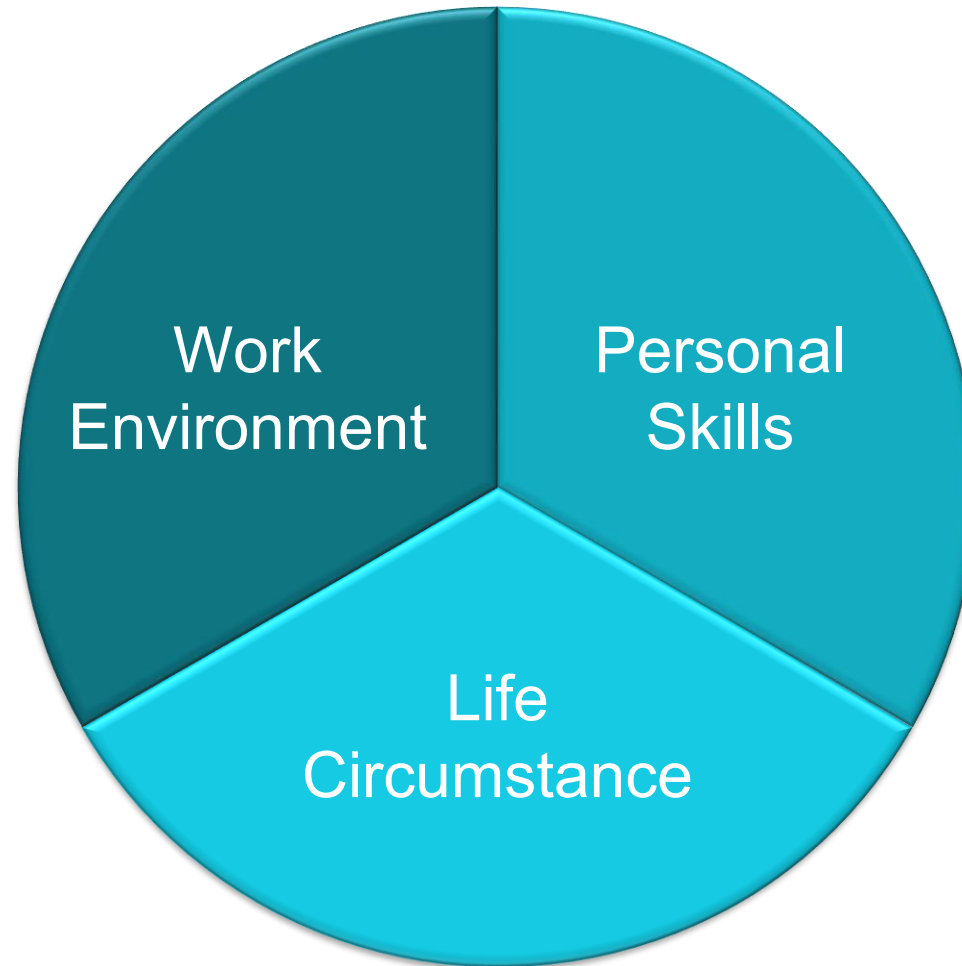
Why Should We Care About Mental Health in the Workplace?

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500,000 Canadians, in any given week, are unable to work due to mental health problems

1 in 3 workplace disability claims are related to mental illness

70% of disability costs are attributed to mental illness

21.2% of Employed Canadians reported high levels of work-related stress

62% of workers say work is their main source of stress

46% of **Manitoban** teachers reported experiencing burnout in 2020 – 20% higher than the national average.

Source: Mental Health Commission of Canada, 2015
Source: Deloitte Reports, 2019
Source: University of Winnipeg, 2021
Source: Statistics Canada, 2017 and 2023

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Stigma
A barrier to conversations around mental health

Definition: The negative attitudes (prejudice) and behaviours (discrimination) toward people with substance use and mental health problems.

- Public stigma
  - Stereotypes
  - Prejudice
  - Discrimination

- Self-stigma
  - Developed from fear of misunderstanding and from experienced prejudice
  - When one starts to believe that what is being said or reported in the media about their mental health condition is true

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Workplace Psychological Health and Safety

The consideration of psychosocial factors the workplace has control over that can cause harm, or conversely, can promote mental health in the workplace.

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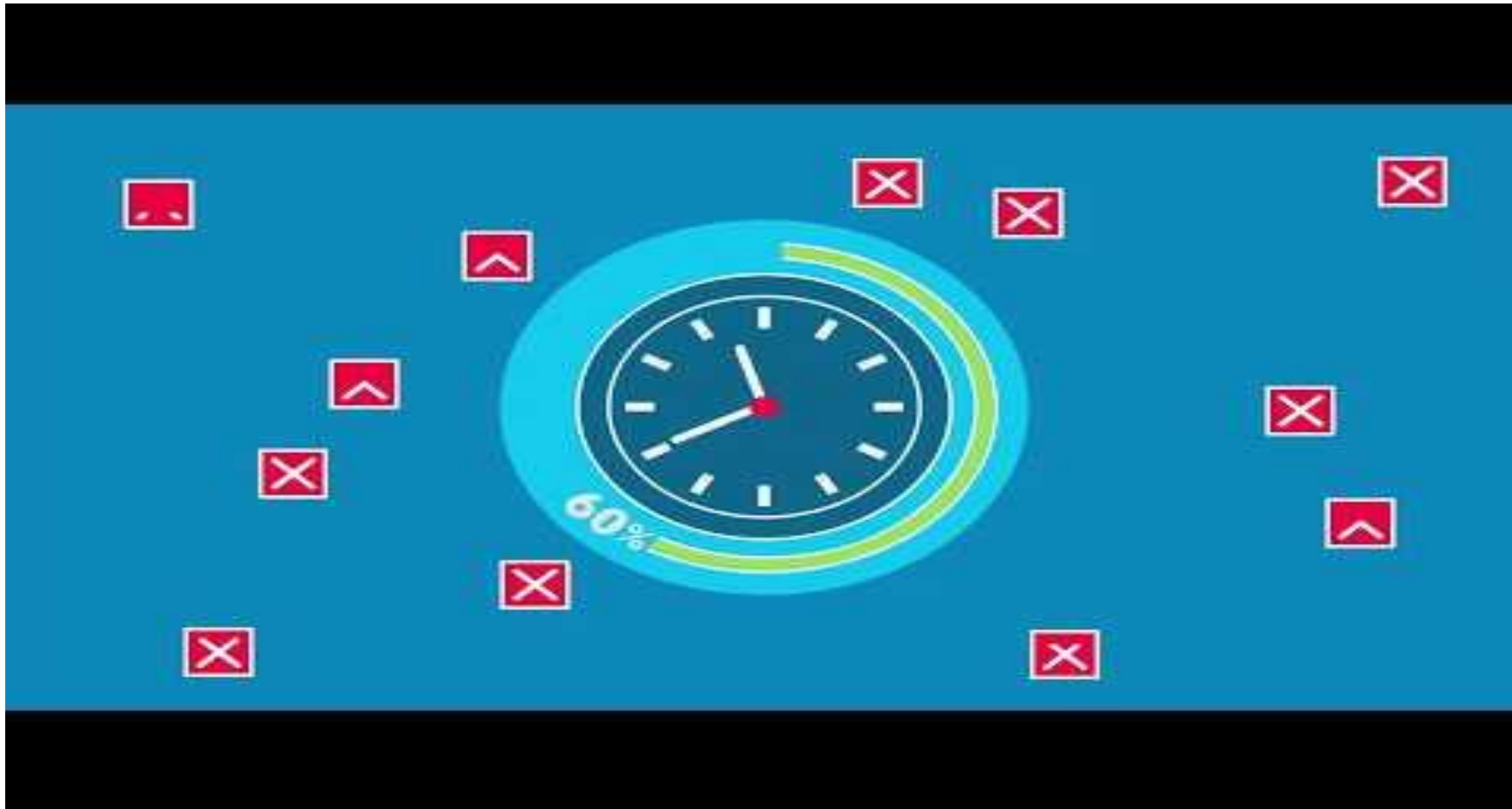Mental health for all

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The Standard

MYTH:

- Psychological health and safety is about diagnosing and treating employees.
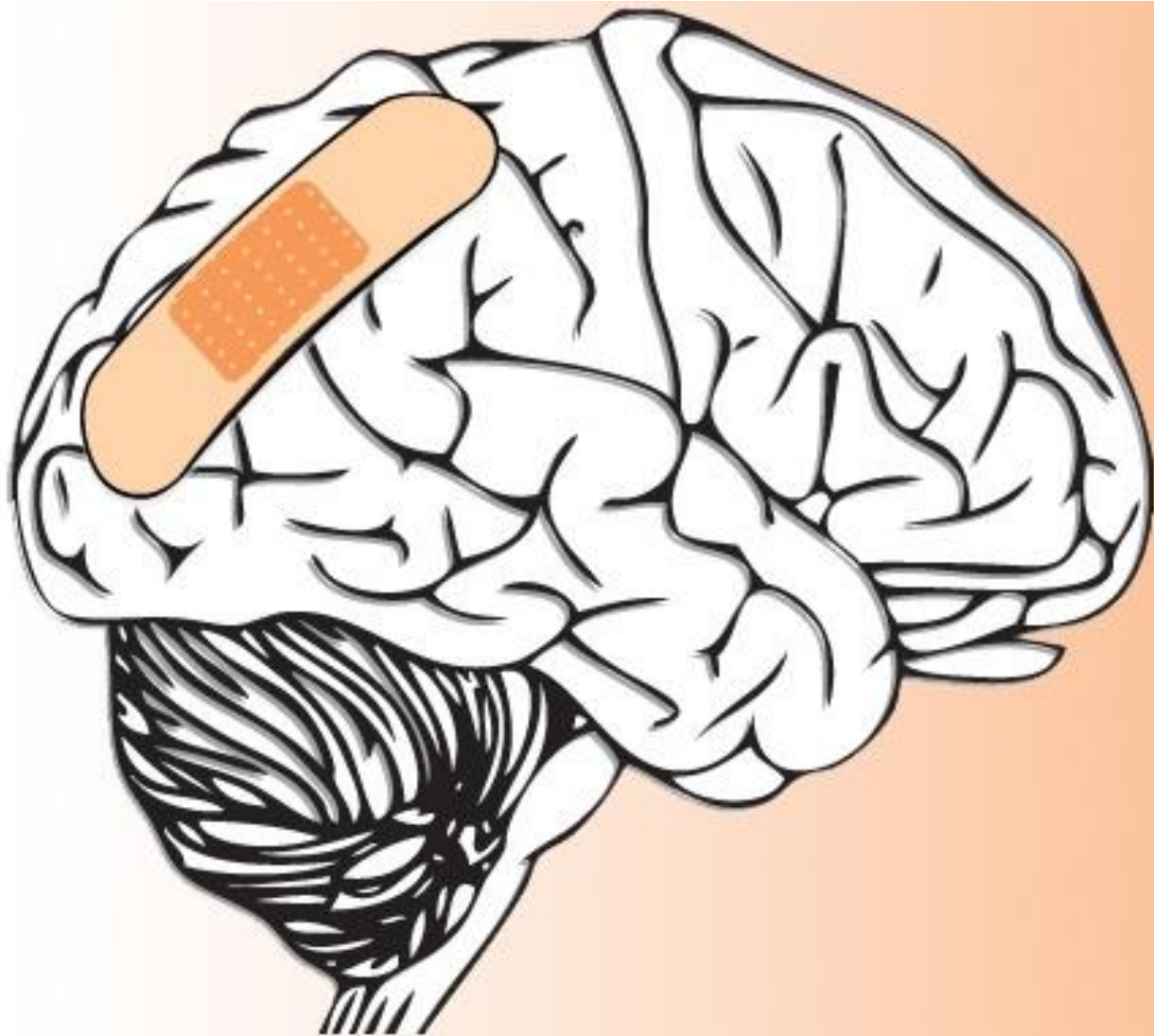
FACT:

- Psychological health and safety focuses on preventing harm to workers' mental health by managing workplace psychosocial hazards and by promoting positive mental health.

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Psychosocial Risk Factors

Psychosocial risk factors are elements of the work environment, management practices and organizational dimensions that can cause harm (a hazard), or conversely, can promote workplace mental health.

13 Psychosocial Risk Factors

Psychological Support	Organizational Culture	Clear Leadership & Expectations	Civility and Respect
Psychological Competencies	Growth and Development	Recognition and Reward	Involvement and Influence
Workload Management	Engagement	Balance	Psychological Protection
	Protection of Physical Safety		

Examples of Psychological Hazards?

Hierarchy of Controls

Most effective

Elimination — Physically remove the hazard

Substitution — Replace the hazard

Engineering Controls — Isolate people from the hazard

Administrative Controls — Change the way people work

PPE — Protect the worker with Personal Protective Equipment

Least effective

Image by NIOSH
https://www.cdc.gov/niosh/topics/hierarchy/default.html

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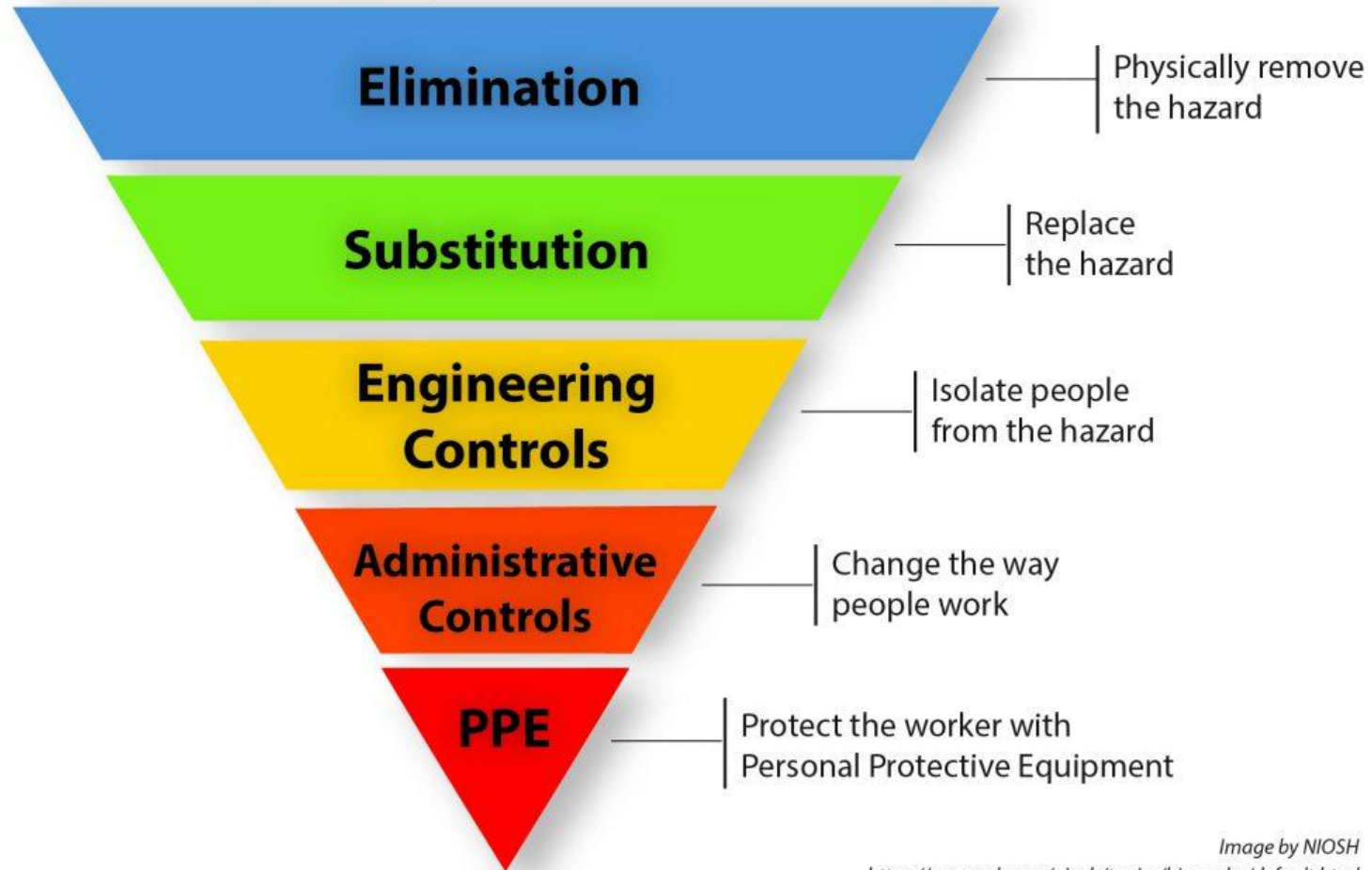
Workplace Psychological Health Safety

Small group activity

What are the unique psychosocial hazards
for differing school staff/positions?
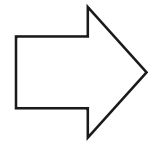
BREAK

See you in 10 minutes

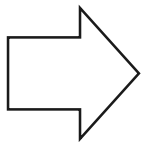# How Do We Create Psychologically Safe and Healthy Workplaces?

Best Practices for Workplace Psychological Health and Safety
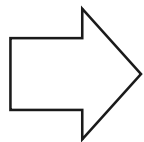
A Structured Approach
- Continuous Learning
- Commitment
- Accountability structure
- Risk assessment
- Data collection
- Action planning

Leadership Behaviours
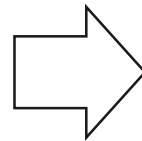
Training for Staff and People-Leaders

Supports and Resources
- Proactive
- Responsive

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Our goal is to help schools shift their approach…

From

- Individual-focused
- Reactive

To

- Organization-focused
- Proactive

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An Audit Tool
Identifying strengths and gaps for workplace PHS in schools

- Modified from a tool by Education Support (in the UK)

- Aligned with the National Standard

- **Goal: To identify a school's strengths and gaps for creating workplace PHS.**

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Audit Tool for Workplace Psychological Health and Safety in Schools

🟥 Not in place 🟨 Partly in place 🟩 Fully in place ⬜ Unknown and/or not applicable to me

A structured approach Policies and processes to prioritising staff mental health and wellbeing in schools, with a foundation in continuous learning	🟥	🟨	🟩	⬜	Comments (e.g., resources in place/available, plans, ideas)
Commitment					
1. Staff mental health and wellbeing strategic commitment and/or policy					
2. Policies that support staff mental health and wellbeing (mental health at work, flexible working etc)					
3. Definitions of staff mental health and wellbeing-related commitment, policies, responsibilities, and authorities communicated throughout the school					
4. Employee input included in decision-making processes					
5. Processes for change management					
6. Processes for conflict resolution					
7. Processes for managing critical events					

Let's Practice

1. **Go through the 35-item audit tool on your own (10-15 minutes).**
    - Mark an "X" under one of the options.
    - In the comments, write down any resources or processes in place (or upcoming) that help meet the need.
    - Feel free to ask questions!
2. **Group discussion when everyone is ready.**

🟥 Not in place 🟧 Partly in place 🟩 Fully in place ⬜ Unknown and/or not applicable to me

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Discussion

1. What two **strengths** do you see in your school or school division right now?

2. What two **opportunities** would you prioritize to work on within your school right now?

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Resources

- For creating workplace PHS in schools
- For learning more about mental health
- For individual mental health support

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Care for All in Education
(funded by CMHA)

- www.careforallineducation.com
- https://mbwpg.cmha.ca/

- Support for creating PH&S in schools
- Mental health information and resources
- Information about services in your area
- Request courses or workshops (for free)
- Request the audit tool

- Connect with Care For All in Education:
    - **1-877-602-1660**
    - **info@careforallineducation.com**

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Available workshops:

- Mental Health Awareness
- School Planning
- Leadership and Mental Health
- Frontline workshops for:
  - Educational Assistants
  - Caretakers
  - Clerical staff
  - Bus Drivers

Call **204-290-3739** to discuss specific needs for workshops.

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- https://mbwpg.cmha.ca/

- Service Navigation
- Rehabilitation and Recovery Services
- Workplace Mental Health Solutions
- Education
- Youth Services
- Regional Services

- Connect with CMHA Manitoba and Winnipeg: **204-982-6100**

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Specific CMHA Resources
available through mbwpg.cmha.ca

CMHA Service Navigation HUB

- Find services online or in your area
- Visit at 930 Portage Ave.
- Phone: 204-775-6442
- Email: hub@cmhawpg.mb.ca

CMHA Well-Being Learning Centre

- Attend courses related to well-being and mental health

AIR – Action In Recovery – Support Group

- For folks struggling with their mental health
- Learn strategies and connect with others

Mental Health Resource Guide for Winnipeg (2023)

- List of mental health-related resources available in Winnipeg

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Other Resources

Human Resources Departments
- Get support specific to your school
- Get information about policies and procedures in place.

MTS HumanaCare (EAP):
- Access benefits for counseling and overall wellness
- 204-957-5330
- 1-800-661-8193
- https://humanacare.com/mts/

Wellnesstogether.ca
- A website platform that offers free mental health resources, supports and learning opportunities.

Wellcentral.ca
- Online learning platform.
- Offers free, interactive, bilingual courses to support mental health, enhance well-being, and foster recovery.

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Any Questions?

Contact us at:
info@careforallineducation.com

THANK YOU

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