Riding the storm: Supporting staff through the deficit

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Recourse
Supporting Education Professionals

FE Test

- On average, how many days do FE staff take off sick each year?
  - (a) 5 days
  - (b) 7 days
  - (c) 10 days

FE Test (2)

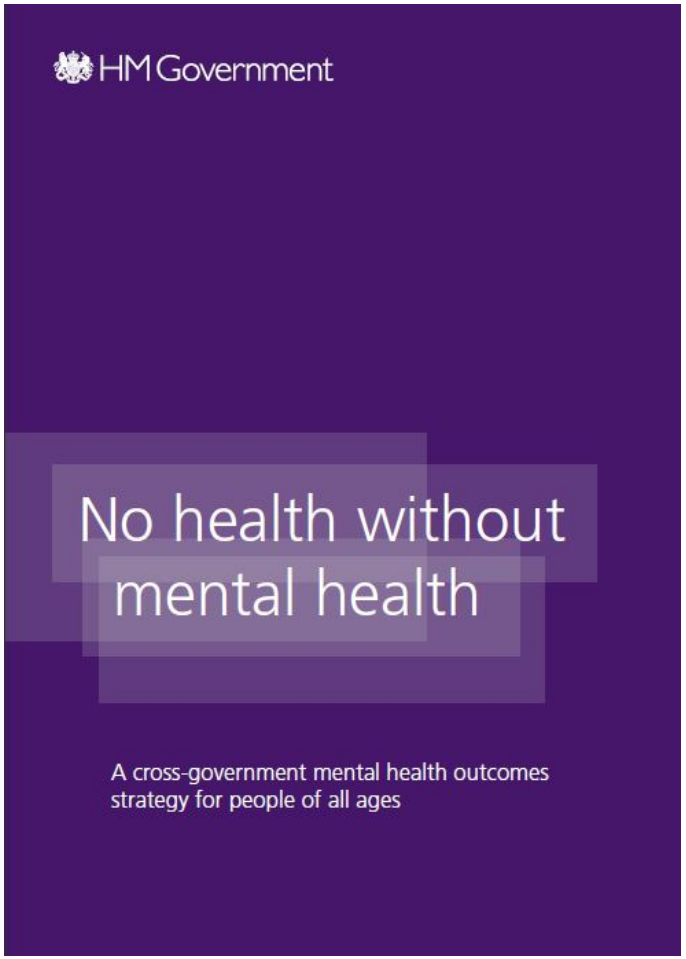
- What percentage of the FE workforce said in the UCU's 2008 survey that they find their work stressful?
  - (a) 40 per cent
  - (b) 60 per cent
  - (c) 80 per cent

FE Test (3)

- Are educational outcomes (such as value-added and SAT results in schools) linked to average levels of staff wellbeing?
  - (a) Yes
  - (b) No

Why wellbeing matters

- ‘Our mental health is central to our quality of life, central to our economic success and interdependent with our success in improving education, training and employment outcomes’ (HM Government, 2011)



Your charity

- Recourse (formerly CUSN) is the charity established by Teacher Support Network, in partnership with UCU to improve the wellbeing and effectiveness of everyone working in the adult, further and higher education sectors.

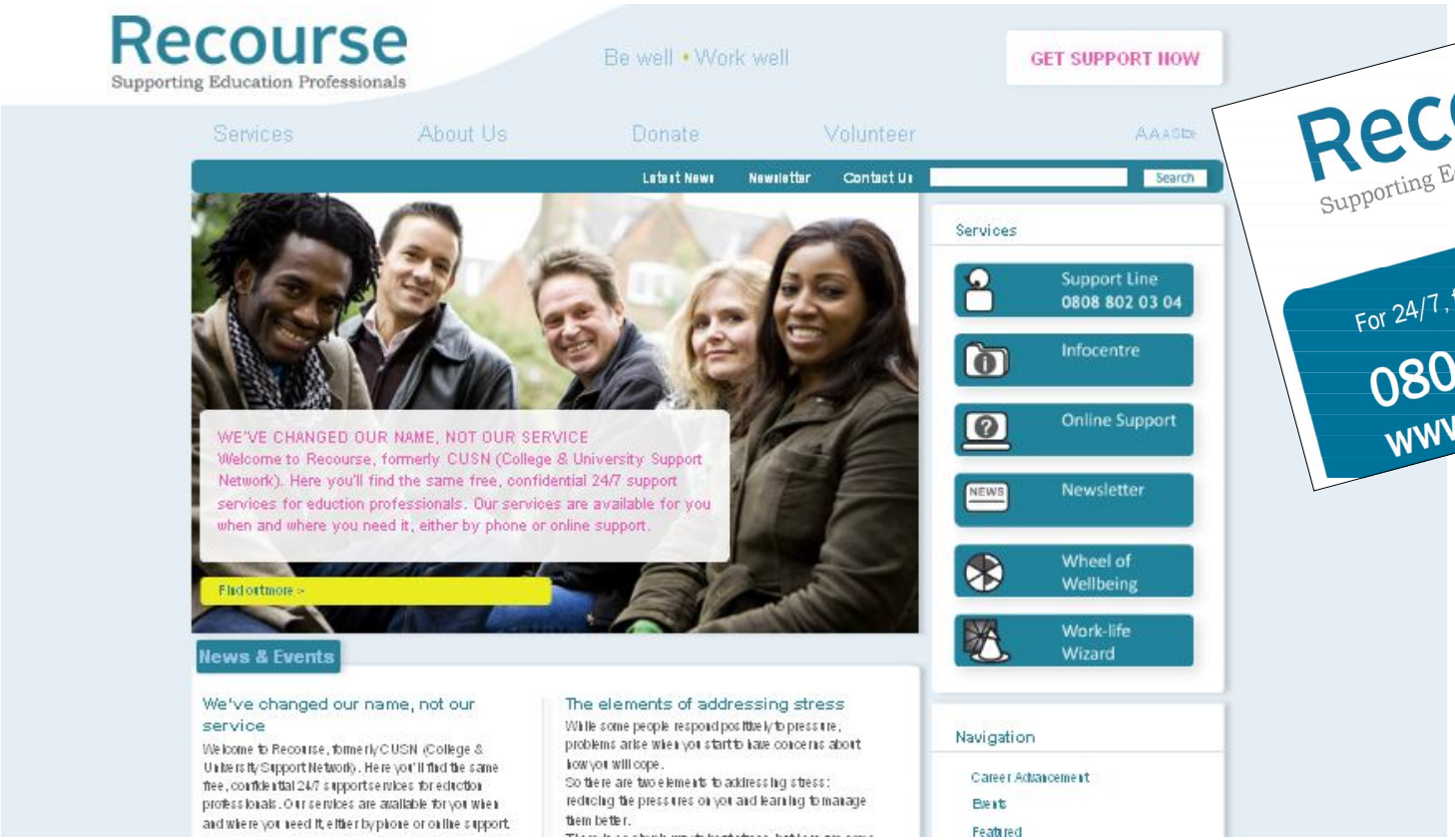
- Recourse provides free and confidential services to those working in post-16 education.

- This includes serving, former and retired staff and their dependents plus employees and former employees of UCU, AUT and Natfhe.

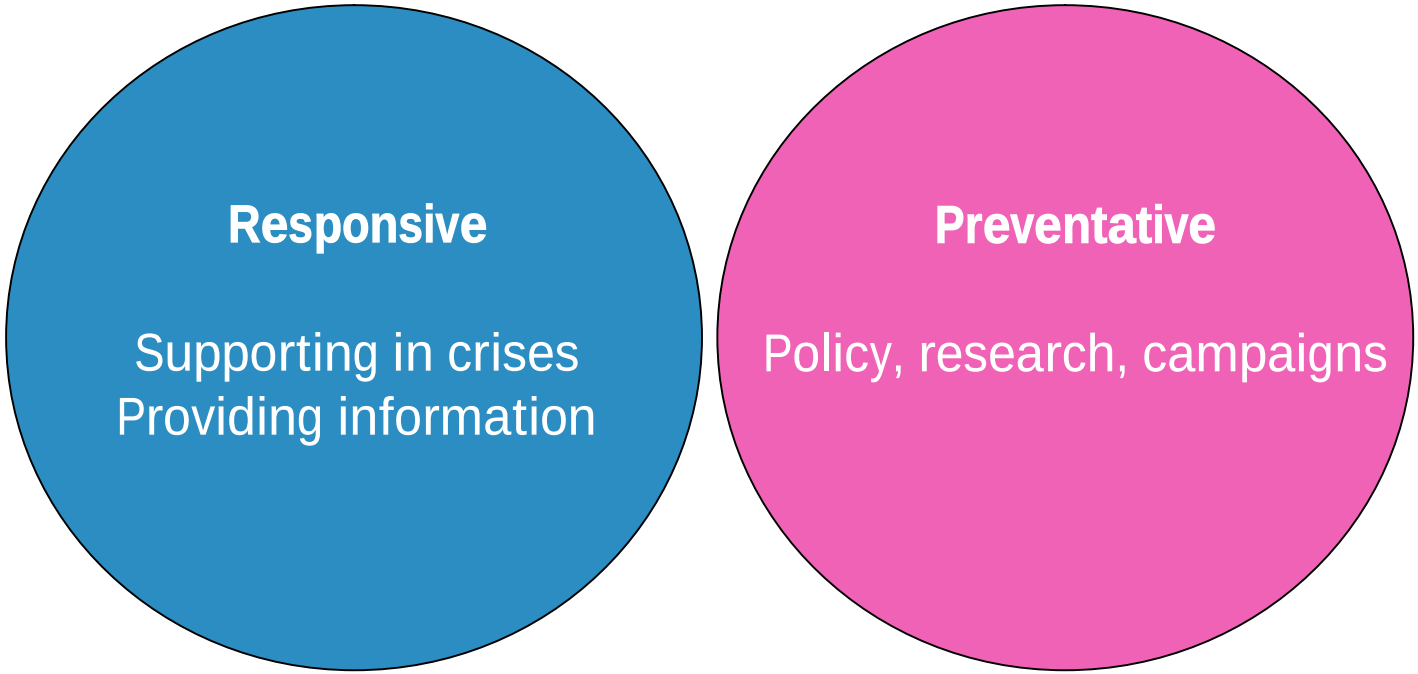
Our services

- 24/7 Support Line.
- Online support.
- Web-based InfoCentre.
- Financial support.
- Online self assessment tools.
- E-newsletter.

Website and support line



Two key sides of our work



How we have helped

Sarah, a 31 year old office manager, has three years experience in a further education college. She is a single parent with a 14 year old son.

Sarah had no savings and, although she had missed two mortgage payments, had little other debt.

Top call issues

- The top call issues to the Recourse Support Line in the last 12 months were:
  - Personal / Family / Relationships – 21.2%
  - Money – 21%
  - Work / Career – 38.2%
  - Health and Fitness – 13.7%
- As can be seen money worries are one of the top issues for those working in post-16 education. This includes things such as grants and loans, money difficulties and making the most of your money.

How can FE institutions rise to the challenge?

- FE staff take 9.6 days off each year on average, contributing to costs in excess of £248 million in the education sector overall
- Staff wellbeing affects educational performance, and 80 per cent of FE staff said they found their work stressful
- 22.1% of callers to Recourse in 2010 were concerned about money
- The number of FE Colleges in financial difficulty could increase by 100 per cent, according to the Skills Funding Agency

How to minimise anxieties about money

- Remember that your staff are your most valuable resource
- Make staff feel part of change
- Reassure staff that they will be kept fully informed
- Use budgeting periods to identify new ways to support staff
- Be proactive in offering support to all

We need your support!

- As a charity, Recourse relies on ongoing donations to provide much-needed counselling, coaching and financial support for those working in post school education.
  - Make a one-off donation
  - Give a regular donation through your pay or by direct debit
  - Take part in a challenge event
  - Leave a gift in your will, so that we can continue to be here for generations to come
  - Hold a fundraising event, e.g. a tea party or quiz night.

Support materials

www.recourse.org.uk

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Helping you to

Be well • Work well

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