



Growth Through Resilience

IMPACT REPORT: RESILIENCE REPS TRAINING, STAFF WELLBEING SESSION



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IMPACT MEASUREMENT & EVALUATION: PRIMARY SCHOOLS



50
YOUNG PEOPLE
TRAINED

4

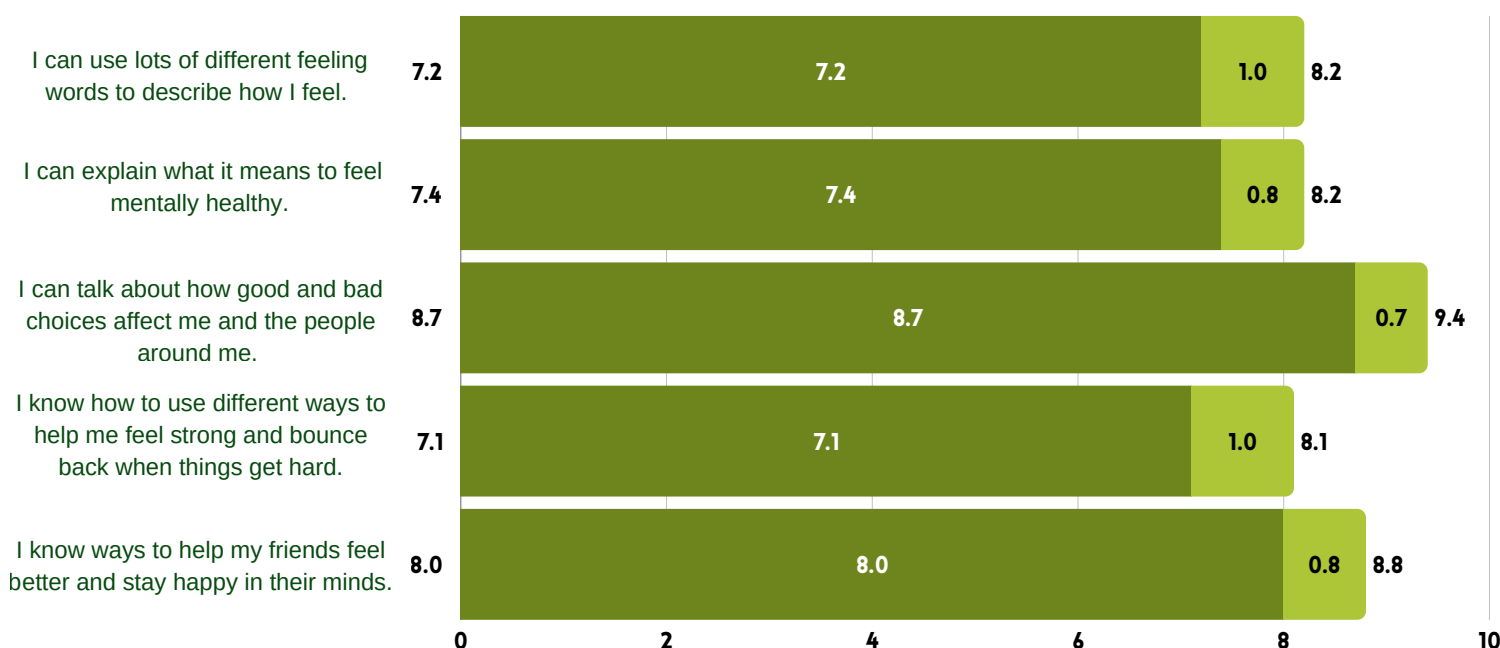
SCHOOLS
TRAINED



WHAT YOUNG PEOPLE LEARNED (IMPACT METRICS)

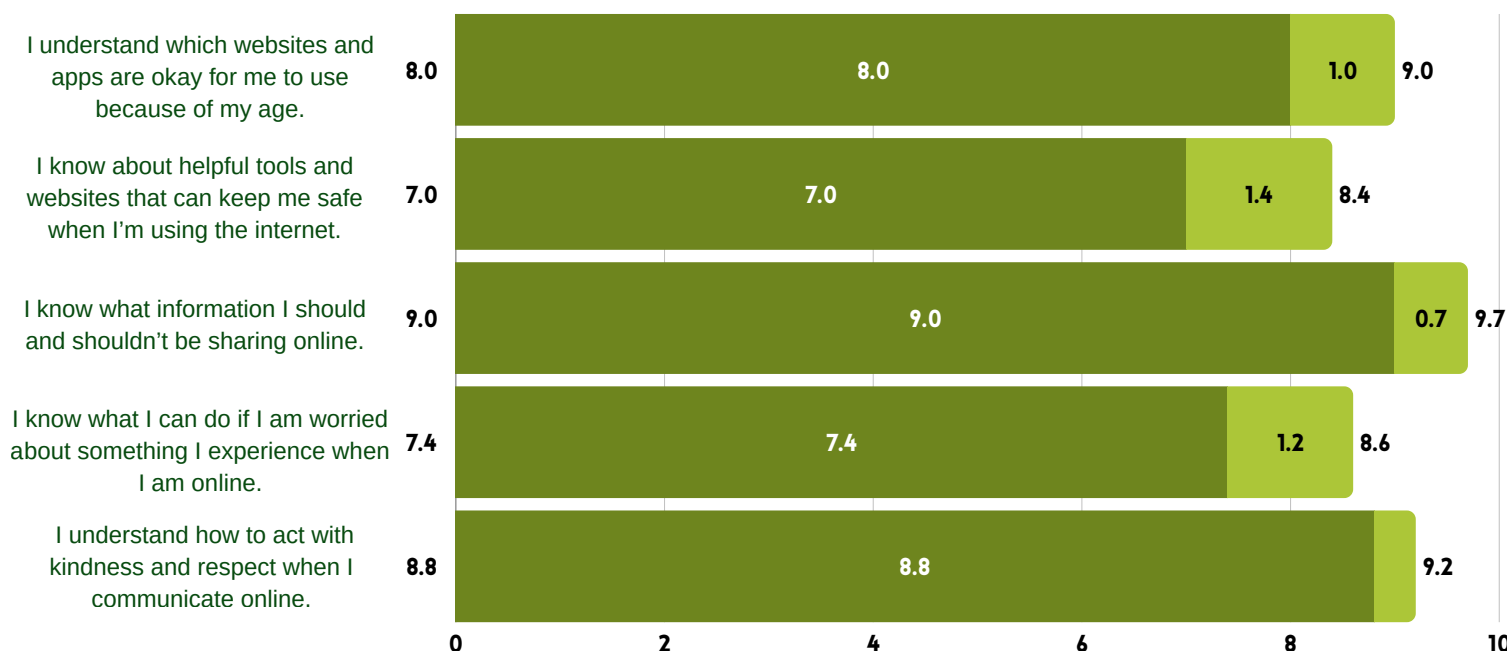
MENTAL WELLBEING QUESTIONS

● BEFORE TRAINING (WEIGHTED AVERAGE) ● AFTER TRAINING (WEIGHTED AVERAGE)



ONLINE SAFETY QUESTIONS

● BEFORE TRAINING (WEIGHTED AVERAGE) ● AFTER TRAINING (WEIGHTED AVERAGE)





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WHAT YOUNG PEOPLE TOLD US...

"Because I want to help people that needs help and so I can be a great Resilience Rep."

HELPFUL

GREAT

"Because it taught us how to help our friends and other people and how to de-escalate situations."

"Because the games were fun to play together."

FUN

**ONE WORD TO
DESCRIBE THE
TRAINING**

EXCELLENT

"As we expressed our knowledge openly."

"Because I am grateful for all these leasons and friends/family.."

GRATEFUL

UNDERSTANDING

"I chose this word because I didn't know a lot about mental health and mental illnesses until I had the training."

"Because it was a really fun experience to care for other people's mental health."

AMAZING

NEW

"I chose this word because there was a lot of new information and people that were encouraging our time with YouthShoots."

"Because there wasn't any pressure to get everything right."

CALMING

**ONE WORD TO
DESCRIBE THE
TRAINING**

KNOWLEDGEFUL

"Because we learned a lot of stuff and im just going to say that it is fun and I would do something like that again."

"As I feel everyone, not just Resilience Reps, should learn the things we learnt. "

IMPORTANT

MEANINGFUL

"Because we learnt new things for a good reason."

We're always looking for ways to do better & inform our practice

"FOR FUTURE YOUTHSHOOTS SESSIONS, WE SHOULD LEARN MORE ABOUT..."

- ... "I learnt a lot so I think YouthShoots has done a lot for us so i don't think we need to learn a lot more."
- ... "What can cause mental health wobbles and mental illness."
- ... "Methods to help people with bad mental health and illness.."
- ... "How to respond to a negative felling/metal health and illness. "
- ... "The different types of mental illnesses."
- ... "How things can cause negative mental health."
- ... "How to talk to someone about there mental health in sign language. "
- ... "Bullying(how people should not act) also being positive."
- ... "Mental Health and Mental Illness, and how to try to get people to stick to the age limit of apps."
- ... "How to control different situations with different types of people'."

**HOW WOULD YOU
RATE YOUR
EXPERIENCE WITH
YOUTHSHOOTS
TODAY?**

9.3 / 10



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WHAT YOUNG PEOPLE TOLD US...

Through doing our training, young people are learning how to face poor mental health, find confidence in themselves, and manage the affect of negative influences around them

"SOMETHING THAT I HAVE LEARNT MORE ABOUT MYSELF TODAY IS..."

- ... "How to control different situations with different types of people."
- ... "Everyone can help in making the world friendly."
- ... "How to help people who are worried or anxious."
- ... "That when I find something hard I should have a go."
- ... "How my emotions impact on me."
- ... "That it is ok to be worried and talk to someone about it."
- ... "That I'm a very kind person to all pupils and just people in general."
- ... "I can be nice and I matter so I can help the school."
- ... "I am not alone if I feel I need support with mental health and there are people that can help."
- ... "That I have a chance to be a leader in my future."
- ... "I don't feel the same feelings all the time; happy sad and angry are the only feelings I feel on a regular day so I'm am going to make my days more exciting and explore more feelings throughout my life.."

The impact of the training is not limited to the young people attending. By inspiring and empowering them to share learnings, participants will go on to educate and support others

"I WILL PROMOTE AWARENESS ON MENTAL WELLBEING TO MY FELLOW STUDENTS BY DOING..."

- ... "An assembly about who we are and how we can help...assembly's with other Resilience Reps and recapping what we learnt if we need it"
- ... "Certificates for kindness."
- ... "Being kind and stop bullying/cyberbullying in posters and mascots."
- ... "By supporting others at all times and look out for people struggling at playtime."
- ... "Sharing helpful information and give them tips on what I learnt with youth shoots."
- ... "Kindness campaign."
- ... "Sharing my knowledge on mental health and wellbeing to my peers who are struggling with it and share methods to make it better."
- ... "I would help others by talking to them, get to know them better."
- ... "Explaining different feelings so they can know what they feel and when they feel it...teach them coping strategies."
- ... "I will do this by an online mascot competition and introduce myself in an assembly."
- ... "Helping them and being really kind to them."

"A KEY MESSAGE ABOUT ONLINE SAFETY I WANT TO PASS ONTO OTHERS IS....."

- ... "Don't believe everything you see on-line and really get across the smart message."
- ... "If something bad happens always tell a grown up."
- ... "To never share your passwords or personal information.."
- ... "Never trust strangers online. They might not be who they say they are.."
- ... "Lock it, block it, tell a parent."
- ... "Don't ever try to get forced into something you don't want to do."
- ... "Do not post important information online."
- ... "Don't believe everything on the internet."
- ... "To keep your passwords and personal information to yourself and to use them like your toothbrush, you wouldn't share it with just anyone."
- ... "Never meet people you don't know in real life."
- ... "Write down all of the information people should not know about you . Your date of birth ,your address etc and do not share it to anyone online."



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WHAT STAFF TOLD US...

ATTENDING STAFF FEEDBACK

The Youth Shoots training was engaging with lots of interactive activities. The children left the day understanding what mental health and with strategies and ideas to support others. They are now excited to roll out their action plan as Resilience Reps!

MANPREET CHEEMA YEAR 5 TEACHER, PARKWOOD ACADEMY

This has been a worthwhile training opportunity for my self and my pupils. The focus sessions were well prepared, clearly facilitated and enabled and enhanced the pupils and staff to move our understanding of mental health and mental illness. I would definitely recommend this training for all primary aged children. Thank you for this opportunity.

SARA BLACK, BARDFIELD ACADEMY

TRUST LEADERSHIP FEEDBACK

CATHERINE STALHAM, CEO, SOUTH ESSEX ACADEMY TRUST

“As CEO of South Essex Academy Trust, I look for pupil wellbeing initiatives that offer lasting value.

The YouthShoots Resilience Reps Training Day delivered brilliant, high-impact results for both our pupils and staff.

The programme aligned seamlessly with our Trust values:

- *Belonging & Compassion: Encouraged genuine empathy and built a strong, supportive peer network.*
- *Curiosity: Prompted thoughtful discussions on mental health and resilience.*
- *Empowerment: Gave pupils practical tools to take active ownership of peer support.*

Paul was an excellent facilitator. The children warmed to him immediately, and he led the pupil sessions with energy, clarity, and control. The staff session was equally inspiring, leaving our team excited to drive the project forward. I am assured this will have a lasting impact across our Trust. Highly recommended.





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FEEDBACK AND EVALUATION OF YOUTHSHOOTS STAFF WELLBEING SESSION



SESSION OBJECTIVES

Through the session, we looked at:

- 1 Understanding what resilience means for us as educators.
- 2 How to develop your wellbeing through resilience strategies.
- 3 Using self-motivational techniques to improve your wellbeing.

MENTIMETER PARTICIPATION

During the session, participants were asked key questions to do with the subject matter. These were:

1. What does belonging look like in your school/trust?
2. What does good staff wellbeing look like?
3. What prevents good staff wellbeing?
4. What most motivates you as a teacher on a tough week?

What does *belonging* look like in your school or Trust?"





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What does good staff wellbeing look like?

17 / 18 53

Kindness	Staff willing to communicate issues
Being listened to	Happy staff
Shared ownership	Trust
Looking after each other	Timely communication
Working as a team	Being psychologically safe
Happy staff	Team work
Reasonable workload	Listened to
Checking in with staff	People being able to share opinions
Sharing	Open mindedness
Valued staff	Team work
Not being afraid to share a negative or positive	Being treated like a valued professional
Working together	Trust
Feeling heard	Voice- able to challenge
Safe space	Able to listen and respond
Transparency	Not being overwhelmed
Good communication	Staff have a voice
Flexible	Feeling appreciated
Supporting each other	Staff enjoy being there
Feeling valued	Having non judgemental leaders
Working as a team	Feeling supported
Being there for each other , team work , caring , listening	Support
Communication	Authenticity
Feeling valued	Feeling like your voice is heard and matters
Feeling valued	Good staff attendance
Appreciation and praise	Recognised
Being listened to with kindness	Being listened to
Challenges families	

What prevents positive staff wellbeing?

15 / 18 41

Lack of communication	Heavy workload
No communication	Not being listened to
Too many after school commitments	Stressful situation s
Constant Deadlines and workload	Rumours
Judgemental staff	Poor line management / support
Put down from other staff	Being done to rather than given a voice
Challenging behaviour	Lack of communication
Workload increasing especially with little warning	Talking behind peoples back
Gossip/spreading half a story without anyone actually asking what's happening	Children's behaviour
Poor management	Lack of staff means heavy workload
Parents	Poor communication
Obstructive staff	Work load Negativity amongst staff
Helping with behaviour	Not feeling safe
Parents	Listening
Negativity from staff and parents	Not feeling supported in challenging situations
Having their back	Behaviour issues not being dealt with and just passed back
Lack of Consistency	Feeling undervalued
Over worked	Poor communication
Feeling judged and not supported by leaders	Too many initiatives - plates to spin - priorities
Negativity	Under staffed , parent's behavior
Negativity	



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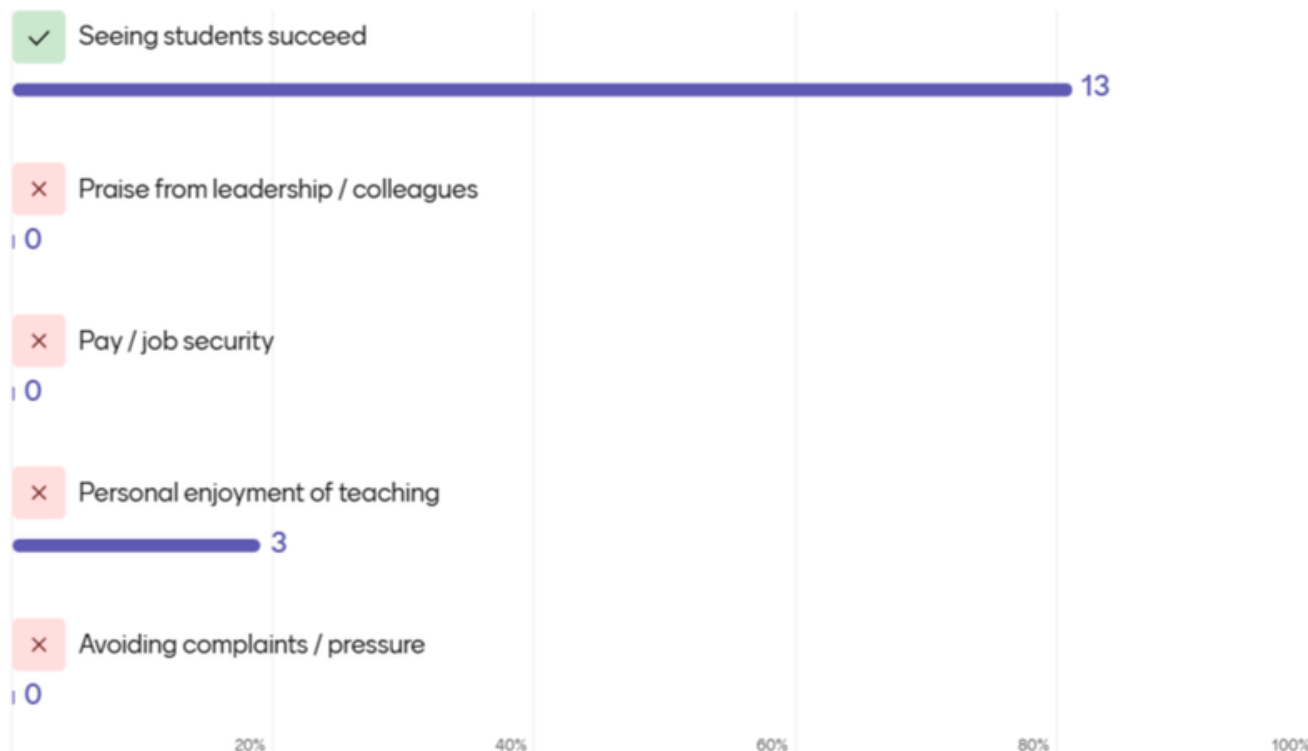
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What most motivates you as a teacher on a tough week?

16 / 18

81% correct



KEY INSIGHTS FROM STAFF PARTICIPATION

1

Belonging is tied to inclusion, kindness, and feeling welcomed, so everyday warmth seems central here.

2

Staff wellbeing is linked to being valued and heard, suggesting voice, listening, and recognition matter most.

3

Heavy workload and poor communication appear to be the biggest wellbeing drains, alongside behaviour and parent pressures.





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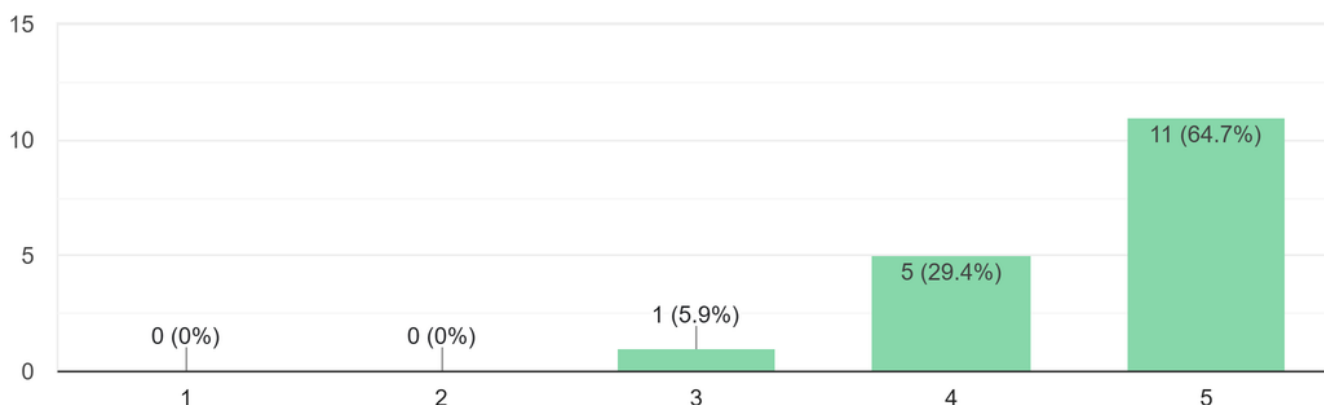
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PARTICIPANT FEEDBACK

Overall, how satisfied were you with the session?

17 responses



Please describe your choice of rating.

It was great!

Very informative

Very insightful

Gives me lots of food for thought on how I would like to be as a leader

As TPP school it went over the elements - the last 20 mins was great

Good delivery a lot of the content was not new but good reminders

Very informative and opportunity to interact with others.

Friendly, approachable, clear.

Very engaging and nice to have a chance to reflect on what works well and what doesn't in terms of my own well-being

It was interesting and reflective.

Lots of positive and practical ideas to implement with pupils and staff

Very informative

Informative, presented in a meaningful supportive way.

Engaging and important messages but the timing perhaps impacts our wellbeing - 2 wks before the end of the yr and after work

Activities and conversations were effective and impactful.

Informative and interactive

Came across very well



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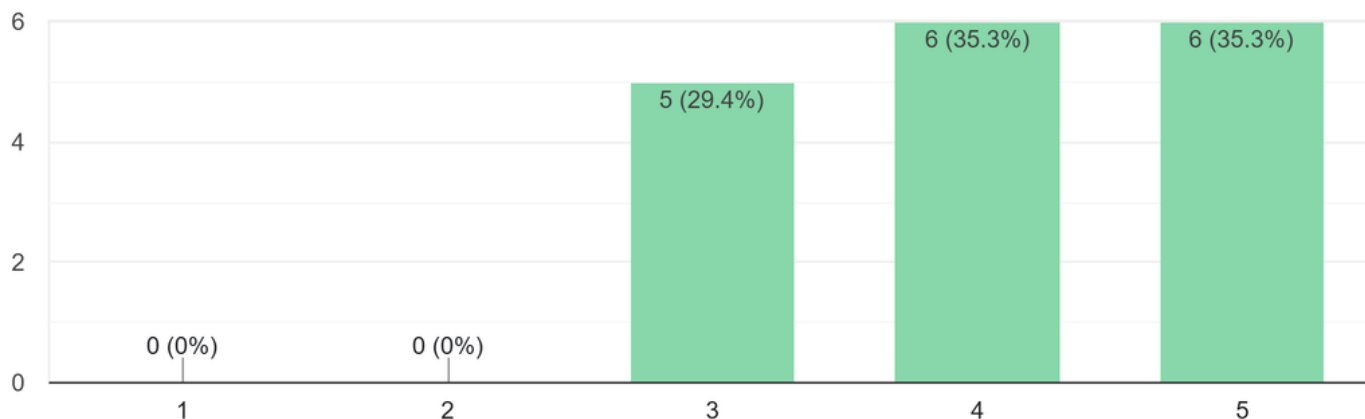
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How relevant and helpful do you think it was for helping you to manage your own wellbeing?

17 responses



What were your key take aways from this session?

- Stay positive and keep trying
- How to help others with wellbeing and resilience
- Validation for the hardwork that we are all doing
- Ideas for the school to support staff - review systems etc
- Affirmations for staff to do next staff meeting
- Taking time for myself, taking my breaks at work, knowing it's ok to ask for help.
- Focusing on positivity
- To make sure and evaluate regularly expectations that I'm placing on myself
- Thinking about the why.
- To be more reflective and mindful of my own wellbeing like I am for the others.
- Take breaks and time to breathe.
- Pausing and owning my decisions
- To look after myself - not just the staff and pupils at my school.
- To pause more
- Make time for your own well being

What do you think SEAT should do more of to support staff's wellbeing & resilience?

- Work life balance (Teaching how to prioritise to staff, Consider workload in summer term)
- Reduce the barriers for staff to approach leadership (by) coaching
- Not overwhelming the calendar. Less after school sessions and time to do work that will benefit the children.
- Wellbeing days to be able to do something out of term time.
- Just to make sure that everyone is heard and feels listened to. Having a chance to share in decisions.
- Take account of staff time- sometimes teacher meets can be completed over zoom Opportunities for staff to be reflective.
- Minimise work load as much as possible.
- Events like sports day to be earlier in the summer term.
- Whole school sessions where everyone hears the same message.
- Events need to be earlier than the last couple of weeks.