



Growth Through Resilience

IMPACT REPORT: RESILIENCE REPS TRAINING & STAFF WELLBEING WORKSHOPS



NOVEMBER 2025



65
**YOUNG PEOPLE
TRAINED**



St Peter's
CE Primary & Nursery School
Dream • Believe • Achieve • Flourish



Greenacres
Primary School



Market Drayton
Junior School
Collaboration • Aspirations • Respect • Positivity



St George's
Junior School
Excellence & Enjoyment Are Achievable



St Mary's
CE Primary & Nursery School
Where Every Day Matters & Everyone Counts



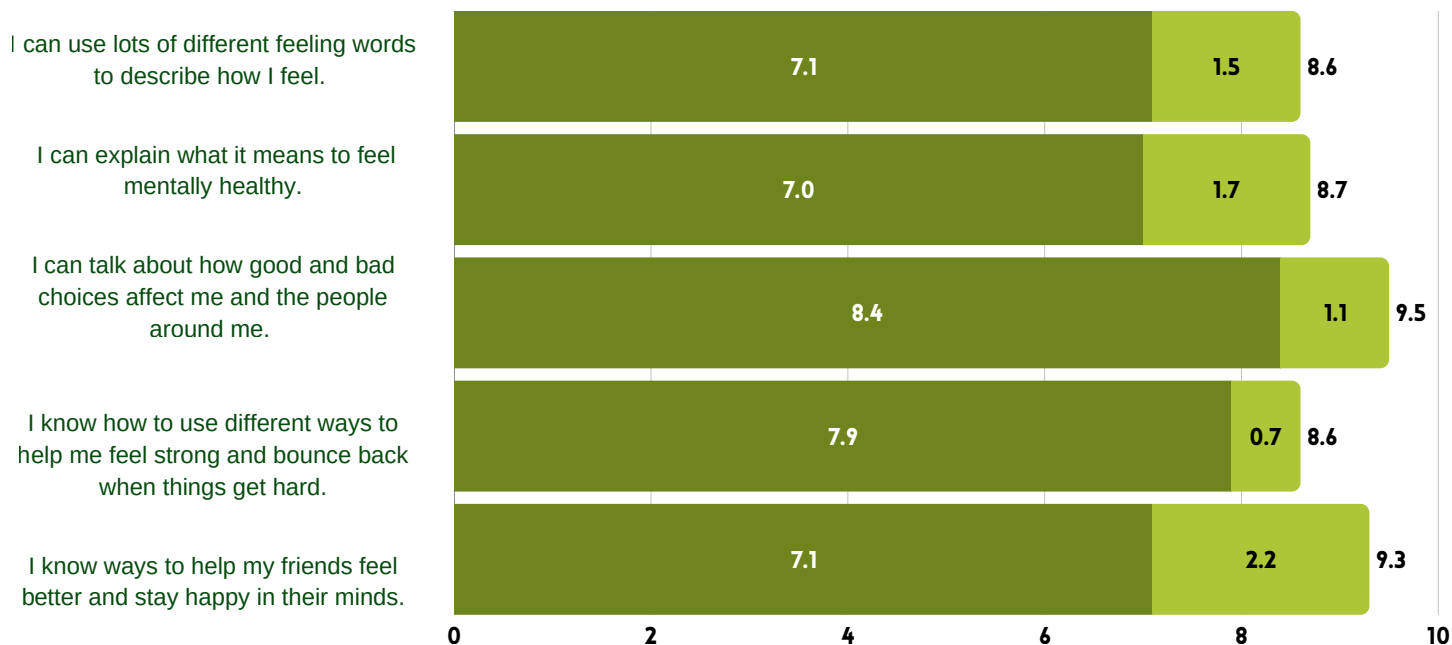
Wilfred Owen
Primary School
Aspiration • Opportunity • Knowledge



6
**SCHOOLS
TRAINED**

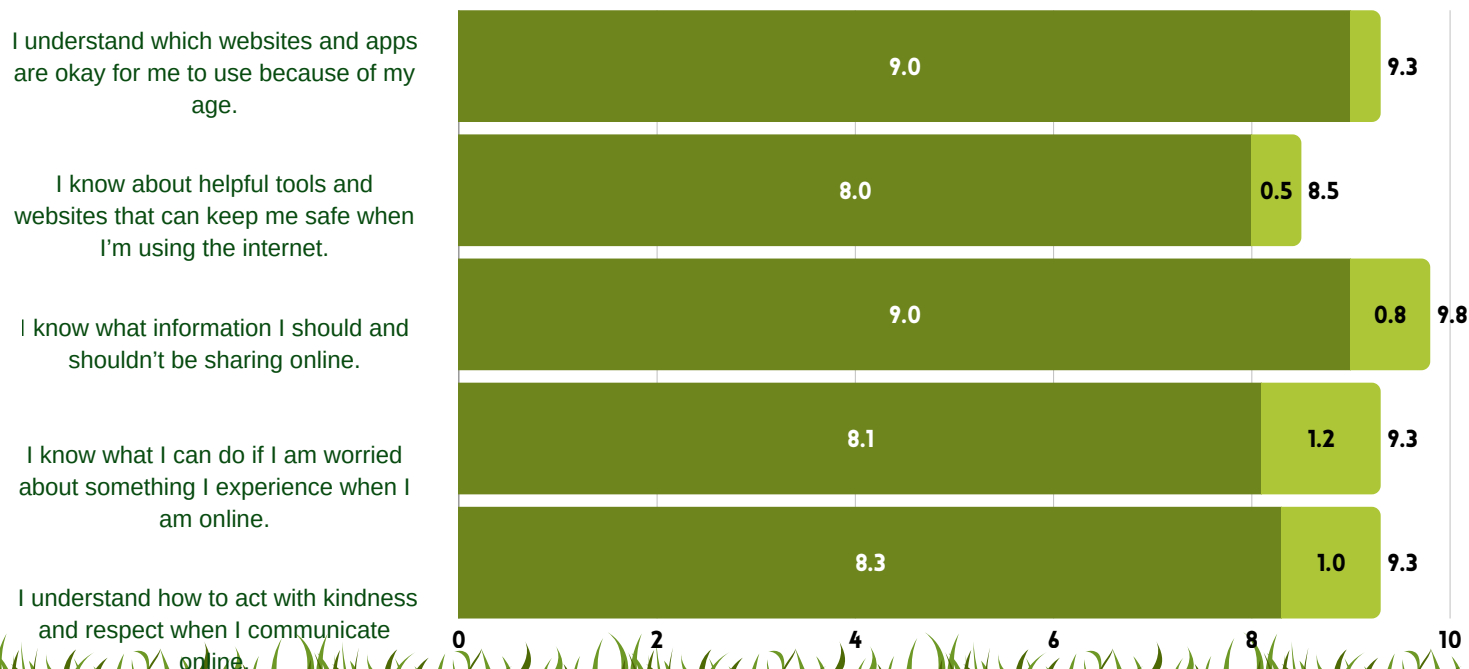
MENTAL WELLBEING QUESTIONS

● BEFORE TRAINING ● AFTER TRAINING



ONLINE SAFETY QUESTIONS

● BEFORE TRAINING ● AFTER TRAINING



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

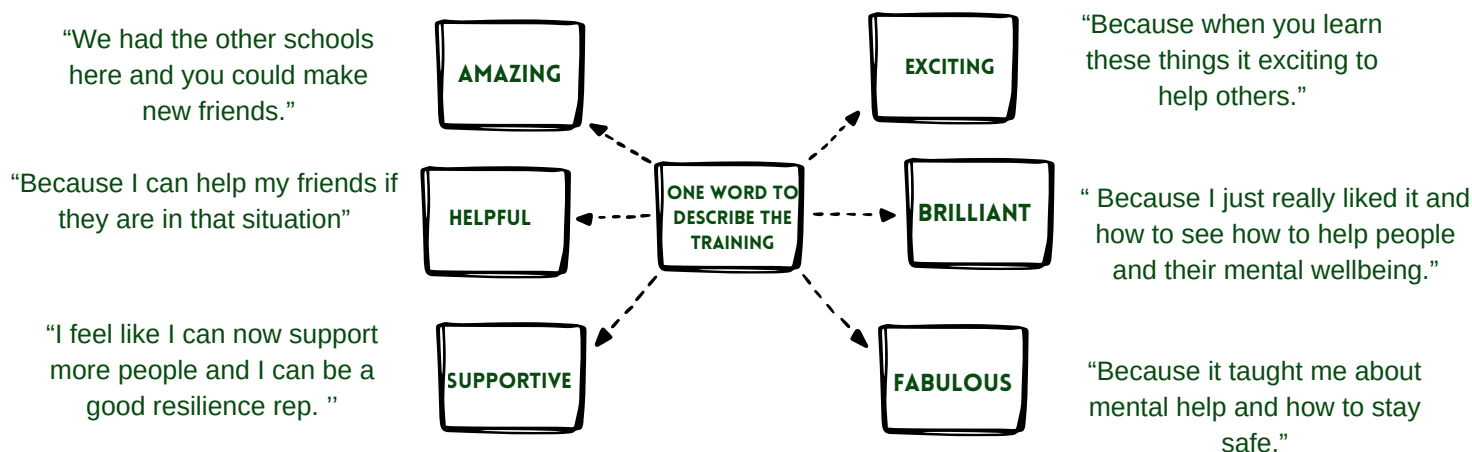
"SOMETHING THAT I HAVE LEARNT MORE ABOUT MYSELF TODAY IS...

- ... "I learnt not to trust everyone online, but to talk to trusted adults if I need to."
- ... "That no matter how bad I might feel about myself, other people still like me.."
- ... "Things that I didn't know about myself was all of the positive adjectives about myself."
- ... "I didn't know lots of ways to help when I am upset but I do now."
- ... "I know about mental health wellbeing."
- ... "That I should always be kind to myself.."

The impact of the training is not limited to they 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...

- ... "Offer to chat to and support others if i notice they look sad.."
- ... "By being really kind and safe and ready and respectful."
- ... "I'll make a poster to show awareness about how important mental health is."
- ... "I will help anyone who is struggling by asking them if they want to talk or if they want to play."
- ... "We will do a fundraising challenge so we can help others and have fun whilst doing it."
- ... "PowerPoints to make people feel safe online."
- ... "Helping others and leaving them alone if they need space.."



We're always looking for ways to do better

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

- ... "What to do in harder situations so we can make the right decision."
- ... "Ways to stop people feeling sad after being bullied"
- ... "Actual experiences from people who have been so badly bullied online, personally I think that real experiences gives us a better understanding."
- ... "How to handle things if its possible and whether or how to interfere in a way that wont get you involved and potentially hurt/replaced - from the person who is being a 'target'. "

HOW WOULD YOU RATE
YOUR EXPERIENCE WITH
YOUTHSHOOTS TODAY?

9.3 / 10

STAFF RESILIENCE AND WELLBEING WORKSHOP

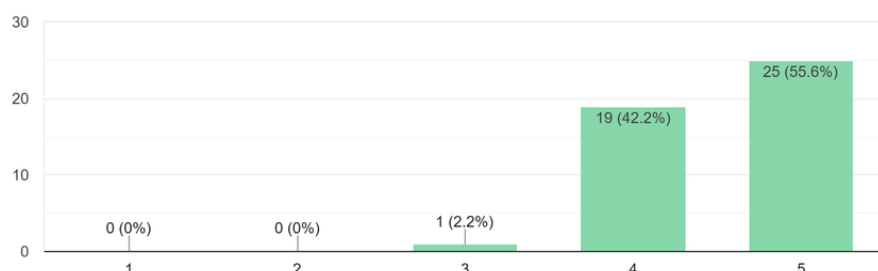
WHAT STAFF TOLD US...

Through doing our wellbeing workshop, staff are encouraged to explore techniques on managing wellbeing and resilience in themselves and create personalised action points

OVERALL, HOW SATISFIED WERE YOU WITH THE SESSION?



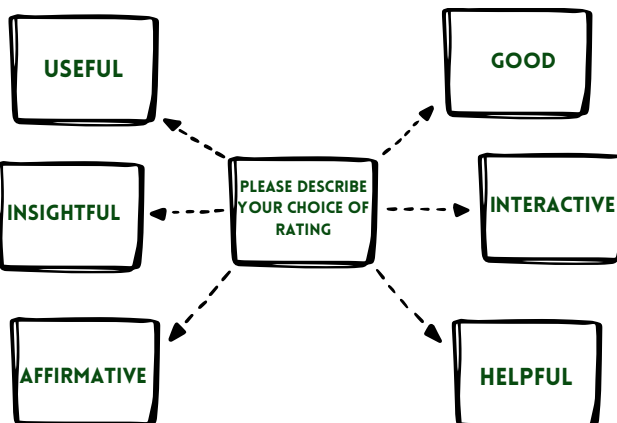
Overall, how satisfied were you with the session?
45 responses



"To focus on my habits and what I can do to change them for the better."

"Good to get guidance to reflect"

"I don't feel many people really think about themselves and how they can better themselves. I loved the affirmations for others activity."



"Good to have time to reflect on own resilience."

"Interactive session with post it notes and booklet enabled me to think about what nourishes me/drains me. Approachable and friendly speaker too."

"More helpful than I expected."

Positive outcomes for engaged staff in our workshops are crucial in inspiring and empowering them to share learnings and practice these for themselves

WHAT WERE YOUR KEY TAKE AWAYS FROM THIS SESSION?

- ... "Not just recognising what triggers my emotions but what I've done in the past to overcome things, making me find my solutions."
- ... "Thought provoking on how I support my own well-being."
- ... "Spread positivity, recognise signs of stress and take steps to reduce it."
- ... "Importance of community and the culture of school."
- ... "Highlighting importance to look after myself & Thinking about ways to chill out- helping organise my thoughts more clearly."
- ... "Strategies to support wellbeing for me and my colleagues & Strategies for work related wellbeing."
- ... "The motivation diamond, what can I do? Where am I scoring low."
- ... "Protect my time and those of colleagues. Support with more time during busy periods."
- ... "That I matter and the work that I do matters."
- ... "Spelling out and identifying what makes me stressed."
- ... "Some strategies to apply (with) Grounding techniques, toolkit ideas."

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

ANY OVERALL FEEDBACK FOR THE SESSION FOR EITHER YOUTHSHOOTS OR EMPOWER MAT LEADERSHIP?

- The content was relevant and delivery clear. The activities encouraged meaningful reflection. The time back is certainly appreciated. It might still be worth considering whether future courses could be scheduled within the working day to support staff well being and engagement as much as possible.
- Thank you. Engaging, thought provoking and mood boosting.
- I think it made me have to think about myself and how to be better version of myself.
- The timeline needs to be about work specifically- it may trigger some tricky challenges.
- I appreciate this workshop being delivered and will take ideas away from it to practically use. It was very education based which made it easier to connect with.."
- The opportunity to have wellbeing sessions out of the school classroom environment.."
- If they can't reduce workload, give us more staff meeting time to do tasks rather than more and more CPD, more pointless meetings for the sake of it.."
- There's a lot of new initiatives coming at once. It would be nice to have them spread out.
- Days out together.
- Time is the most valuable thing you can give to staff to support staff well being. Less after school meetings.
- More adult support in classrooms and more adults on the playgrounds at lunchtime. Some of the lowest paid staff (lunchtime supervisors) are outside in the most difficult parts of the day and teachers are often needed during our lunchtimes to help sort out behaviour, toilet accidents. We need more people in the tricky parts of the day so teachers are able to have an undisturbed lunchtime in order to decompress slightly from the morning and so we are prepared for the afternoon of teaching.
- More team building exercises that are physical and outdoors. Offer a wellbeing day for staff once a year that could be used for anything
- Lots on offer already: Positive Work Culture in schools Mental Health Support via the SharePoint link and investment in people through SAS Mutual Promote Work-Life Balance where possible Resilience through staff development Development - Youth shoots training Clear communication of values, goals and priorities The only thing I can think of is explicit teaching of coping strategies like mindfulness or time management.
- I believe that it is out of the trusts hands largely but LSA negativity is high due to pay and increased difficulty of the position. Aside from this id like time for my subject ring fenced I want to do it well.

TRUST LEADERSHIP FEEDBACK



EMPOWER TRUST WORKED WITH PAUL FOR A SECOND YEAR TO TRAIN RESILIENCE REPS WITH GROUPS OF CHILDREN ACROSS OUR SCHOOLS OVER TWO DAYS.

THIS YEAR, WE ADDED AN ADDITIONAL DIMENSION TO WORK WITH TEACHERS ABOUT THEIR OWN RESILIENCE. TWO TWILIGHT SESSIONS WITH TEACHERS TO FOCUS ON THEIR OWN WELLBEING - IDENTIFYING WHAT NOURISHES AND DRAINS THEM, HOW STRESS IMPACTS OUR BODIES AND HOW WE CAN CONTROL THIS IN ORDER TO START AND BUILD OUR OWN RESILIENCE TOOLKIT. STAFF ENJOYED THE SESSION AS IT WAS ABOUT THEM AS PEOPLE.

SAM SCOTT, DIRECTOR OF EDUCATION, EMPOWER MULTI ACADEMY TRUST



A THOUGHT PROVOKING SESSION WITH PAUL HANMORE YOUTHSHOOTS TODAY, CENTRED ON STAFF WELLBEING, TAKING THE TIME TO REFLECT ON OUR WELLBEING AND RESILIENCE AND HOW WE IDENTIFY OUR GROUNDING STRATEGIES. IF WE DON'T LOOK AFTER OUR OWN WELLBEING HOW CAN WE SUPPORT THOSE OF THE YOUNG PEOPLE WE SUPPORT?

A GREAT CPD SESSION THAT DIDN'T CREATE A TO DO LIST BUT INSTEAD CREATED A SENSE OF WELLBEING AND BELONGING. THANK YOU TO MY WONDERFUL COLLEAGUES AT EMPOWER MULTI ACADEMY TRUST FOR THE POSITIVE AFFIRMATIONS!

KAREN MATTHEWS, EXECUTIVE HEADTEACHER, EMPOWER MULTI-ACADEMY TRUST