



## Focus: Security

This question relates to teachers feeling secure in all areas of their life. Security can be defined as a 'safe territory: an environment which enables us to lead our lives without experiencing excessive or undue fear and allows us to develop fully.' (Griffin & Tyrell, 2015, p.97). In the ASE SOS Pilot Study (2020-2021) a sense of security scored one of the lowest (ranked 9 out of 10), with only 73% of teachers feeling sufficiently secure in all areas of their life.

### ***What does this mean?***

Any change in life or work can cause people to feel insecure. Working conditions or behaviour of others that can cause stress can lead to a sense of insecurity. In addition the actual or perceived threat of change can cause a person to feel insecure. In this case we are talking about a safe working environment which includes the spaces we work in, the students we work with, the colleagues we work with and the parents we work with. A safe space includes certainty, routines, job security etc.

### ***Life (External issues)***

Changes in family life: birth, new relationship, marriage, poor or broken relationships, divorce, moving home, illness in friends and family, death of friends or loved ones. Sometimes changes to jobs, finances, routines, children changing school can cause people to feel less secure about their life. The impact of Covid-19 on peoples home lives caused considerable changes and impacted peoples' sense of security concerning their health, health of loved one, being able to work remotely, having to go to work with new risks and so on.

### ***Work place issues***

- Being unable to manage classroom behaviour effectively and having little / no / inadequate support to do this.
- Related to the above, feeling safe and able to manage practical work effectively
- Feeling bullied, harassed, ignored or side-lined. This can also be linked to sexism, racism, homophobia, transphobia, agism etc.

## What can you do?

### ***External issues***

Although school leaders have no control over these issues, showing empathy, understanding and making reasonable adaptations when necessary are strategies that will help a teacher feel more secure at work, despite the issues they face outside of work. Effective management of change reduces the impact of uncertainty. Take time to consider the following:

- Departmental and school level uncertainty
- Strengthening communication
- Strengthening positive relationships within the science department
- Strengthening positive relationships with the whole school / senior leaders
- Dealing with bullying and harassment effectively
- Dealing with discrimination proactively and effectively

## Relevant RISE tools and resources

### *Wellbeing / emotional needs*



Supporting Sign-Posts



Supporting colleagues with mental health issues



Latham's One-to-Ones's – Guidance

### *Job Satisfaction*



Establishing support networks



Managing working relationships



Acknowledging staff achievements



Latham's One-to-Ones's – Guidance



Building effective relationships with SLT

### *Career Intentions*



Individual Career Planning



Ensuring your staff leave happy