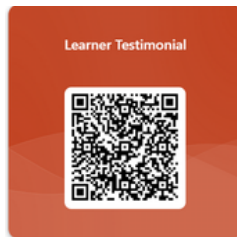


Employer Testimonial



Learner Testimonial



In-Learning Satisfaction Survey  
(Employers)



In-Learning Satisfaction Survey  
(Apprenticeships)



In-Learning Satisfaction Survey  
(ASF)



April 2026 EDITION

# TOTAL TOPICS



*We're always looking to improve – and your feedback plays a vital role in that journey. By sharing your experience, you help us understand what we're doing well and where we can refine and accelerate improvements. Your insights guide our growth as a business and support each of us individually in delivering better outcomes every day.*

TOPIC OF THE MONTH

## Stress Awareness & Resilience



### Understanding Stress in Leadership Contexts

Stress can be understood through key psychological and organisational theories:

- **Yerkes-Dodson Law (1908):** Suggests that moderate stress can enhance performance, but excessive stress leads to decline
- **Maslow's Hierarchy of Needs:** Highlights that unmet psychological and safety needs can impact motivation and wellbeing
- **Job Demand-Control Model (Karasek):** High demands with low control significantly increase stress levels

#### Leadership Insight:

Senior leaders often operate in high-demand, high-accountability environments, increasing exposure to chronic stress.

### Recognising Stress at a Strategic Level

At senior level, stress may present differently:

- Reduced strategic clarity and decision-making quality
- Emotional fatigue or reduced empathy
- Increased risk aversion or reactive leadership behaviours
- Impact on organisational culture and team morale

### Strategic Leadership, Wellbeing & Organisational Responsibility

Stress within leadership roles is not only an individual experience but a systemic and organisational issue that directly impacts culture, performance, decision-making and staff wellbeing. As a senior leader, your approach to stress management influences not only your own effectiveness but also the psychological safety and resilience of your teams.

#### Did you know?

- Over 79% of UK employees experience work-related stress annually
- Stress accounts for over 50% of work-related ill health cases
- Managers are among the least trained in identifying mental health concerns



## Strategic Responsibility

Leaders should promote open dialogue around wellbeing, ensure safeguarding processes are visible and accessible, and act on early warning signs.

**Reflection Question:** How confident are you that your team would raise a wellbeing concern, and how would you respond?

## British Values and Inclusive Practice



**British Values** provide a framework that underpins **inclusive environments** in education and the workplace.

Effective leadership embeds Fundamental British Values:

- **Democracy:** Encouraging staff voice and participation
- **Rule of Law:** Maintaining fair and consistent processes
- **Individual Liberty:** Supporting autonomy and wellbeing
- **Mutual Respect & Tolerance:** Creating inclusive environments

### Leadership Insight:

Wellbeing is not separate from leadership—it is central to ethical and inclusive practice.

## Digital Wellbeing & Leadership



Senior leaders are often digitally connected at all times, which can lead to **cognitive overload, decision fatigue, and blurred work-life boundaries**. To address this, leaders should **set clear digital boundaries, model healthy communication expectations, and actively encourage digital downtime** to support wellbeing and sustainable performance.

### Leadership Question?

What Systems are in place to support staff wellbeing, and how are they monitored?

## Health, Wellbeing and Psychological Safety



Stress is not experienced equally, and leaders must recognise **cultural differences in discussing mental health**, the barriers faced by underrepresented groups, and the impact of bias on wellbeing and access to support. As part of their leadership responsibility, they should create environments where individuals feel safe to speak up, differences are respected, and **inclusion is actively embedded rather than assumed**.

**Reflection Question:** How inclusive is your approach to wellbeing, and whose voices may currently be unheard?

# Safeguarding & Prevent

Stress and resilience are **critical components of effective safeguarding**, as prolonged stress can increase vulnerability to harm, reduce decision-making capacity, and heighten risk factors such as disengagement or susceptibility to negative influences. Safeguarding practice therefore requires the early identification of stress indicators, alongside clear and accessible support pathways that enable individuals to seek help confidently.

This includes proactive monitoring of wellbeing trends, timely intervention before concerns escalate, and leadership that actively promotes resilience and coping strategies. By embedding a focus on stress and resilience within safeguarding, organisations **reduce risk and strengthen protective factors**, creating environments where individuals feel supported, safe, and able to thrive



Find out more about [safeguarding at TTP here](#) and how you can report a concern.



## Building Resilient Leaders and Teams

Resilience at leadership level is both individual and organisational.

### Key frameworks:

- **Emotional Intelligence (Goleman):**  
Self-awareness, self-regulation, empathy
- **Cognitive Behavioural Approaches:**  
Reframing stress responses
- **Systems Thinking:** Understanding pressures across the organisation

### Leadership Strategies:

- Model healthy behaviours (boundaries, balance)
- Delegate effectively
- Adopt team resilience, not dependency

## Health, Wellbeing & Performance

Health, Wellbeing & Performance

Leadership wellbeing directly impacts:

- Decision-making quality
- Staff retention
- Organisational culture

### Evidence suggests:

- Organisations prioritising wellbeing see higher productivity and engagement
- Poor leadership wellbeing correlates with higher staff turnover

**Reflection Question:** Are you building resilience within your team, or inadvertently creating reliance on leadership?

**April 2026**

**M**

**T**

**W**

**T**

**F**

**S**

**S**

		<b>1</b>	<b>2</b> World Autism Awareness Day Passover	<b>3</b>	<b>4</b>	<b>5</b> Easter Sunday
<b>6</b> International Asexuality Day	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>13</b>	<b>14</b> Vaisakhi	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>
<b>20</b>	<b>21</b>	<b>22</b> Stephen Lawrence Day	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b> International Lesbian Visibility Day
<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>			

### Awareness Days & Cultural Events

**World Autism Awareness Day** - Raises understanding of autism globally.

**Passover** - Commemorates the Jewish Exodus from Egypt and celebrates freedom and faith.

**Easter Sunday** - Christian festival celebrating the resurrection of Jesus.

**International Asexuality Day** - Raises awareness of asexual identities and experiences.

**Vaisakhi** - Celebrates the founding of the Khalsa and Sikh community identity.

**Stephen Lawrence Day** - Commemorates Stephen Lawrence and promotes racial equality.

**International Lesbian Visibility Day** - Celebrates lesbian identity and visibility.