

EXPLANATORY STATEMENT (Teachers)

Project Title: Promoting Teacher Mental Health: A School-based Risk Management and Health Promotion Intervention for Teachers

Project Number: 23907

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Why were you chosen for this research?

You are invited to take part in this project that aims to evaluate whether a risk management and health promotion program called FlourishDx can improve teachers' psychosocial safety and health. Your school has agreed to participate in this program, which involves consultants working with your school leaders and health and safety representatives to try to identify where there may be risks to teachers and ways to reduce them.

Please read this Explanatory Statement in full before deciding whether or not to participate in this research. If you would like further information regarding any aspect of this project, you are encouraged to contact the researchers via the phone number or email addresses listed above.

What does your participation involve?

This project is an innovative collaboration between the Institute of Positive Education (IPE) at Geelong Grammar School, People Diagnostix and Monash University. Participating schools will be randomly allocated to receive the FlourishDx program in one of the following intakes: (1) Terms 1-2 2021, or (2) Terms 3-4 2021, or (3) Terms 1-2 2022. The full FlourishDx program includes free consulting from IPE consultants to school leaders, health and safety representatives and wellbeing champions, and free access to digital tools such as the eLearning on mental health awareness for teachers and eLearning on psychological health and safety for school leaders. As a teacher participant of this project, you will be automatically placed in the intake allocated to your school. As part of your participation, you will be asked to:

1. Complete a 20-minute comprehensive Teacher Wellbeing survey. This survey asks you questions about your work, workplace practices and experience of stress and wellbeing, up to 3 times for the duration of your participation. You will also be invited to do a 5-minute self-assessment every 2 months on a brief version of this survey, up to 5 times over the course of the project

2. Access an interactive eLearning program on mental health awareness with other app features such as audio guided meditations, a mental fitness chat bot and optional self-monitoring tools (note: access to content will be timed according to the group that your school is allocated to).
3. Participate in a one-off 20-minute Work Design survey that aims to evaluate the psychosocial hazards in your work environment.
4. Participate in a 15-minute Workplace Wellbeing Insights (WWI) survey by WorkSafe Victoria up to 2 times over the course of the project.
5. Participate in a 5-minute evaluation survey (up to 2 times) on your experience with the program received.

As part of your school's commitment to risk management and health promotion, your school manager knows you need time to complete the eLearning and surveys during work hours. All activities will be completed individually during protected school time permissible by your school, via the FlourishDx app that has cross-platform compatibility (except for the WWI survey from WorkSafe which is hosted on a different online platform). As such, if you choose to participate in this project, your school will be notified about your participation, but they will never have access to your personal responses in the surveys. Please note that you will not be able to access the eLearning program without participating in the first Teacher Wellbeing survey. We expect that the eLearning program will take approximately 1.5 hour to complete over 2 weeks in a self-paced format. If you take part in all activities described above, we estimate the total time commitment for this project (to be approximately 6-7 hours over 12-18 months, depending on your school's intake

Finally, you may be invited to participate in an *optional* interview or focus group about your experience of the program after your second comprehensive Teacher Wellbeing survey (e.g. 10-12 months from commencement of participation). This can be done in person, or remotely over the phone or web conferencing (e.g. Zoom). For more details, please refer to the [project website](#).

Source of funding

This project is funded by WorkSafe Victoria.

Consenting to participate in the project and withdrawing from the research

Participation in this project is voluntary. If you are willing to participate in the project, you are asked to self-register with a valid work email address via a dedicated webpage for your school. Upon registration, you will be invited to complete the baseline Teacher Wellbeing survey. You may be contacted to participate in up to two more survey rounds thereafter. If you change your mind about participating, you are free to withdraw from the project at any time. You may also request that your data (i.e. survey/interview/focus group responses) be withdrawn, prior to the final report being prepared in January 2022. After 31 December 2021, you will not be able to withdraw your data. If you or your school opts out of the project, your access to the FlourishDx app and associated eLearning program will cease.

Possible benefits and risks to participants

It is hoped that you, as a teacher participant, would experience personal benefits to your wellbeing.

The risks of participating in this research are low. Although unlikely, it is possible that you may become upset while completing the assessment or the eLearning program. If this happens, please let the researchers know, and you are welcome to withdraw from the project at any time. If you experience distress, please seek support from a family member or friend, or contact one of the helplines below:

- Lifeline: 13 11 14 (24 hours a day, 7 days a week)
- MensLine Australia on 1300 789 978 (24 hours a day, 7 days a week)
- Suicide Call Back Service on 1300 659 467 (24 hours a day, 7 days a week)
- Beyond Blue on 1300 22 46 36 (24 hours a day, 7 days a week)
- Australian Education Union Victoria (AEU): 1800 238 842

- Employee Assistance Program (details of your school's provider are available on the FlourishDx app)

As part of our duty of care, if your responses on a survey suggest that you may be experiencing significant psychological distress, you will receive automated notifications (one upon survey completion, another 2 weeks later) to your nominated mode of contact (e.g. text message to email or phone) via the FlourishDx app that will point you to further information and services such as the above.

Confidentiality

All information that is collected in this project will be treated confidentially. As we are only interested in consensus views of teachers, your personal responses will not be disclosed to others, including the school leadership. Results will be made available at the group/school level; you are assured that neither you, nor any school personnel will be identified in any report of the results of the project.

If you choose to take part in a focus group, please be advised that although we will take every precaution to maintain confidentiality of individual responses, the nature of focus groups prevents us from guaranteeing confidentiality. Prior to participating in the focus group, we would ask you to indicate in a separate consent form, your agreement with a statement of non-disclosure of the discussion by all participants and researchers during the focus group session.

Storage of data

The FlourishDx app is a software platform where you will access an eLearning program on mental health awareness and wellbeing and complete your surveys over the course of participation in the project. It is a commercial product developed by People Diagnostix, and it has been implemented in various industries. Any data we collect from you will be stored in a secure server hosted by People Diagnostix in compliance with ISO 27001 Information Security Standard, except for those surveys required by WorkSafe Victoria. Data used for analysis in this project will be stored electronically on password-protected hard drives at Monash University. Access to the data and notes is limited to named Monash researchers and supporting staff from IPE and People Diagnostix. Data shared with Monash researchers will be disposed of according to the University's regulations 15 years after the last publication or report arising from the project. Click [here](#) for details on how data is handled by People Diagnostix in accordance with the Australian Privacy Act (Cth) 1988.

Results

The research findings may be presented at conferences and published in peer-reviewed journals and reports for organisations. A copy of the results can be made available to participants upon request by contacting the Evaluation Manager at wan.sim@monash.edu.

Complaints

Should you have any concerns or complaints about the conduct of the project, you are welcome to contact the Executive Officer, Monash University Human Research Ethics (MUHREC):

Room 111, Chancellery Building D,
26 Sports Walk, Clayton Campus
Research Office
Monash University VIC 3800

Tel: +61 3 9905 2052 Email: muhrec@monash.edu Fax: +61 3 99053831

Thank you,

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