

HOW WELBEE WILL HELP YOUR SCHOOL TO SYSTEMATICALLY IMPROVE STAFF WELLBEING

& MEET THE COMMITMENTS OF THE NEW
DfE EDUCATION STAFF WELLBEING CHARTER



Why improve staff wellbeing?

The impact of poor staff wellbeing on your school will be significant.

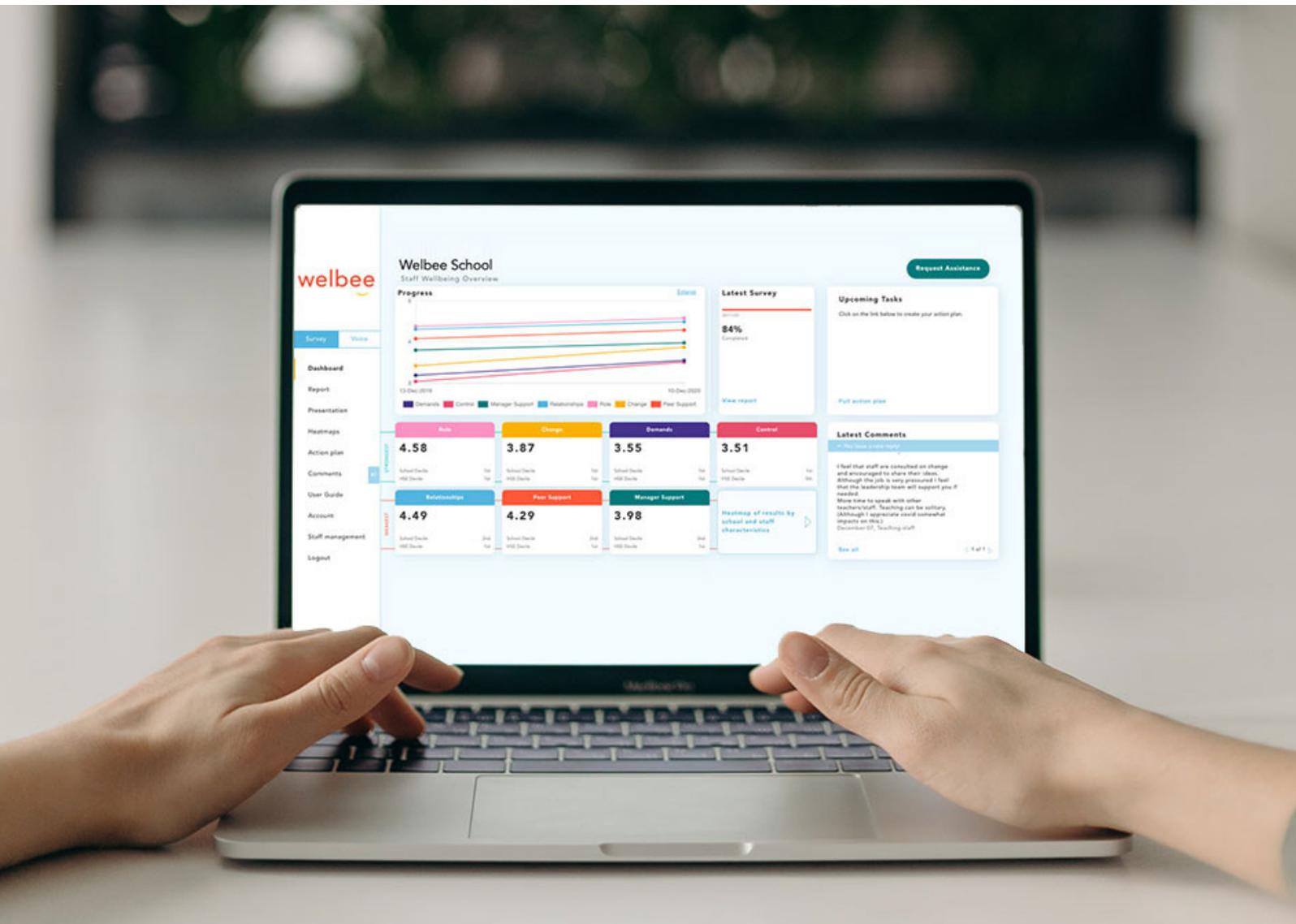
If staff are weighed down by stress and workload, feel like they lack a voice and are just not motivated – how can they perform at their best and help your students do the same?

To achieve the school and student outcomes you want, put staff and their wellbeing first and evidence proven benefits will follow!

That's why Welbee was created; to systemise how you improve staff wellbeing and to allow you to use anonymous and honest staff feedback to make improvements where it matters most.

Running a staff wellbeing survey, just like Welbee Survey, and effectively following up, will mean you meet many of the commitments within the new [DfE Education Staff Wellbeing Charter](#) and also gain the evidence you need to meet inspection requirements in relation to Ofsted's leadership and management judgment.

So, how does Welbee work?



Gain an insight into how your staff are really feeling

Welbee is an effective way to measure staff wellbeing and the survey we use is also one of the recognised tools highlighted in the references from the charter.

Welbee Survey uses an evidence-built survey to gain honest and anonymous feedback from staff.

The Health and Safety Executive's Indicator Tool uses six Management Standards for assessing workplace wellbeing and managing the risks of workplace stress, and is a highly effective way of identifying how well you are performing.

Hold ourselves accountable, including by measuring staff wellbeing

We will measure the wellbeing of staff using recognised tools and metrics and be transparent about results. We will monitor trends over time, and act in response to changes.

Taken from Commitment 11, DfE Education Staff Wellbeing Charter

Step 1: Measure where you are now

Kick off with a full staff survey to identify where you are now and plan where you want to go.

- All results are in your online dashboard, making it easy to track progress.
- Recommended actions mean you can more easily implement quick wins, as well as longer term plans.
- Six job role filters allow you to celebrate success and focus on areas of greatest concern.
- Benchmarks against other schools and the Health and Safety Executive make sure you don't waste effort and take action in those areas where there is the greatest opportunity for improvement.
- Staff comments allow you to better understand your scores, identify trends, and importantly, respond to staff. You can have two way anonymous conversations, bringing more immediate engagement and involving staff directly in solutions.
- Use the downloadable PowerPoint presentation to easily share results with staff, governors and inspectors.

Step 2: Set your goals and plans

- Set goals so you know where you want to go and what success looks like.
- Plan how you will achieve this.
- Take advantage of a results review video call and we will help make sure your plans are the best ones to achieve the goals you set.

Step 3: Implement and follow up

- Use the Welbee toolkit to support you. This will help you meet commitment 3 of the charter. It includes resources and training targeted at building your wellbeing foundations and working on areas that we know have the biggest impact on staff.
- Continue to ask for feedback and follow up on post-survey actions.

Give managers access to the tools and resources they need to support the wellbeing of those they line manage.

We will work to provide managers with tools, resources and training to support their staff.

Taken from Commitment 3, DfE Education Staff Wellbeing Charter

Use [Welbee Voice Pro](#) (included at no additional cost) to continually follow up anonymously with staff. You can send messages to all staff (or to groups as small as eight) to seek feedback on actions you take after your survey, ask further questions, use as part of a consultation or when implementing change. Encourage staff to raise issues that are important to them or to suggest ideas.

It's a great way to keep staff engaged and to make them feel valued, as they're able to voice their opinions and know you are listening. This will allow you to continue to monitor progress and impact over time, which is also set out in commitment 11 of the charter.

Step 4: Repeat the survey annually and track scores and progress in your online dashboard.

Make it easy to review and share with all stakeholders, including staff, governors, board members and inspectors.

Other systemised support

In addition, you will receive 12 months of remote support.

This includes a 1:1 call with a Welbee staff wellbeing expert to discuss your survey results, review priority actions and receive advice on how best to implement them.

Plus, email, phone and video call support whenever it's required throughout the year!

Welbee will fully support you and your school in improving staff wellbeing.



Prioritising staff wellbeing will transform your school

The **benefits of improving staff wellbeing are significant**, it will help to:

- Improve staff engagement and motivation, which will translate into better student and school outcomes.
- Increase staff retention and make staff recruitment easier.
- Reduce staff absences and the time spent in arranging cover.
- Significantly reduce costs.

See how Welbee could help you to improve staff wellbeing so that you can achieve the outcomes you want, meet the commitments of the charter and gain the evidence required for the Ofsted leadership and management judgement.

If you're ready to start making improvements, click the button below to book a no-obligation 30-minute demo of Welbee now!

BOOK A DEMO

welbee



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