

welbee

A group of children in a classroom, seen from behind, with their hands raised in the air. The scene is overlaid with a purple gradient. The children are wearing colorful clothing, and the background shows a classroom setting with a clock and some decorations.

We help **time-poor leaders** to transform school culture through putting staff first, so they deliver the **best student** outcomes.



£20

LONDON
FOR THE GOVERNOR AND COMPANY OF
THE BANK OF ENGLAND

Andrew Bailey

CHIEF CASHIER

Bank of England

I PROMISE TO PAY THE BEARER ON DEMAND THE SUM OF TWENTY POUNDS

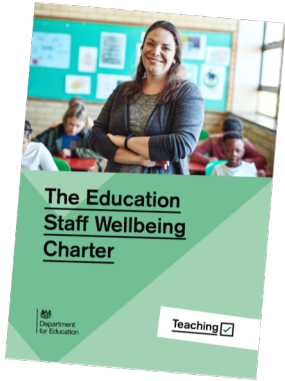




Survey Score Comparison
HSE Indicator Tool
Max Score of 5

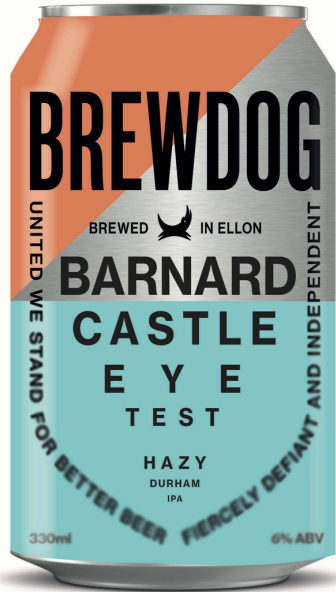


HSE Management Standard	MAT Schools	Maintained Schools	Independent Schools
Demands	3.27	3.20	2.99
Control	3.37	3.32	3.41
Manager Support	3.93	3.81	3.72
Peer Support	4.25	4.16	4.03
Relationship	4.26	4.15	4.10
Role	4.41	4.32	4.25
Change	3.44	3.33	3.11

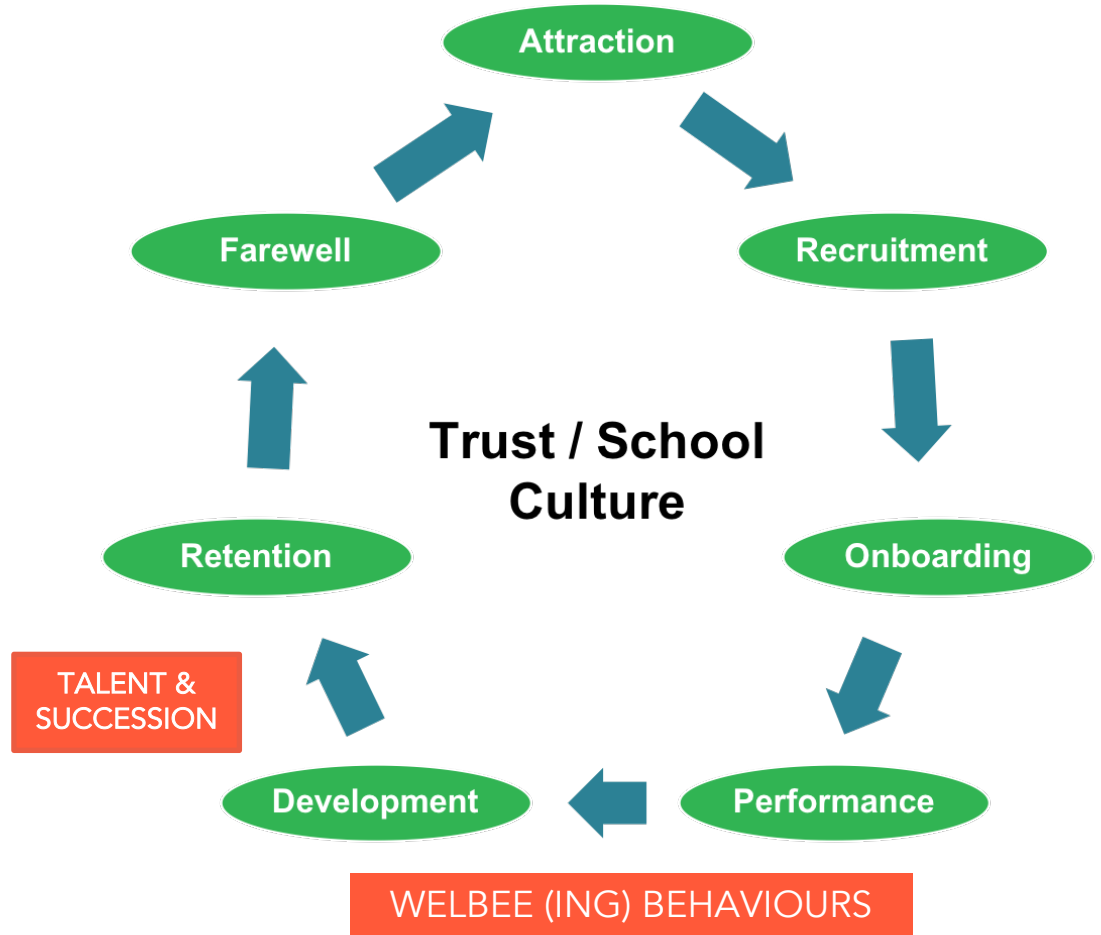


1. Prioritising staff mental health
2. Give staff the support they need to take responsibility for their own and other people's wellbeing
3. **Give managers access to the tools and resources they need to support the wellbeing of those they line manage**
4. Establish a clear communications policy
5. Give staff a voice in decision making
6. Drive down unnecessary workload
7. Champion flexible working and diversity
8. Create a good behaviour culture
9. Support staff to progress in their careers
10. **Protect leader wellbeing and mental health (sub-strategy)**
11. **Hold ourselves accountable, including by measuring staff wellbeing**

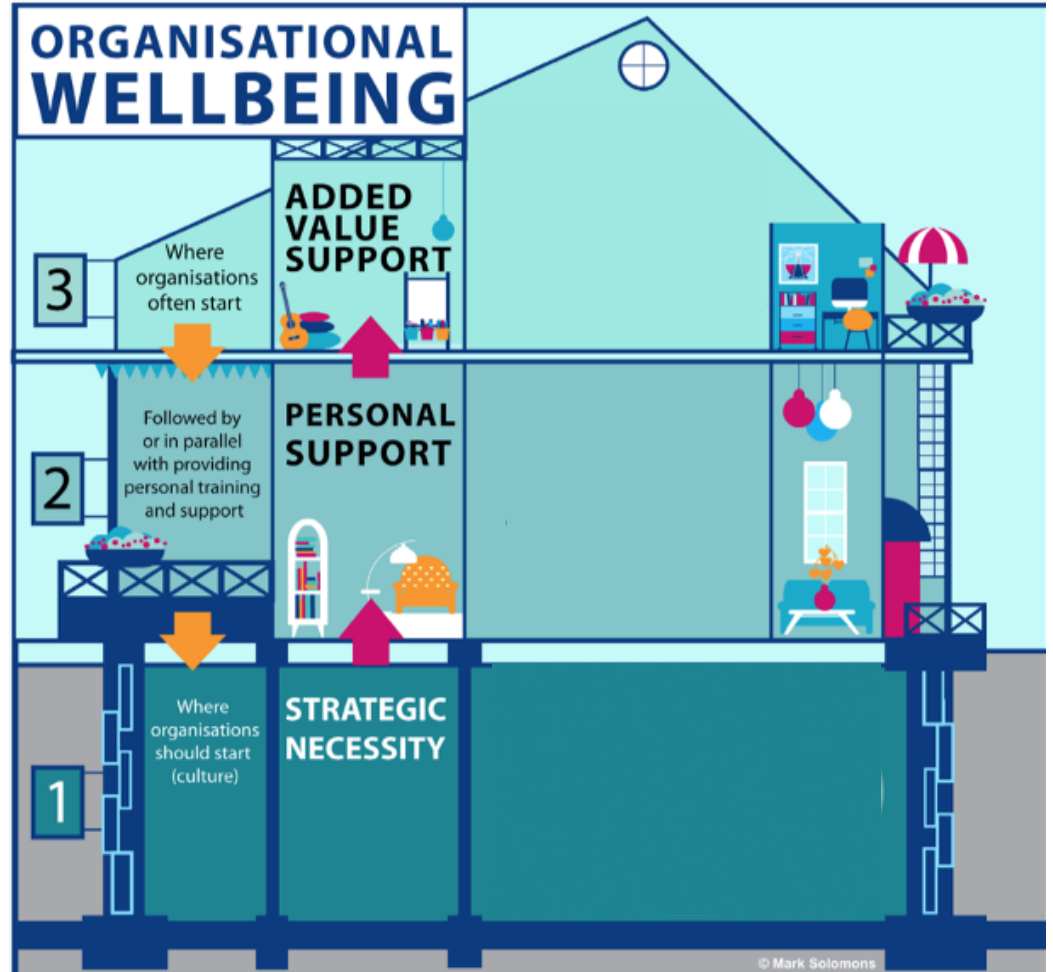
People Strategy



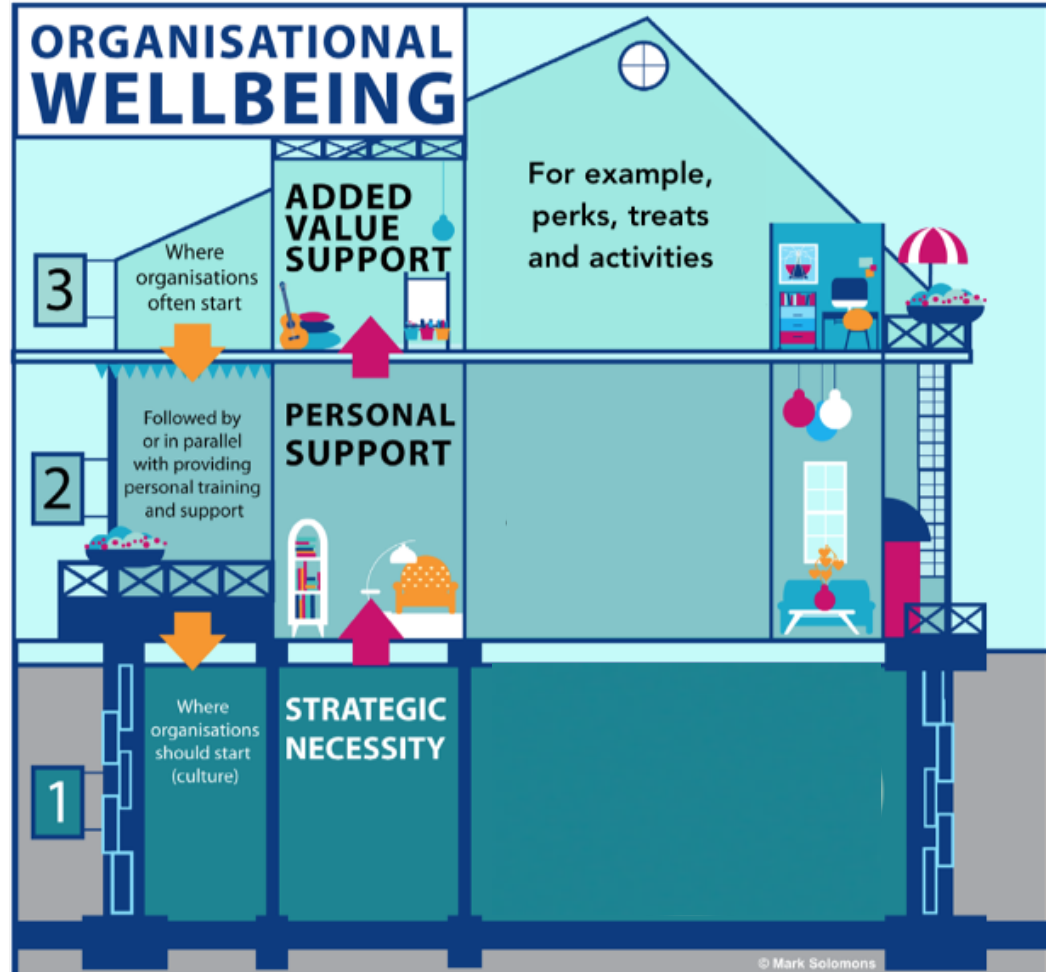
Staff Lifecycle



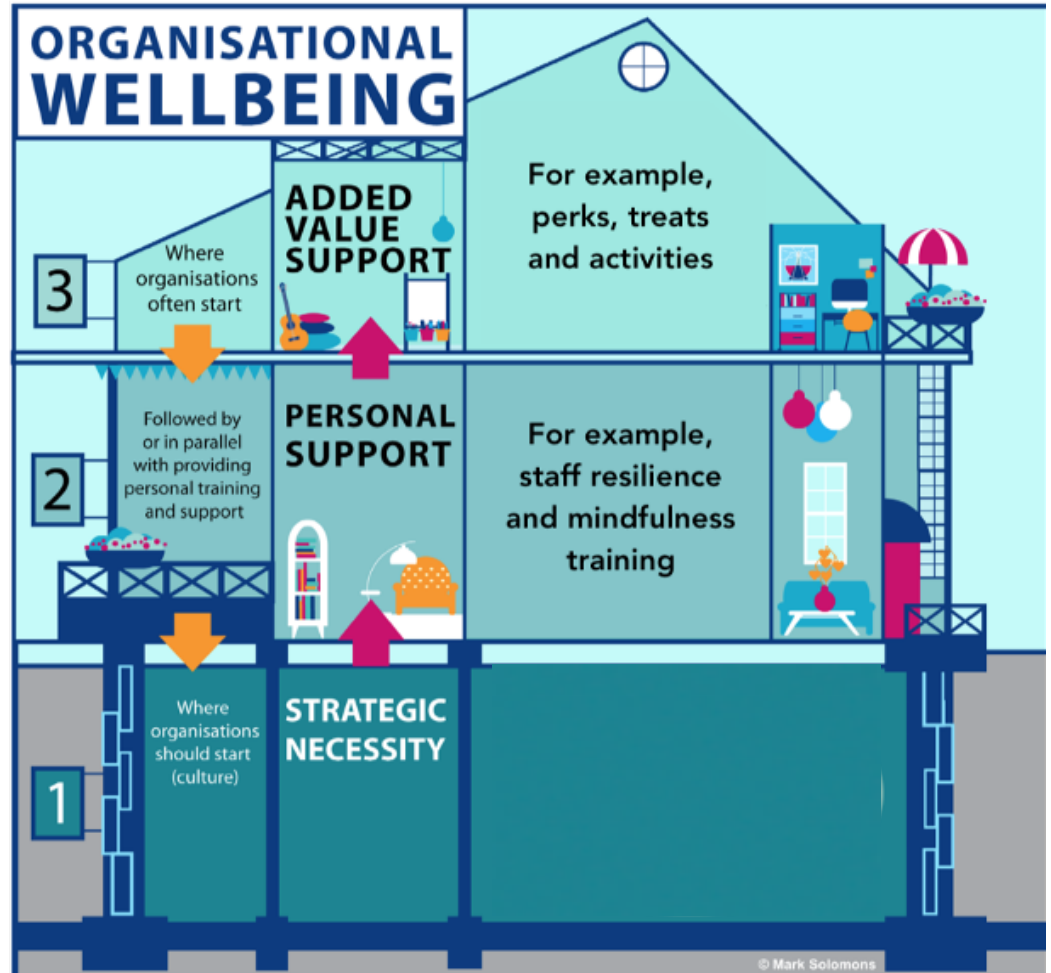
Staff Wellbeing at the Centre



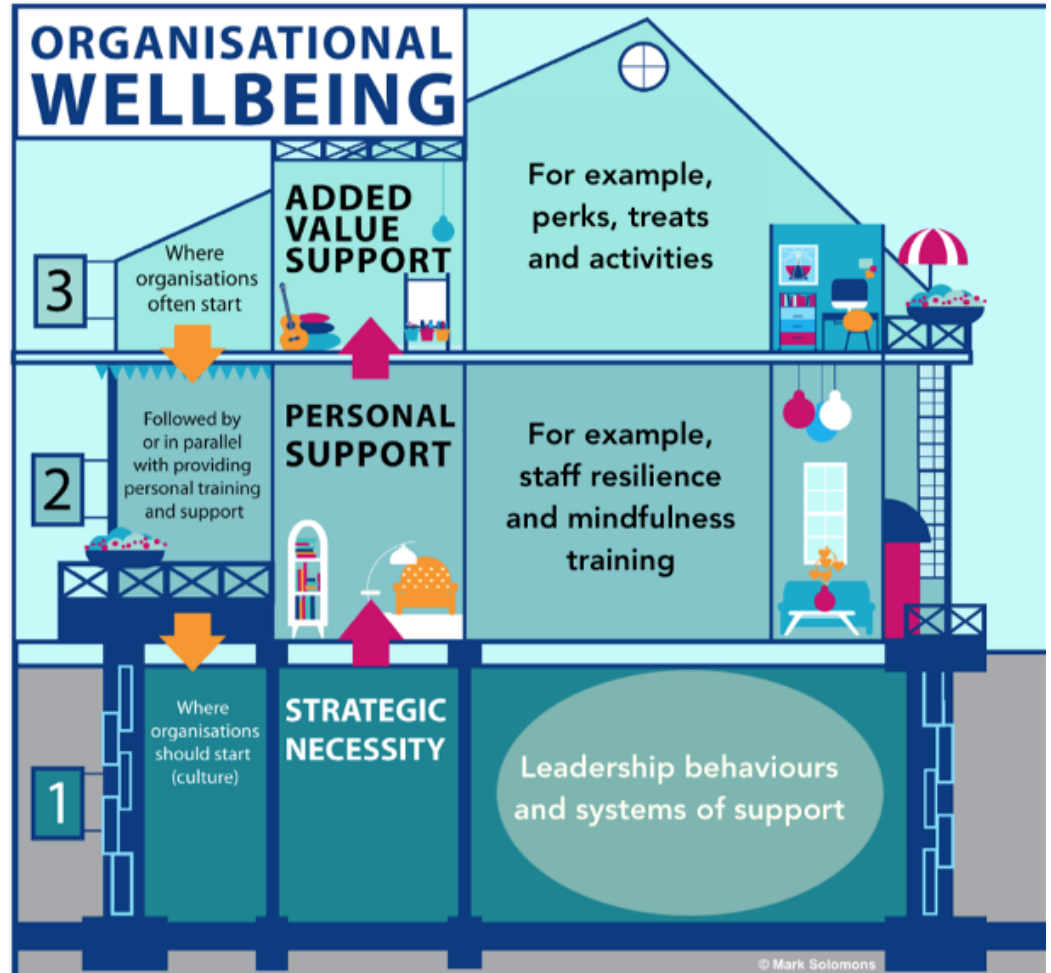
Staff Wellbeing at the Centre



Staff Wellbeing at the Centre

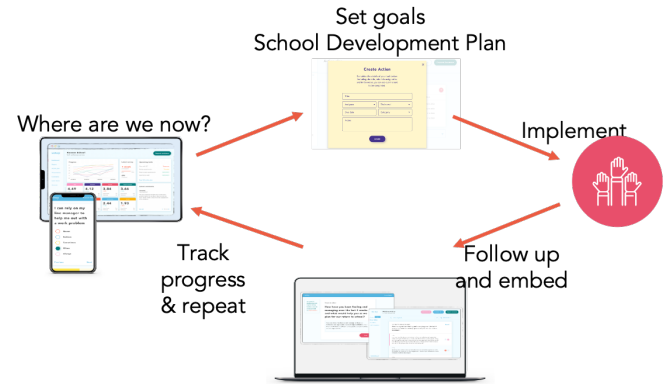


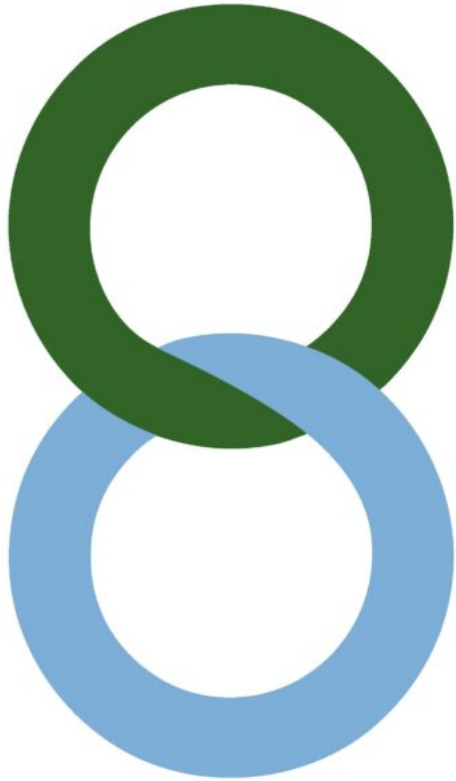
Staff Wellbeing at the Centre



Staff Wellbeing

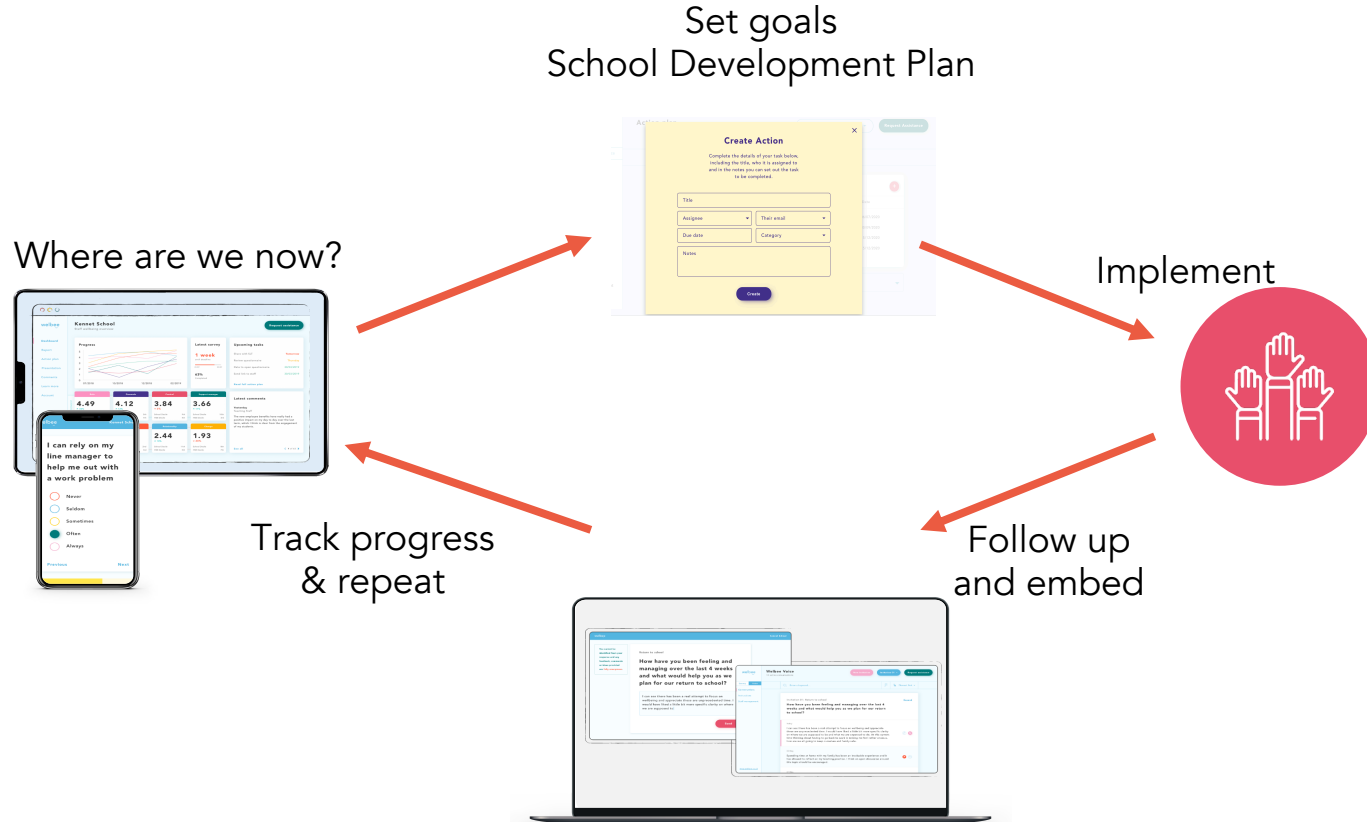
Random Acts Vs Systemised Approach





THE
TWO
COUNTIES
TRUST

Systemise Measuring, Improving and Tracking Staff Wellbeing





- Dashboard
- Analytics
- Heatmap
- Presentation
- Staff Management
- Question Bank
- MAT Report
- User Guide

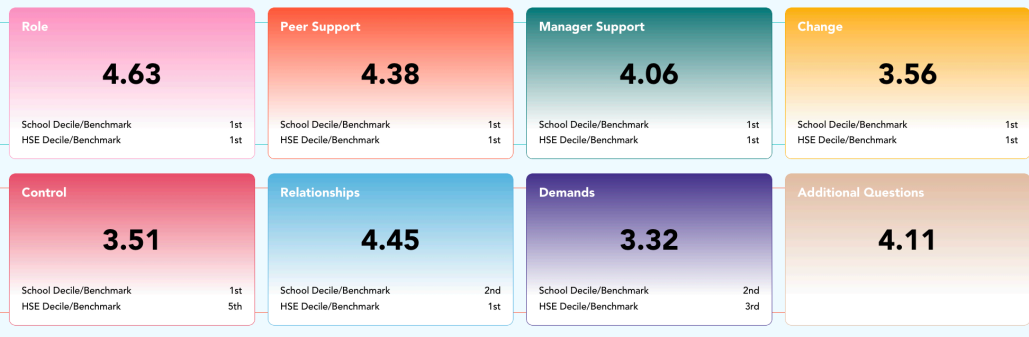
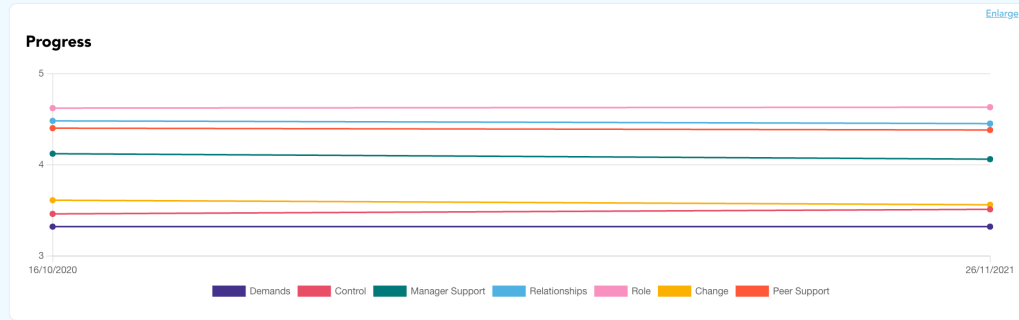
Logout



- Survey Voice
- Dashboard
- Analytics
- MAT
- Report
- Presentation
- Heatmaps
- Action Plan
- Comments 263
- User Guide
- Account
- Staff Management
- Question Bank

Ashfield School Survey Premium

Staff Wellbeing Overview



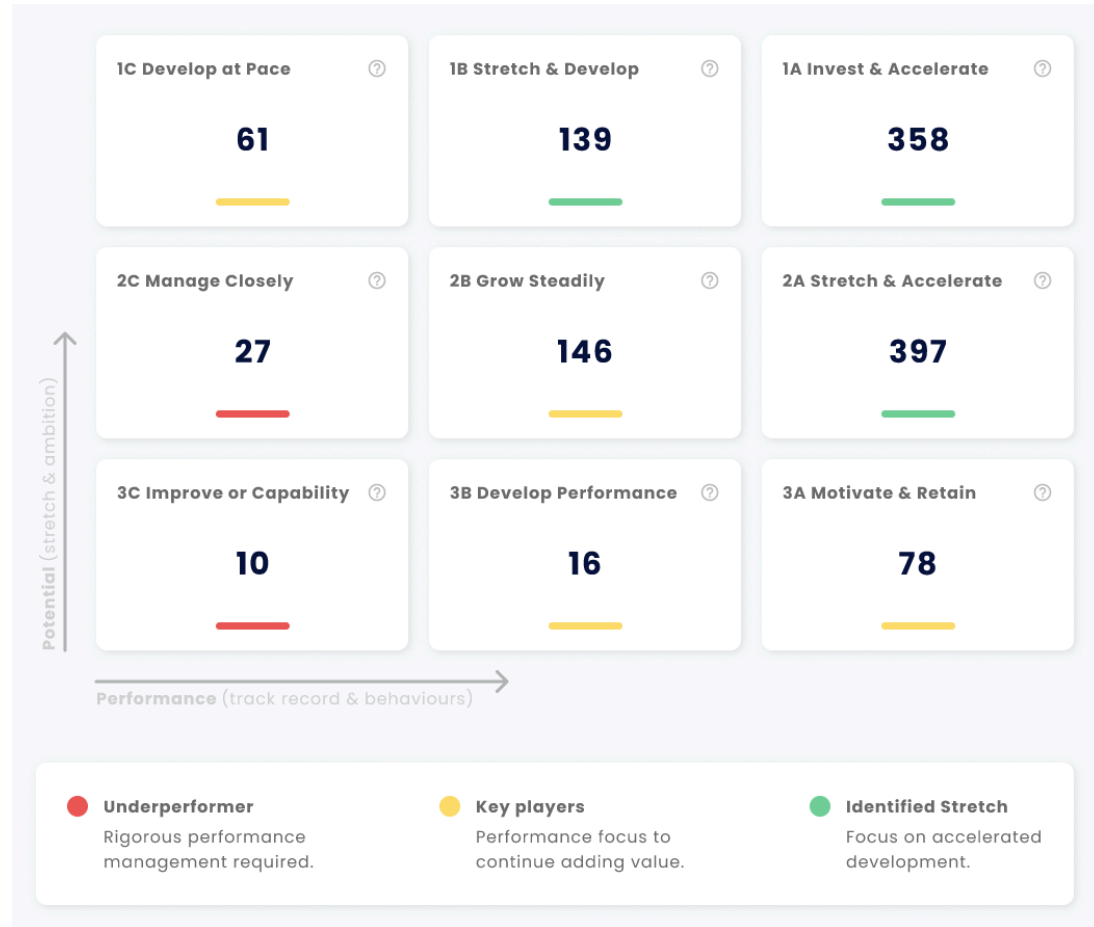
Welcome John Maher
john.maher@ashfield.notts.sch.uk

Latest Comments

- You have a new reply!**
- November 19, Support staff**
Supervision it is very difficult when students have disclosed information to deal with this. Regular meetings with line manger
- November 18, Teaching staff**
Staff well-being is very good
- November 18, Teaching staff**
Positives - positive attitude, praise and encouragement from the head including weekly emails. Understanding of other priorities - family life etc. Positivity from head of department, Negatives - lack of sufficient space in the humanities staff room for the number of people in the faculty. Not a particularly comfortable/relaxing environment. A lot of people don't use the staff room due to lack of space. This is a shame as it is good for mental health and wellbeing to be able to meet with colleagues for a chat and a laugh when you get the chance of a break, or to get off your chest what might have been a stressful day/lesson.
Larger/more comfortable staff room facilities.
- November 18, Teaching staff**
During the Covid pandemic wellbeing was a priority, which was comforting and reassuring. Wellbeing goes through peaks and troughs due to pressure points in academic year. Faculty work well and are supportive.
Class numbers in P16 need reducing due to high number of formal homeworks, assessments and mocks and progression assessments that have to be marked in short space of time at all points in the year. Some P16 subjects only have one or two teachers but very high numbers which is overwhelming and very demanding particularly in content heavy and essay driven subjects. This leads to a lot of extra hours worked in the evening, weekends and holidays. Although you can prepare for the pressure points it is still physically and mentally exhausting.
- November 18, Teaching staff**
Workload and deadlines are constant and some meetings such as Monday briefing etc often unnecessary. Time is often taken for something that could be put in an email. When time is pressured there need to be ways to give time back t staff in

People Strategy

<https://mypeoplestrategy.com>



Insights

All

Search staff & reviewers



More Filters

Hide Filters

Reset all filters

Rating

Select

High

Risk of Leaving

In current year

Impact of Leaving

High

Job Title

Search

Department

Search

Promotion Year

Select

Full Name	Job Title	Department	Reviewed	Likely Next Role	Likely Replacement	Assessment	Reviewer
Nicola Fay	Instructional Coach	Support Services	10/08/2022	Guidance Lead	Ross Bofinger	Identified Potential (2A)	Sunil Mistry
Ross Bofinger	Instructional Coach	Support Services	10/08/2022	Guidance Lead	Not Identified	Key Player (3B)	Sunil Mistry
Laura Woods	Nurse	Medical	10/08/2022	Aids Education Coordinator	Mark Ainger	Identified Potential (1A)	Sunil Mistry
Bradley Wragg	Teacher	English	10/08/2022	Teacher	Not Identified	Key Player (3A)	Alicia Russo
Nat Rowbottom	Teacher	Math	10/08/2022	Teacher	Not Identified	Underperformer (3C)	Alicia Russo
Carrie-Anne Hopper	Teacher	Math	10/08/2022	School Administrator	Not Identified	Underperformer (3C)	Alicia Russo
Alan Shelton	Teacher	Math	10/08/2022	Teacher	Not Identified	Underperformer (3C)	Alicia Russo
Roy Derricott	Teacher	English	10/08/2022	Teacher	Not Identified	Key Player (2B)	Alicia Russo
Vivienne Dudley	Teacher	English	10/08/2022	Principal	Kelly Nettleship	Identified Potential (1A)	Alicia Russo

Staff Wellbeing.



The image shows two overlapping pages from a 'welbee' guide. The top page is titled 'Exit Interviews' and contains text about the importance of exit interviews, a list of questions to ask, and contact information for support. The bottom page is titled 'Interview Questions' and contains text about the purpose of exit interviews and a list of questions to ask. Both pages feature the 'welbee' logo and contact details.

Exit Interviews

An important part of improving staff wellbeing is to understand why people leave and to take appropriate action to improve retention. While using a survey is one way to collect anonymous feedback, it doesn't allow for probing or asking more detailed questions. An effective exit interview means you will collect more specific and actionable information.

The interview needs to be conducted by someone with enough experience and confidence to ask the right questions and who is likely to be trusted by other staff who is leaving. It shouldn't be the headteacher or principal or the line manager of the person who is leaving.

Their role is to make the experience positive and the person leaving must feel like they have their best interests in mind (and this should be the intent of the interviewer). They have to make them feel comfortable and encourage them to give candid feedback without repercussions.

Even though this is an exit interview you never know who they will speak with or who you'll end up speaking with again. You can use the information to improve staff wellbeing and retention of other key staff. Treat them well, listen and show them you value their opinion.

Interview Questions

Below are a range of questions that will help you understand what steps you can take to meet staff expectations and help to create a place where people really want to work.

Why are they leaving

If it's for a new role:

- What prompted you to start looking for a new job?
- What ultimately led you to accept the new position?

General questions:

- Why are you leaving? You may know from their resignation letter and this is an opportunity to explore and confirm details.

support@welbee.co.uk or call 01277 554 001 or visit welbee.co.uk

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Resources

My People Strategy
9 Box Grid Template



Measure – Why & How



MISSION: ~~IM~~POSSIBLE



80/20

What's the next most important thing you can deliver?

welbee



support@welbee.co.uk



01277 554001



<https://welbee.co.uk>

Book a Demo at <https://schools.welbee.co.uk/trust-25-minute-demo>

