

The Evidence for Improving Staff Wellbeing

The evidence for making staff wellbeing a part of school culture and everyday behaviours and activities is compelling.

While detailed research into school staff wellbeing is limited, it does suggest the significant impact it can have on outcomes.

1. **One major report** from Birkbeck College, University of London, in partnership with Worklife Support highlighted staff wellbeing had a statistically significant impact on the GCSE and SATs results
2. A 2014 report called **'Healthy teachers, higher marks?'** shares more on "Establishing a link between teacher health and wellbeing and student outcomes."
3. A 2021 report reviewing 30 previous research papers does tentatively suggest a causal link - <https://tdtrust.org/coi/>.

While education research is limited, the role self-reported staff wellbeing plays in improving results is supported through wider research, in business and more significantly in the Health Service.

4. In business, a 2014 report for the Department of Business Innovation and Skills, titled **'Does Worker Wellbeing Affect Workplace Performance'**, found that staff wellbeing shows a strong and positive link with improved workplace performance, for both profitability (financial), labour productivity and the quality of outputs and services.
5. Dame Carol Black's 2008 review of the health of Britain's working age population, **'Working for a healthier tomorrow'** found considerable evidence that health and wellbeing improvements produced economic benefits across all sectors and all sizes of business.
6. Much **greater research** has been carried out within the health sector, where staff wellbeing is consistently shown in research to be linked with patient care, welfare and mortality.

Among the highlights from findings are:

- Evidence of a causal link between staff wellbeing and performance outcomes.
- There is a relationship between staff wellbeing and staff reported patient care, patient reported patient care and hospital mortality rates.

- It is important to monitor employee wellbeing and target resources to areas known to be problematic.
- Staff wellbeing is linked to multiple outcomes, including staff absenteeism, turnover, agency spend (e.g. the equivalent of supply staff spend for schools), patient satisfaction, infection rates and mortality rates.
- The associated financial costs of these can be significant.