

Measuring staff wellbeing

Wellbeing Measurement for Schools

Helping you to understand areas of strength and challenge



Through our work with schools, we know that the wellbeing of the staff team is a high priority. If school staff are to be successful, then we need to make sure that their mental health and wellbeing is effectively supported.

When their wellbeing is a priority, staff feel better equipped to support the wellbeing of the children and young people they work with and build trust and motivation, which is crucial for a well-functioning school setting.

About Wellbeing Measurement for Schools

In collaboration with EBP, CORC offers [Wellbeing Measurement for Schools](#), a comprehensive approach that allows schools to understand areas of strength and challenge for their pupils and staff. The approach is suitable for primary and secondary schools, with age-appropriate surveys for children from Year 4 to Year 11 as well as staff survey.

Your [Wellbeing Measurement Pupil Report](#) & Staff Report analyses the data from your school and compares it with data from other schools.

As well as being a service offer to schools, this approach is part of a research project overseen by UCL. The research will develop understanding of the relationship between contextual factors and wellbeing and will enable the needs within populations and communities to be better understood and support more effectively planned.

Findings will be published and shared with participating schools.



Find out how pupils in your school are feeling with a validated pupil survey that assesses their emotional wellbeing, mental health and resilience.



Understand the wellbeing of your staff and how they feel about the support systems in school as well as their knowledge of mental health and wellbeing and confidence to support pupils.



Compare your data with data from children in other schools. Our analysis and reporting help you to identify successes and strengths as well as challenges and areas to develop further.

How we measure staff wellbeing

The Wellbeing Measurement *for Schools Staff Survey* uses validated tools to understand how staff are feeling. It asks questions about the ability and capacity of staff to support the children and young people in the school and explores aspects of school culture which may be affecting staff wellbeing.

The survey should take about 15 minutes to complete. Staff will receive a link to the online survey, which they can complete on PC, tablet or smartphone.

Your school can review the responses in the final survey report, which you can share with staff and governors.

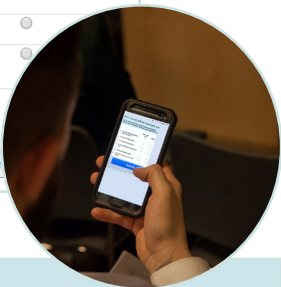
The staff survey can be completed alongside the [Pupil Survey](#) or on its own.



Below are some statements about feelings and thoughts.
Please tick the box that best describes your experience of each over the last 2 weeks.

	None of the time	Rarely	Some of the time	Often	All of the time	
1. I've been feeling optimistic about the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
2. I've been feeling useful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	reset
3. I've been feeling relaxed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	reset
4. I've been dealing with problems well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	reset
5. I've been thinking clearly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6. I've been feeling close to other people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7. I've been able to make up my mind about things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

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Section 2 - Staff wellbeing at your school

18. My work has a positive impact on my mental health and wellbeing:

☐ All of the time
☐ Often
☐ Some of the time
☐ Not at all

reset

19. In my school, staff are encouraged to speak openly about their mental wellbeing.

☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly disagree

reset

20. In my school, we have a mental health/ wellbeing policy in place, which includes the mental wellbeing of staff.

☐ Yes
☐ No
☐ Don't know

reset

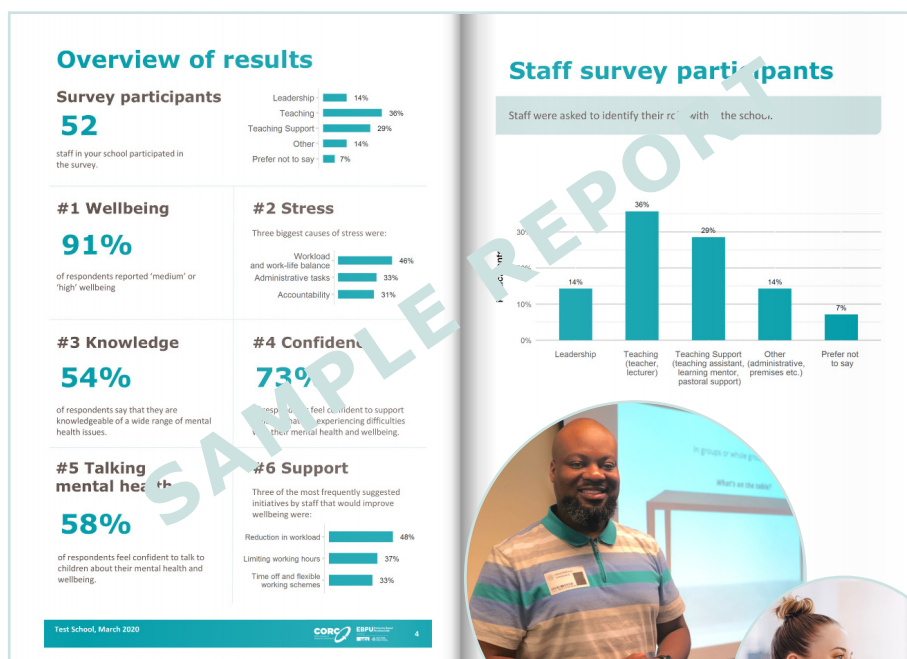
How can your results be useful?

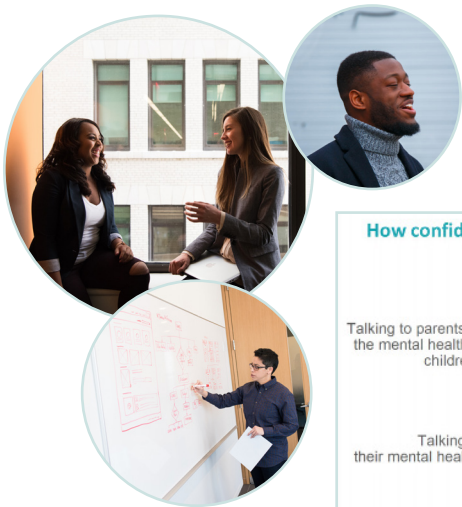
The purpose of the **Wellbeing Measurement Staff Report** is to give your school an overview of the data from your staff survey. The report analyses the data from your school and compares it with data from other schools.

Your anonymised school report enables you to compare your staff with staff in other schools, helping you to better understand your team and identify strengths and challenges.

The report supports schools by:

- informing decisions about support for staff and pupils
- identifying areas of priority for staff training
- indicating progress against targets in your School Improvement Plan or identifying future target areas.



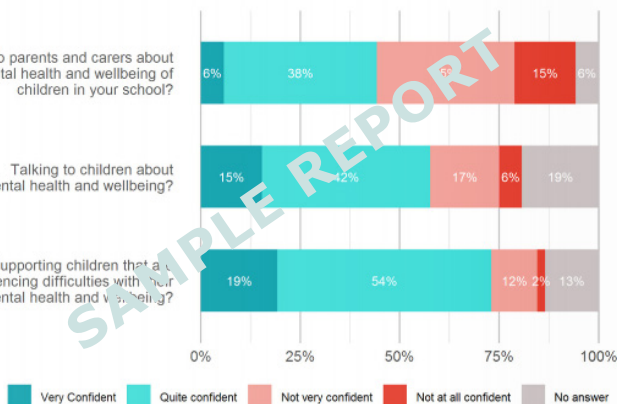


How confident do you feel...

Talking to parents and carers about the mental health and wellbeing of children in your school?

Talking to children about their mental health and wellbeing?

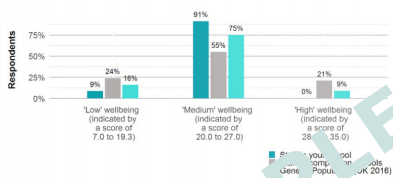
Supporting children that are experiencing difficulties with their mental health and wellbeing?



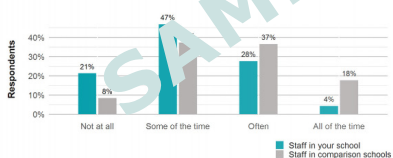
#1 Staff Wellbeing

Staff wellbeing was measured using the Short Warwick Edinburgh Mental Wellbeing Scale, which is a validated measure of mental and emotional wellbeing. Staff responded to statements which are converted into scores. Scores were classified as indicating low, medium or high wellbeing.

Mental and emotional wellbeing



My work has a positive impact on my mental health and wellbeing.



Test School, March 2020

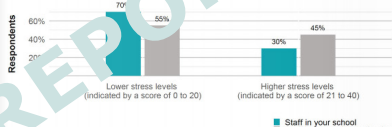
CORC EBPUEvidence Based Practice Unit

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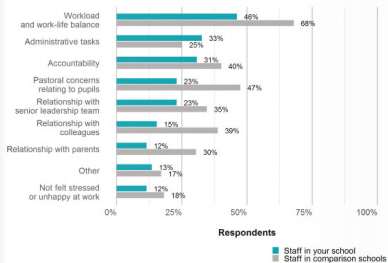
#2 Stress

Stress was measured using a validated measure the Perceived Stress Scale. Staff were also asked which work-related factors affected how they had been feeling recently.

Perceived stress



Have any of the following caused you to feel stressed or unhappy at work over the last 2 weeks (select as many as apply)?



Test School, March 2020

CORC EBPUEvidence Based Practice Unit

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What does Ofsted say?

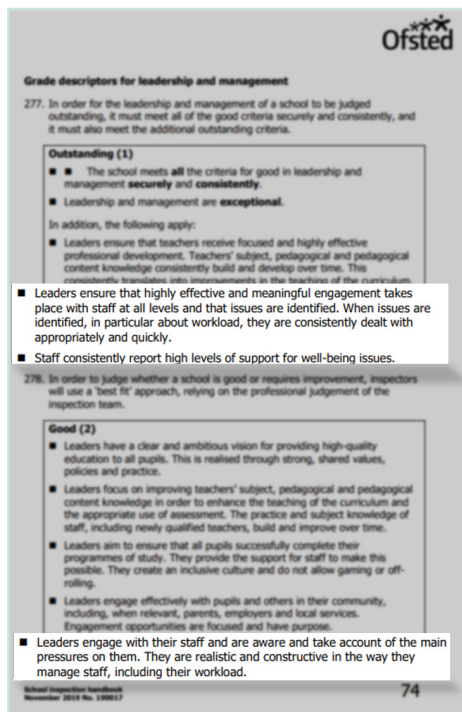
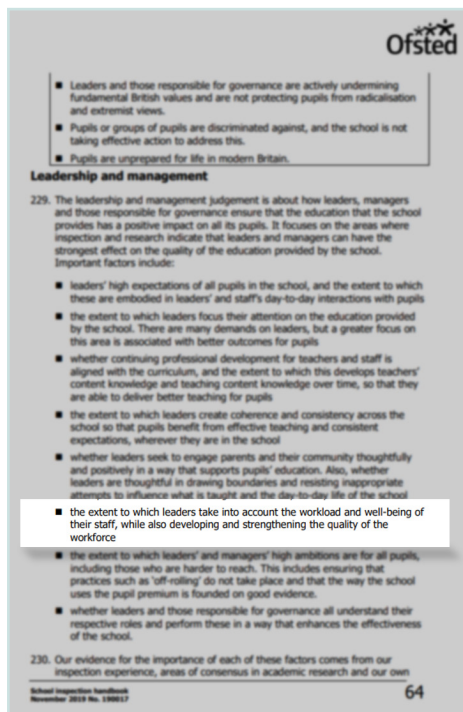
Aspects of the staff report relate to the Ofsted Education Inspection Framework, most specifically within the area of Leadership and Management.

The Ofsted Framework 2019 states that inspectors will evaluate the extent to which *'leaders engage with their staff and are aware and take account of the main pressures on them. They are realistic and constructive in the way that they manage staff, including their workload'*.

This is exemplified in the School Inspection Handbook within the grade descriptor for Outstanding Leadership and Management.

The report could be beneficial in:

- providing evidence of meaningful engagement
- identifying areas of need
- enabling issues to be addressed
- gathering staff views of the support available in your school.



How to get started?

1. Go to our [registration page](#) and complete the online form and sign the [School Agreement](#). The school agreement includes all the necessary information you require regarding data sharing and protection.
2. We will ask you to make payment. The staff survey costs £300 for primary schools, £400 for secondary schools and £400 for all-through schools. There is no limit to the number of staff who can be included in the survey.
3. Inform staff about the survey – we provide guidance about how to do this on the [CORC website](#).
4. Share the survey with staff – we provide an online link to circulate electronically.
5. Receive your report – schools receive the report around four weeks after the survey closes.
6. Join our webinar regarding your report – understand how you compare with other schools and the implications for your schools. We share useful resources and together, we can think about the next steps for your school.



Privacy and data protection

This programme is looked at by an independent Research Ethics Committee, to protect your staff's rights. The research has been ethically approved by the UCL Research Ethics Committee (Project ID Number: 16139/001).

The staff in your school will be asked to volunteer to take part in this programme. It is up to each individual staff member to decide if he/she would like to participate.

If the staff member decides to take part, the staff member will be asked a number of survey questions. The survey explores professional confidence and ability to support children and young people's mental health and wellbeing and the wellbeing of staff at your school.

All data in the survey are stored in secure systems that are only accessible to authorised members of the project team.

The survey will not ask for your staff members' name, date of birth or contact information. To help us analyse the data, the staff members will be asked to optionally provide their place of work, broad role with the school, gender, ethnicity and age group.

All data used for the final report will be completely anonymised and staff members will not be identified in any publications.

We will look after the data for a period of ten years after the project ends, after which it will be securely deleted/destroyed.

Participants have certain rights under data protection legislation in relation to the personal information that we would hold about them. These rights are set out in the [General Data Protection Regulation \(GDPR\)](#).



About CORC

The Child Outcomes Research Consortium (CORC) is the leading membership organisation that collects and uses evidence to improve children and young people's mental health and wellbeing. CORC members include mental health service providers, schools, professional bodies and research institutions from across Europe and beyond.

corc.uk.net

About EBP

The Evidence Based Practice Unit (EBPU) is a child and youth mental health research and innovation unit based at UCL Faculty of Brain Sciences and the Anna Freud National Centre for Children and Families. EBPU bridges cutting-edge research and innovative practice in children's mental health and wellbeing. EBPU are committed to finding the best ways to use measurement of wellbeing to enhance support for children and families.

[ucl.ac.uk/evidence based practice unit](http://ucl.ac.uk/evidence_based_practice_unit)

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