

The Well-Being Programme



Improving school performance
through staff wellbeing

www.worklifesupport.com

Your staff are your most important resource. If they are healthy, motivated and supported, they are able to work at their best even during the most challenging times

Worklife Support's Well-Being Programme gives employees the chance to work together to enhance their working environment

It enables employers to support and get the best from their most valuable asset, improve absence and turnover and meet their legal duties - and all in a simple and positive way

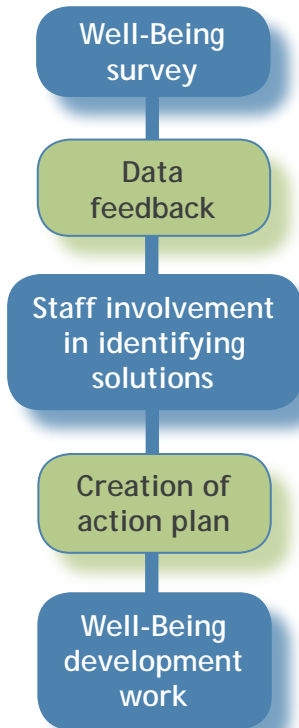
The Well-Being Programme: an organisational approach



The Well-Being Programme is a step-by-step organisational development process. Following an initial audit of staff perceptions, employees are encouraged to take steps to design and implement a programme of practical measures that will enhance their working lives.

Giving employees the opportunity to work together to address the **workplace factors** that can impact on both individual and whole-school wellbeing leads to a more positive working environment. In the process, the school is likely to see improvements in both creativity and effectiveness.

The Well-Being survey gives every member of staff the chance to share their perceptions of working life in the school. Its structured, positive approach (focused on wellbeing, not on stress) clearly reveals a school's strengths, which also provides valuable evidence for self-evaluation and audits.



The organisational process

- To kickstart the programme, all employees are given the opportunity to complete an anonymous, easy-to-complete **Well-Being survey**
- Following completion of the survey, the school receives a detailed, confidential **data profile**
- With structured guidance and resources provided by Worklife Support, staff go on to explore the data and draw up a **programme of action**
- Everyone works together to **develop the conditions** that underpin wellbeing and an effective working environment



Why is it so important?

Well-Being schools have experienced many long-term benefits. The programme not only impacts positively on **staff morale, communication and relationships** but is also shown to improve **school performance, staff retention and levels of staff absence**... benefits that can lead to significant **cost savings**.



"The Well-Being Programme helps us to stay focused on the people in the school... it has become a valuable and necessary part of school management"

Headteacher

Reduced staff absence

"The number of days lost through sickness absence in the teaching force fell by 19% between 2005 and 2006, which is equivalent in cash terms to a saving of over £500,000. This reduction in staff absence is the fruit of the hard work of heads and school staff in meeting the challenges of workforce reform, supported by the excellent work of the Well-Being Programme."

Local authority councillor, North West England

Greater staff retention

"This term, schools taking part in the Well-Being Programme experienced less than half the staff-turnover rate experienced by schools not participating in the programme."

Local authority partner, London

Improved pupil performance

In the first UK study of its kind, Birkbeck College, University of London (in partnership with Worklife Support) has found a clear and consistent link between teacher wellbeing and pupil performance: schools whose teachers, on average, reported higher levels of feeling valued, greater job satisfaction and lower levels of work overload were also those schools where SATs/GCSE performance was higher.

"The major implication of these findings is that if we want to improve school performance, we also need to start paying attention to teacher wellbeing. How teachers feel on an everyday basis is likely to affect their performance and so, in turn, the performance of the pupils they teach."

Professor Rob Briner & Dr Chris Dewberry, Birkbeck College, 2007



"I would wholeheartedly recommend the Well-Being Programme. At a time of unprecedented educational change, it has served as a timely reminder of the importance of investing in the wellbeing of the staff, who represent our most valuable resource..."

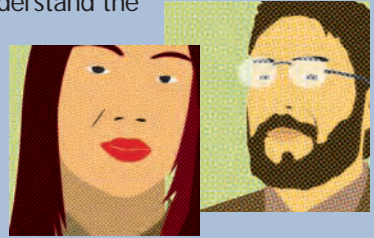
Headteacher

Access to individual support

Worklife Support believe that offering employees **confidential and personal support** that helps them to maintain their own wellbeing and worklife balance is a key factor in improving the wellbeing of the workplace as a whole.

For this reason, we can - in addition to offering whole-school support through the Well-Being Programme - provide all staff members with access to a specialist team of advisors, counsellors and coaches who understand the unique challenges of working in education.

When used effectively, this service of **first resort** helps individuals to address and resolve a wide range of personal and work-related issues early on - well before they begin to affect performance at work.



Meeting your duty of care as an employer

All employers have a legal duty to ensure the health and safety of their employees while at work, conduct risk assessments, and take measures to control exposure to these risks. These risks include the risk of work-related stress. According to the Health and Safety Executive, around half of all work absence in education is stress-related.

“Participation in the Well-Being Programme from Worklife Support will enable schools to demonstrate they have met their duty of care under Health and Safety legislation.”

Health and Safety Executive

So, why Worklife Support?

Worklife Support is a social enterprise. It was first established in 1999 by the national charity Teacher Support Network.

The organisation has to date worked with approximately 140,000 staff in more than 2,600 schools nationwide, as well as in partnership with the DCSF and the Health and Safety Executive. Our extensive experience means that we know first hand of the many challenges facing both leaders and staff in this sector.

What now?

If you would like to find out more about how Worklife Support can support your employees, your managers and your organisation as a whole, please file an expression of interest on our website: www.worklifesupport.com/contact

Alternatively, you can email us on info@worklifesupport.com