

Alison Parkes

Staff Wellbeing and Engagement
in Schools

The Engagement Index

For more information, email:
alison.parkes@engage2achieve.com

telephone: 07557 302113

13 years' experience advising and training
staff in schools in Hertfordshire on
School Workforce Development issues

**All new staff wellbeing
and engagement survey
for schools**

The Engagement Index

Investing time in developing a more engaged staff to improve standards in schools.

Your staff are your most valuable asset and key to improving pupil progress and wellbeing. Taking time to explore ways in which you can work more effectively together reduces stress, engages staff, improves their sense of wellbeing and demonstrates the value that your school places upon them.

Staff Wellbeing – is staff wellbeing on your agenda?

Devising a wellbeing strategy will enable you to keep it high on your agenda, to gain insights and address the stressors and blockers to working well together. How can we address concerns around work-life balance, improve communication and enable staff to feel more engaged in whole school priorities?

The Engagement Index – measuring the impact

This confidential online survey-based process provides a benchmark in order to identify and explore key themes that have a positive and negative impact on staff wellbeing and includes:

- ✓ **Confidential online survey for all staff**
- ✓ **Up to 10 bespoke statements for your school**
- ✓ **Data profile and index of statements measured on a 5 point scale**
- ✓ **A report on the key findings of the survey**
- ✓ **2 hour feedback session to the Senior Leadership Team**
- ✓ **Recommendations for future exploration and actions**

The process is fully supported throughout. With advice on how to devise a strategy, put together a representative wellbeing team and explore what is working well and what can be built upon. The process also allows you to measure the impact of your action plan on staff wellbeing and engagement.

Engagement Index Themes

- Direction
- Development
- Recognition
- Communication and Consultation
- Relationships
- Performance Management
- Our Working Environment
- Engagement

Free text boxes for comments from staff

- “We have a strong view of what our school stands for”
- “I have an opportunity to share my learning and skills with other staff”
- “When I make an extra effort, it is recognised and appreciated”
- “My ideas and suggestions are listened to and acted upon”
- “Feelings are rarely bottled up and not expressed”
- “I know what I need to do to achieve my objectives and how to do it”
- “We collaborate with staff in other schools”
- “I feel proud to tell people where I work”

Up to 10 bespoke statements for your school