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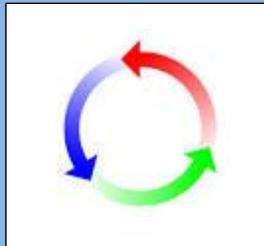
- Improved Student Progress
- Improved Staff Attendance by 28%
- Improved Staff well-being by 15%
- Reduced expenditure of external cover
- 100% Teacher retention



Starting Point: On review of our current SDP the areas of curriculum, student development, achievement, behaviour and attendance were sufficiently planned for. Therefore this project provided an opportunity for a previously untouched area to be strategically planned for. This area was staff well-being.

First Action: To ascertain the current level of staff moral a staff well-being survey was created. This was created by researching a number of surveys available online. The results of the survey showed that whilst moral was generally good, most staff did not feel well rewarded for their efforts, most staff did not feel overly valued, and that the majority of staff did not feel the workload was fairly shared.

Next Steps: Perkbox will be an aspect that will remain a benefit of employment. Further work will need to be undertaken to address the issue of staff feeling that their workload is fairly shared.



Second Action: A number of different incentives were investigated and consideration was given to each in turn following research into impact and cost implications. These included staff pay rise but research shows this has a limited impact on staff well-being and was not financially viable. Another incentive considered was the setting up of a staff well-being committee, though this was not chosen as this would not impact all staff members. Perk box a salary extension scheme was selected.

Fourth Action: The staff well-being survey was resent to obtain comparative data. The same survey questions were asked but through the delivery method of a Google Form. This allowed for a more efficient process, including the data analysis. The results showed a 15% increase in staff well-being, and a 7% increase in staff feeling valued. This area was also further improved due to the addition in the agenda of all line management meetings of a question concerning their well-being with the response not being recorded. There was no improvement in staff feeling the workload is shared. The manner in which Perkbox works has resulted in the positive progress. This is supported by results from the survey which indicate that most staff feel that Perkbox is a valued tool, with the majority of staff appreciating the school investing in the system.

Third Action: From discussion with Perkbox this became the option that would be put in place from January 2017. This salary extension scheme provides staff with access to free benefits such as free mobile phone insurance, and a range of discounts that can be used individually. Through the Perkbox website staff can also post praise to each other and the website provides further perks such as access to free health classes and diet experts. This system is cost effective and provides an average salary extension of between £80-100 per month.