Bounce Together

Sample Staff Report
The Work-related Quality of Life Scale

BounceTogether provides easy-to-understand wellbeing data that helps school leaders to better understand which key actions will have the greatest impact on improving staff motivation and school outcomes.

Exploring this sample report allows you to see the level of insight that is provided at the touch of a button by the BounceTogether platform.

* Remember Whilst staff surveys are anonymous, BounceTogether reports can be filtered across different demographics including age, gender, role, and experience enabling you to make data-informed decisions and provide the most effective support for your school community.

The Work-related Quality of Life Scale
Cover Page and Overview

Report for Work-related Quality of Life Scale (WRQoL)

This report shows the different responses for every question in your survey **Work-related Quality of Life Scale (WRQoL).**

For any survey with scoring system, this report will show the breakdown by 1. Demographics; 2. Role; 3. Teaching Experience.

No individual staff responses are available as this survey has been run as anonymous.

Category	Life Satisfaction
Sub Domains	Control at Work; Employee Engagagement; General Wellbeing; Home-work interface; Job Career Satisfaction; Stress at Work; Working Conditions
Scoring For Survey	Yes
Scoring Range	Up to 100%
Key Stages	STAFF
Age Range	STAFF

Academic Year	2021/2022
Date Survey Allocated	30/06/2022
Who Allocated Survey	N/A
Previous Date Survey Allocated	30/06/2022
Filter	None
Respondents	76 (R)
Eligible Respondents	N/A (ER)
Response Rate %	N/A (RR)

If you have allocated this survey previously, you can go into **SURVEY RESULTS** and compare the results side by side

The cover page provides a quick overview of the survey and the data that will be displayed in the report including:

- What the survey measures
- The number of responses
- Categories and scoring (if applicable)

If you apply a filter/segment, it will show you the number of responses respectively.

Understanding the response rate can be a clear indicator of engagement across your audience.
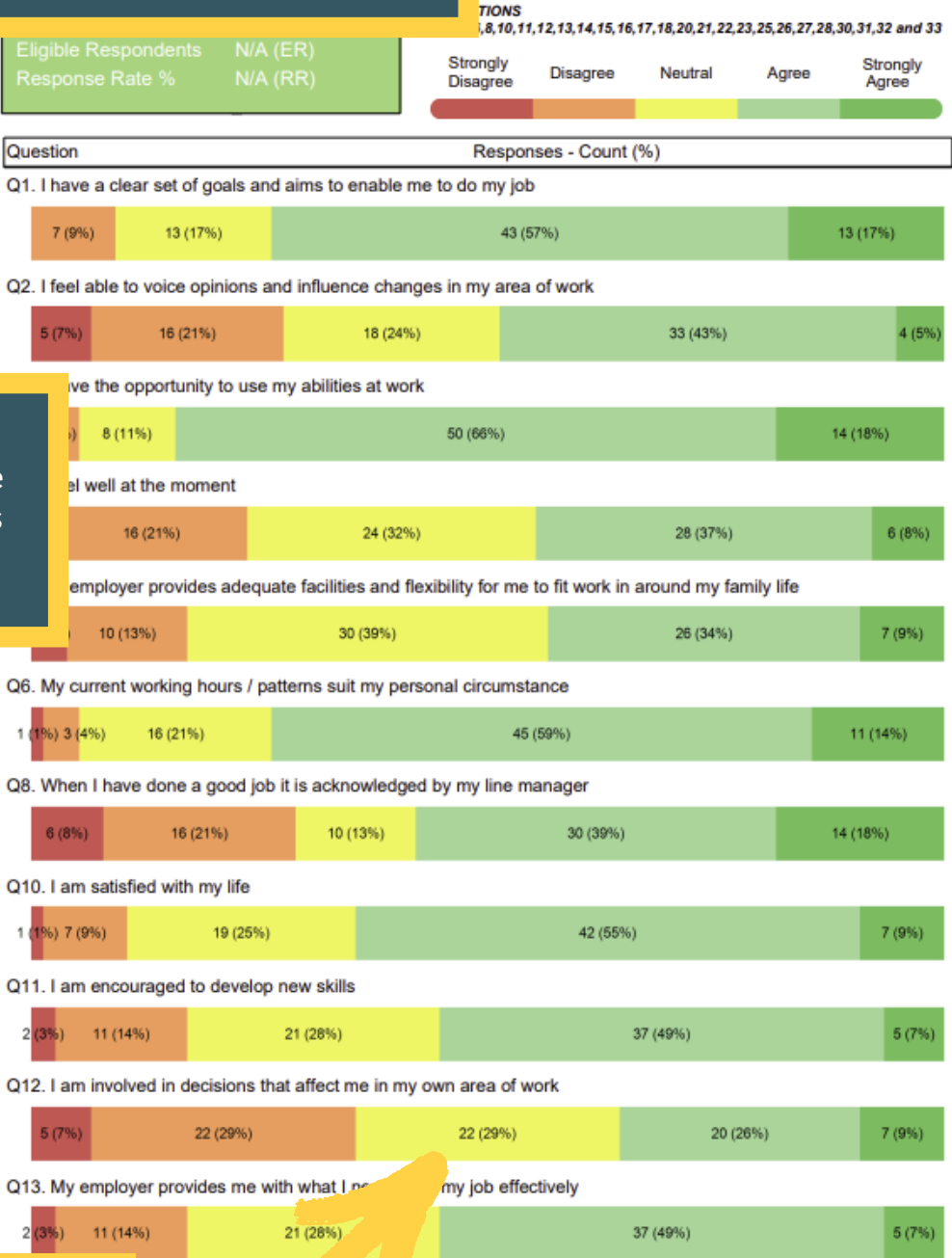
The Work-related Quality of Life Scale
Results Page 2 - Full Report

All analysis is done for you and your results are "presentation-ready".

You can download the report to a number of file types e.g. Word, excel, powerpoint, at the touch of a button.

All reports are printable in A4 format!

Results are displayed in a graphical format where the distribution of responses is visually demonstrated.

Using the simple colour coding system, key focus areas are clearly displayed.

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ated Quality of Life Scale
VRQoL)

TIONS
,8,10,11,12,13,14,15,16,17,18,20,21,22,23,25,26,27,28,30,31,32 and 33

| Eligible Respondents | N/A (ER) |
| Response Rate % | N/A (RR) |

Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree

| Question | Responses - Count (%) |

Q1. I have a clear set of goals and aims to enable me to do my job

| 7 (9%) | 13 (17%) | 43 (57%) | 13 (17%) |

Q2. I feel able to voice opinions and influence changes in my area of work

| 5 (7%) | 16 (21%) | 18 (24%) | 33 (43%) | 4 (5%) |

ve the opportunity to use my abilities at work

| 8 (11%) | 50 (66%) | 14 (18%) |

el well at the moment

| 16 (21%) | 24 (32%) | 28 (37%) | 6 (8%) |

employer provides adequate facilities and flexibility for me to fit work in around my family life

| 10 (13%) | 30 (39%) | 26 (34%) | 7 (9%) |

Q6. My current working hours / patterns suit my personal circumstance

| 1 (1%) 3 (4%) | 16 (21%) | 45 (59%) | 11 (14%) |

Q8. When I have done a good job it is acknowledged by my line manager

| 6 (8%) | 16 (21%) | 10 (13%) | 30 (39%) | 14 (18%) |

Q10. I am satisfied with my life

| 1 (1%) 7 (9%) | 19 (25%) | 42 (55%) | 7 (9%) |

Q11. I am encouraged to develop new skills

| 2 (3%) | 11 (14%) | 21 (28%) | 37 (49%) | 5 (7%) |

Q12. I am involved in decisions that affect me in my own area of work

| 5 (7%) | 22 (29%) | 22 (29%) | 20 (26%) | 7 (9%) |

Q13. My employer provides me with what I n___ ___ my job effectively

| 2 (3%) | 11 (14%) | 21 (28%) | 37 (49%) | 5 (7%) |

The Work-related Quality of Life Scale
Results Page 3 - Overall Scores

We are working on features that will enable you to compare your results to other schools in your area or MAT.

...ated Quality of Life Scale
...WRQoL)

Respondents	32 (R)
Eligible Respondents	N/A (ER)
Response Rate %	N/A (RR)

AVERAGES

	Score
Your school (ALL allocations) Your Local Authority Your MAT National	We are working on this.

NOTE: Comparison to (1) Local Authority; (2) MAT; (3) National - available for Bounce Together Professional subscriptions only

Overall scores are displayed across key staff demographics.

This enables you to profile wellbeing and make comparisons by ages, gender, role, and experience.

% OF TOTAL AVAILABLE SCORE

	(R)	(ER)	(RR)	Score
ALL STAFF	32	N/A	N/A	66%
DEMOGRAPHICS				
Age				
24 or under				N/A
25-34	13			70%
35-44	7			66%
45-54	4			62%
55-64	3			71%
Prefer not to say	4			53%
Gender				
Female	21			68%
Male	6			66%
Prefer not to say	5			55%
ROLE				
Role				
Middle Leadership	8			68%
Other	3			50%
Senior Leadership	2			70%
Support staff	10			66%
Teacher	9			68%
Nature of role				
Both Subject focus and Pastoral focus	8			66%

The sub-domains enable you to understand where you may need to specifically focus your attention and also celebrate the positives.

For example, this survey shows you "control at work", "employee engagement" etc. as individual metrics.

The scores from your own survey can also be compared to a national benchmarks from other customers (where generated).

This can be very powerful because it enables you to baseline you own results against other settings.

The sub-domain scores are also displayed across key demographics. This enables you to clearly see where yto focus your actions in order to have the greatest impact.

Work-related Quality of Life Scale (WRQoL)

		SCALE		
Overall Score	Work related quality of life	20%	....	100%
CAW	Control at Work	20%	....	100%
EEN	Employee Engagement	20%	....	100%
GWB	General Wellbeing	20%	....	100%
HWI	Home-work interface	20%	....	100%
JCS	Job Career Satisfaction	20%	....	100%
SAW	Stress at Work	20%	....	100%
WCS	Working Conditions	20%	....	100%

% OF TOTAL AVAILABLE SCORE

	(R)	Score	CAW	EEN	GWB	HWI	JCS	SAW	WCS
ALL SCHOOLS (ACADEMIC YEAR 22/23)									
ALL SCHOOLS (ACADEMIC YEAR 21/22)	598	73%	68%	76%	72%	73%	76%	64%	79%

The ALL SCHOOLS average above represents ALL SCHOOLS that took this survey only on the Bounce Together platform during the respective Academic Years.

The arrows below indicate how ALL results from this survey compare to the results from ALL schools who took this survey in Academic Year 2021/22.

A green arrow represents the score is HIGHER than the average. A red arrow represents the score is LOWER than the average. No arrow represents the score equals the average.

	(R)	(ER)	(RR)	Score	CAW	EEN	GWB	HWI	JCS	SAW	WCS
ALL STAFF	32			66%↑	58%↑	68%↑	69%↑	66%↑	69%↑	58%↑	70%↓
DEMOGRAPHICS											
Age											
24 or under				N/A							
25-34	13			70%	61%	72%	73%	68%	75%	65%	75%
35-44	7			66%	66%	66%	70%	64%	70%	54%	71%
45-54	4			62%	50%	62%	64%	69%	65%	59%	60%
55-64	3			71%	68%	71%	72%	77%	68%	65%	78%
Prefer not to say	4			53%	39%	62%	60%	54%	59%	38%	59%
Gender											
Female	21			68%	61%	70%	71%	68%	72%	62%	71%
Male	6			66%	59%	63%	68%	67%	69%	58%	77%
Prefer not to say	5			55%	44%	60%	62%	57%	58%	43%	61%
					64%	72%	70%	63%	75%	54%	73%
					42%	56%	58%	53%	50%	37%	55%

The sub-scales are defined on the closing pages of the report where we provide easy to understand definitions to help you interpret your results more effectively and make them meaningful.

This page is useful as a quick reference or starting point for anyone new to using this survey and report.

The example report shown here also includes benchmarks from external sources of data (e.g. collected nationally by other providers). This can help you make comparisons outside of the education sector.

...ality of Life S..le (WRQoL)

The following gives some 2019 benchmarks for comparison. Note this against a range of different sectors and not just the education sector.

SUB DOMAIN	AVERAGE	BORDER TO Q1	MEDIAN	LOWER BORDER TO Q4
Total Work Related Quality of Life Score	59%	61%	60%	58%
Control at Work	56%	57%	53%	53%
Employee Engagement	N/A	N/A	N/A	N/A
General Well-being	54%	56%	56%	51%
Home-work interface	59%	63%	57%	55%
...er satisfaction	55%	59%	55%	52%
...t work	46%	48%	46%	43%
...conditions	63%	68%	64%	57%

...using 2019 benchmarks, so schools can benchmark how their staff benchmark against pre-covid data.

WHAT NEXT?

Communicate the results to your staff team, It's really important that they feel they have been heard!

Equally as important is to tell AND show the key actions that you are looking to take in increasing the well-being of your staff - this builds confidence and credibility that their voice/feedback matters.

Involve staff in the planning of the subsequent steps demonstrating the value you place on their input and also the whole school commitment to supporting their well-being.

Staff who do not speak to anyone at work about mental health or wellbeing issues are mainly concerned it would negatively affect people's perceptions of them. There has been a consistent upwards trend in the number of staff who feel they are receiving sufficient guidance about their health and wellbeing. It's therefore key for you to raise awareness of and access to policies and guidance on mental health and wellbeing issues.

Furthermore, staff are increasingly turning to colleagues and line managers when experiencing mental health or wellbeing issues at work. Ensure this culture is promoted within your school.

More than three-quarters (77%) of all teachers have a clear sense of ... when starting work as educators. Most have kept this sense of purpose during their careers. Never fore... ...nd praise your teachers for this sense of ... ...rticular subject; pro...ing i...on; being a role model.