

HeadteacherChat's Review of Welbee

Read the full review below...

How does Welbee describe their product?

“The number one problem for schools and MATs is keeping, motivating, and where necessary, replacing staff, so they can deliver the student outcomes needed. We believe Welbee provides a unique solution.

Welbee is an easy-to-use online evaluation and staff wellbeing improvement tool, designed to help senior and HR leaders create mentally healthy schools, retain and motivate staff, reduce costs, drive up student attainment and, where relevant, enhance their Ofsted Leadership and Management Judgement. It also provides a measure recognised in the DfE's Education Staff Wellbeing Charter.

Measurement of workplace wellbeing and how effectively leaders manage the risks of workplace stress is made easy using Welbee's 10 minute online staff survey that uses the Health and Safety Executive's (HSE) Management Standards to compare overall scores with those of other schools and organisations.

What does it enable you to do?

Welbee is not a survey company!


Like several companies, Welbee delivers a survey that gathers anonymous feedback to help leaders understand the wellbeing of their staff. Although this in itself saves time, it is the detailed results and recommended actions that sets them apart. It is

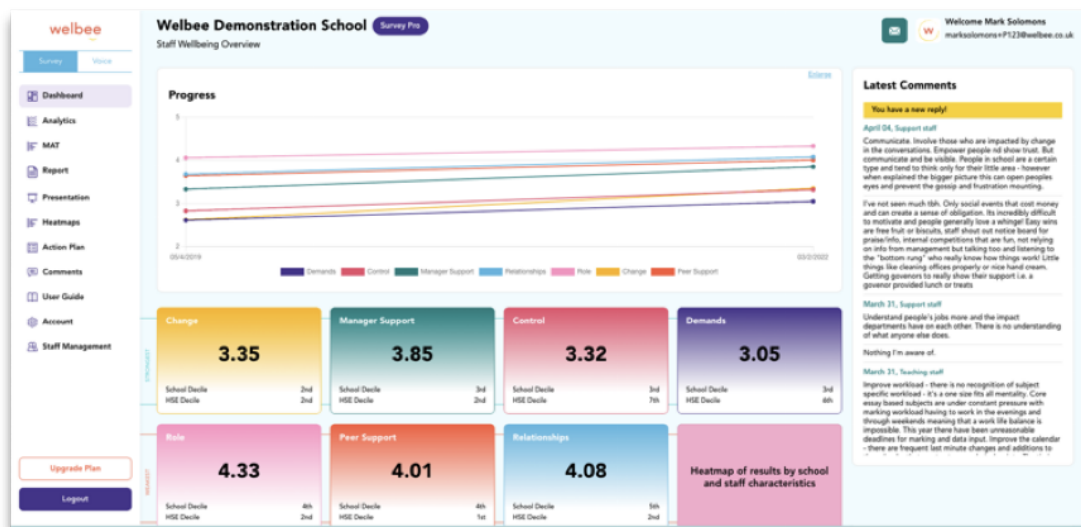
what happens between surveys that is important and supporting schools to take action is at the heart of what Welbee does – they are a staff wellbeing improvement company, using surveys only to benchmark your current position, track progress and show the impact of actions taken.

The survey uses the Health and Safety Executive's Management Standards, is evidence built, independently evaluated for its psychometric qualities and recognised by the DfE Education Staff Wellbeing Charter. It has 35 multiple-choice, core questions and two open questions, that provide a baseline from which future survey results can be directly compared. Additional questions can be added. The survey takes approximately 10 minutes to complete. All responses are fully anonymous and the platform allows leaders to respond to, and follow up on, comments made, while maintaining staff anonymity. No more wondering about what a staff comment might mean or not being able to deal with a more serious concern.




Welbee Demonstration School
[Survey Pro](#)


 Welcome Mark Solomons
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Instead of senior leaders spending valuable time collating and analysing the results, Welbee produces a detailed report. As well as highlighting areas of strength to celebrate, recommendations and actions are suggested for improvement and development. These may be 'quick fixes' or longer term suggestions – either validating leaders' own choice of actions or possibly suggesting actions not previously considered. By repeating the survey at a later date, the impact and success of these can be tracked over time.

Heatmaps and analytics also enable you to pinpoint areas of celebration and focus and allow you to track scores of every filter, so you can see exactly what happens with different staff groups over time.



Schools can benchmark their scores against other schools and the Health & Safety Executive's own benchmarks, providing stakeholders with some wider context on their results. Results are automatically filtered by six key school roles and time at school, and further filters can be added to cover job title, department, year group or phase. Safeguards are in place to protect anonymity and this means that actions can be

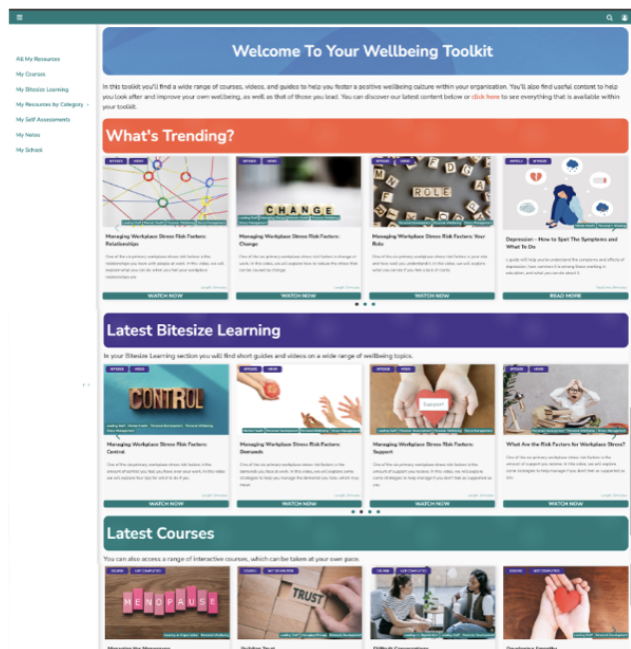


prioritised and targeted to where the need is greatest, reducing workload.

The Welbee reports can be easily shared with an immediate downloadable PowerPoint of results, enabling staff and governors to engage in a professional discussion about the proposed actions. The report, heatmaps and comments are also easy to download.

‘Welbee Voice’, a second tool is also included, meaning leaders can continue to address concerns at any time during the year, seek further feedback and involve colleagues in

creating solutions. Messages can be sent to all staff or particular groups, who respond directly by email by following a link (no need for more passwords and login details).



The Welbee Wellbeing Toolkit

Once the survey has been completed and leaders have decided which of the recommended actions to implement, the Welbee Toolkit is available to help support them. Available to all staff, it has over 100 resources and continues to grow monthly – these provide support and interactive training to help embed a culture of staff wellbeing, while providing staff with direct help in managing their own wellbeing. Four questionnaires are also available for leaders to self-assess against those competencies proven to prevent and reduce stress in staff they

lead.

Benefits of using Welbee?

- The anonymous survey, managed by Welbee, increases staff participation and the quality of feedback. Add in the detailed analysis, report and recommended

actions, means you can quickly move to implement solutions, while saving time and reducing your workload

- Evidence-built and independently evaluated survey and analytics means leaders can have high confidence in its effectiveness and outcomes
- You will improve staff retention and reduce the need for recruitment, save valuable time and resource on absences and supply cover
- Further raise student attainment
- Ongoing remote support includes advice, training, self-study options, videos, downloadable guides and interactive courses.

Testimonials:

"The depth of reporting and insights provided made it very easy to see what was important and helped us focus on the areas that would have the biggest impact. I was surprised at the detail provided for the low investment."

"The biggest hurdle is often to get buy-in for a survey and with Welbee managing invitations and updating me on the number of staff taking part, this was made easier. As a result we have had 84% and 88% participation in the two surveys we have run with them so far."

‘Welbee provides an amazing foundation to our wellbeing strategy. It’s cost-effective, easy to use and provides excellent support, making the complex job of managing multiple pieces of data from 1300 employees, easy.

‘Welbee is a highly effective staff wellbeing evaluation and improvement tool, making staff wellbeing simply part of what happens every day.’

Operational Resources Director

Mark Milbourne, Headteacher, Prettygate School

<https://vimeo.com/799882034/cce84aaca>

Link to website:

<https://welbee.co.uk/>

In summary, HeadteacherChat recommends Welbee because:

‘Welbee's evidence informed, user-friendly survey and analytics, can help you save valuable time so that you can concentrate on the important tasks of implementing the recommended actions, which will in turn, help to improve staff retention and wellbeing. Moreover, their exceptional customer service includes ongoing support, which comprises comprehensive training, videos, downloadable guides, and interactive courses.’

Lucy Coy, CEO HeadteacherChat. March 2022