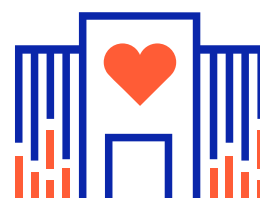


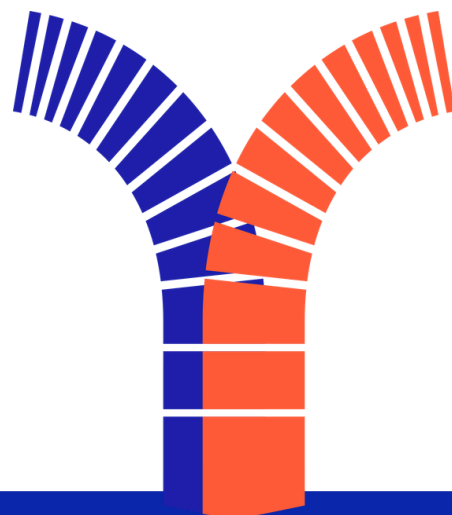


Top Tips: Measuring Wellbeing



Well Culture.

Six practical considerations for using staff and pupil wellbeing evidence to support school improvement





01 Be clear about the purpose

Decide what you need to understand and how the findings will inform improvement. Avoid surveying simply because a tool is available.

Reflect: What decision or question will this evidence help you address?



02 Choose a trusted measure

Use a validated, reliable and age-appropriate measure rather than creating your own survey. Check whether it enables useful benchmarking.

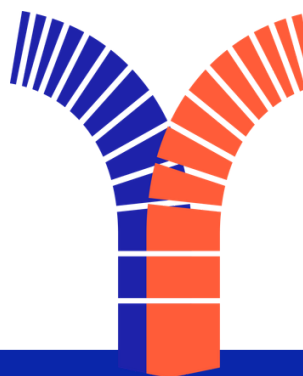
Reflect: Is the measure suitable for the pupils or staff completing it?

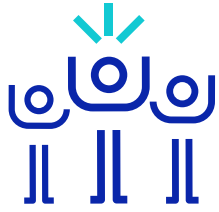


03 Plan an ethical and inclusive process

Decide whether responses will be anonymous or identifiable. Consider accessibility, GDPR, safeguarding and the support available if questions raise difficult feelings.

Reflect: Can everyone participate safely and meaningfully?





04 Use consistent and proportionate timing

Survey at comparable points so changes can be interpreted fairly. Be mindful of exams and other contextual pressures, and avoid survey fatigue.

Reflect: Could the timing distort responses or reduce engagement?



05 Look beneath the headline scores

Compare results over time and between relevant groups, then use focus groups and other feedback routes to understand why patterns exist.

Reflect: Whose experience might be hidden within the average?



06 Act and close the feedback loop

Share appropriate findings, involve pupils, staff and families in planning, deliver quick wins where possible and review longer-term actions.

Reflect: Will people be able to see what changed because they contributed?



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