

Happiness at Work

A rigorous, strategic approach

Investing in “Happiness at Work” is not just an investment in employee well-being—it’s a strategic approach that can transform the entire school environment and deliver substantial returns.

“Happiness at Work” is grounded in robust research and rather than targeting surface level and tokenistic measures, it delivers on the deeper drivers of job satisfaction, engagement, and long-term productivity. When staff members are genuinely happy in their roles, they are more motivated, collaborative, and committed to the school’s mission. This leads to a positive ripple effect on pupil outcomes, school culture, and overall performance. By adopting this evidence-based approach, you can elevate staff well-being to a new level, ensuring sustainable improvements that go beyond temporary morale boosts, resulting in a more vibrant, resilient, and high-performing school community. Shift school thinking and apply a people centric approach.

- **Rigorous:** Learn about the research and why actions based on the 7 drivers will deliver a multitude of benefits to your school.
- **Staff interviews and assessments:** Instead of the annual survey, use the 7 drivers to gain insights and knowledge that will be truly useful in creating a better experience of work for all.
- **Baseline:** Use the 7 drivers to make judgements about the current position and set a baseline that paves the way for practical change.
- **3-year strategic plan:** Support for senior leaders in creating a plan to deliver on incremental change.
- **Leadership programme:** Train colleagues on key research and provide them with knowledge, tools and skills to drive forward developments and influence school culture positively.
- **Empowerment:** Increase the knowledge of all colleagues on the Happiness at Work research and help them to see how everyone is part of the solution.



“The Crane Happiness at Work framework is a fantastic, evidence-informed tool that can be used in multiple ways to shift well-being and happiness at work levels. Let me help you take a strategic approach that will deliver on the changes you seek.”

Join one of the introductory sessions or book a school specific discovery meeting.



Organisational Benefits:
Increased productivity;
Higher outcomes and results;
Improved work place behaviours;
Lower levels of absenteeism;
Reductions in staff turnover;
Reduced instances of burnout;
Greater stakeholder satisfaction;
Increased number of goals achieved;
Higher levels of overall effectiveness.

HEADTEACHER - STRATEGIC INTENT TRAINING

9.15am-12.30pm via zoom

Dates available:

Friday 13th September

Friday 4th October

Friday 8th November

Friday 17th January

£125 for the HT & 1 senior leader.
Additional colleagues £75 each.

ADDITIONAL SUPPORT OPTIONS

Training sessions on the 7 drivers.

Staff interviews.

Senior leadership support for utilising criteria to set a base line and create a 3-year strategic plan.

Training for all your leaders.

Whole staff training events, empowering everyone to be part of the movement.