

## Framework Analysis

The table below shows the survey results for Westcountry Schools Trust summarised under the **QDP - Staff Framework**. Comparing it against QDP's national benchmark it can be seen that the **strongest** area is **'Wellbeing'** which is higher than QDP's National External Benchmark value. The **weakest** area is **'The Management'** and it is below QDP's National Benchmark.

	Agreement %age	QDP Rating	External Benchmark		Distance Travelled
			Quartile	Score	
The Organisation	77	48	C	0	-
The Management	74	50	D	-8	-
Personal Development	60	34	C	-3	-
Wellbeing	70	47	B	4	-
The work itself	-	-	-	-	-

## External Benchmark Analysis of Strengths/Weaknesses

Every question (where possible) has been compared against a QDP External Benchmark figure for similar respondents. In this case the benchmark used is **'All schools'** which includes 25,968 staff from 227 schools.

*External Benchmark figures give context for the survey data providing comparisons with similar schools. This allows you to identify whether issues identified are sector wide or specific to Westcountry Schools Trust.*

Analysis	Criteria
<b>Strengths</b>	
My manager is considerate of my work-life balance.	<i>The questions with the highest positive difference when compared to QDP's National Benchmark. These show where the school is achieving above average satisfaction levels and should be celebrated.</i>
My manager supports my wellbeing.	
The culture I experience at work reflects the WeST values.	
<b>Weaknesses</b>	
My senior leadership team support flexible working.	<i>The questions with the <b>most negative score when compared to QDP's National Benchmark</b>. These can be used to inform your strategic plan for the coming year.</i>
My PDR leads to positive actions.	
My school or business unit has a process in place to deal with sexual abuse or harassment issues well.	

*The above SWOT has been calculated using the exact, unrounded QDP Ratings.*