

# Welcome to workforce culture tracking for schools.

In this document we describe the offers and cost for a school to engage with the Culture Tracker™ tool and the benefits of this type of workforce data tracking in the decision-making processes for your school:

Culture Tracker (Bronze)	Complimentary to Somerset Education Financial Survey for Schools (FSS) participants only
Culture Tracker (Silver)	Annual subscription applies
Culture Tracker (Gold)	Annual subscription applies



**Moira McGarva.**  
Partnerships Lead.

### Call now to learn more:

-  0481 180 059
-  [moira@peoplebench.com.au](mailto:moira@peoplebench.com.au)
- [peoplebench.com.au](http://peoplebench.com.au)



## Try our Culture Tracker.

From Bronze through to Gold, the Workforce Culture Tracker™ is part of the PeopleBench platform, and all three levels follow the same simple process. Each level offers different layers of information and insight to you and your school leadership team.

To get started with Bronze, [click here](#) to watch an introductory video on how to launch the Workforce Culture Tracker™ for your school. Additional information on the three options are included in this document.

## Background Information.

The Workforce Culture Tracker™ is designed to provide school leaders with an assessment of their school’s workforce culture: the shared values, beliefs, and expectations for how people act in the workplace – “how we do things around here”.

The Workforce Culture Tracker™ draws data from a brief (13-question) Culture Tracker Survey sent to all staff via email. The survey takes less than five minutes to complete; all responses are anonymous and confidential.

### The questions include:

- In one word, how would you describe your school’s workforce culture overall?
- Briefly describe a situation that exemplifies the workforce culture of your school.
- On a scale of 0-10, how well does your school’s workforce culture align with your own values?

Staff responses flow through to the Culture Tracker Dashboard where leaders are able to see an aggregated summary of data at the whole-of-school level. The dashboard tells leaders:

Bronze	How positive is our school’s workforce culture?
Silver	How positive is our school’s workforce culture? How do my staff feel about their work and our workforce at the school?
Gold	How positive is our school’s workforce culture? How do my staff feel about their work and our workforce at the school? How do my staff experience our workforce culture in practice? How connected are my staff to the values of our school? How likely are my staff to advocate for the school as a place to work or learn? What do we need to change to improve the workforce culture at the school? + a series of consultations with PeopleBench to onboard your school, analyse and debrief your results, and check-in on your implementation.



## Culture Tracker (Bronze) – Complimentary to Somerset Education FSS Participants.

This level is complimentary to schools that participate in the Somerset Non-Government Schools' Financial Survey for Schools (FFS).

Culture Tracker Bronze provides a single measurement of the level of positivity of your school's workforce culture. It also allows you to compare your school's result with the benchmarks provided by PeopleBench.

## Culture Tracker (Gold) – Annual subscription applies.

As well as all the information provided with Silver, PeopleBench provides Culture Tracker Gold to measure employee experience and advocacy and the alignment between the school's organisational culture and its mission and employee values.

Each school is culturally unique. Gold allows a school to understand descriptively, and quantifiably, what kind of culture they have now and provides insight on areas where the culture could improve. This level includes a series of virtual consultations with PeopleBench to review your school's results and take action on your findings.

Subscribe for this service via the PeopleBench platform. The service will be active for 12 months from the date of sign-up.

✳ As part of the commercial terms between Somerset Education and PeopleBench, a portion of the sale price associated with a Silver subscription will be received by Somerset Education.

## Culture Tracker (Silver) – Annual subscription applies\*.

Culture Tracker Silver provides the data from Bronze along with a benchmarked assessment of staff sentiment about their work/role and your school workforce.

Silver has been developed to allow a school to gauge staff sentiment and high-level measures of organisational culture.

Subscribe for this service via the PeopleBench platform. This service will be active for 12 months from the date of sign-up.

### Getting started with the Workforce Culture Tracker™.

1. Access the Culture Tracker tool and [watch the brief introductory video](#).
2. Share an invitation and link to the Culture Tracker survey with all staff via email (we recommend doing this at the start of term and allowing two weeks for staff to complete the survey).
3. Staff complete the survey and data flows automatically and anonymously into the Culture Tracker dashboard for you to view.
4. Access resources in the dashboard to help you interpret your data and prioritise your next steps.
5. Upgrade your subscription to access a more detailed picture of your workforce culture and translate your data into an actionable plan.



## Conclusion.

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Both Somerset Education and PeopleBench offer schools a variety of products to inform decisions. The investments schools make in their workforce is significant — the workforce accounts for approximately 80% of a school’s operating costs — and decisions that shape your priorities and decisions should be informed by the best data available to help ensure success.

**Please feel free to visit the Somerset Education and PeopleBench websites:**

somerseteducation.net

peoplebench.com.au

See the **video** on how to use the PeopleBench tool.

PeopleBench also offers a Workforce Strategy Builder™ tool that draws on the data and insights from the Culture Tracker to help your school create a plan to address your workforce priorities in line with your strategic plan. For schools looking for additional support, PeopleBench provides customised advisory services to help you design and implement initiatives to build your best school workforce. For more information, **book your free school workforce consultation** today.

www.peoplebench.com.au

Kind regards

John Somerset, FCA  
Director  
Somerset Education

Fleur Johnston  
CEO  
PeopleBench

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