

LESSONS FROM TWO PAST WINNERS

What can education teach industry about workplace well-being?

Two schools. Practical lessons.
From the mentl awards
Moving the Needle playbook.

Safa Community School
2025 Winner | Education

Aspen Heights British School
2024 Winner | Education

SAFA COMMUNITY SCHOOL

Proactive well-being. Practical support.

Safa Community School
2025 Winner | Education

From well-being data to
everyday support.

ASK. LISTEN. ACT.

The weakest signals were the most useful.



Student Well-being Komodo Data: 2025 - Present

Sleep and digital well-being showed where
support was most needed.

SAFA COMMUNITY SCHOOL | PRACTICAL SUPPORT

The data became action, not just reporting.

When sleep and digital well-being showed pressure, Safa changed what students and families received.

HOW THEY BUILT SUPPORT

Digital safety lessons, parent webinars, student Digital Leaders, phone pouches, sleep guidance, counselling and specialist SEND support.

EVIDENCE

94%

staff satisfaction

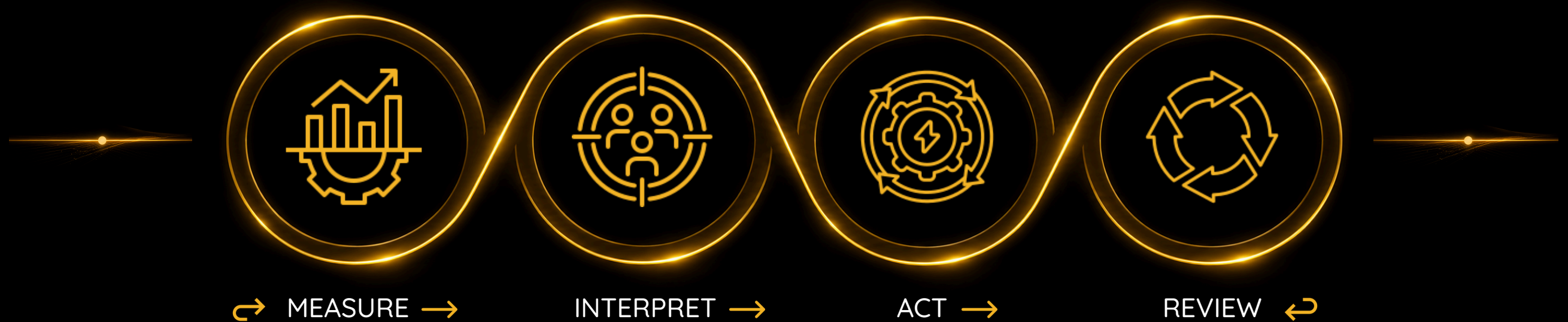
2.8%

staff attrition

Source: Moving the Needle | Safa Community School | p. 10

WHAT EMPLOYERS CAN TAKE FROM SAFA

A response loop, not a dashboard.



ASK QUESTIONS THAT POINT TO ACTION

Track the pressures you can actually respond to: workload, recovery, digital overload, belonging, psychological safety, access to support and confidence in the system.

READ THE EVIDENCE WITH THE RIGHT PEOPLE

Survey data needs human interpretation.

TURN FINDINGS INTO OPERATING CHANGES

If the data points to overload, change workload rhythms.

CLOSE THE LOOP

Tell people what was heard, what changed and what happens next.

ASPEN HEIGHTS BRITISH SCHOOL

Open the door. Remove barriers.

Aspen Heights British School
2024 Winner | Education

Aspen Heights shows how peer trust can make support easier to access.

THE FIRST CONVERSATION

81%

Among students who self-referred, 81% had not previously shared their concerns with an adult.

Support was available, but for many students the first conversation still felt difficult.

ASPEN HEIGHTS BRITISH SCHOOL | STUDENT AMBASSADORS

A trusted first step. Support behind it.



Aspen started with a pilot.

Four students were selected for emotional resilience, maturity, and the ability to hold the role safely.



They were trained in Teen-to-Teen Mental Health First Aid.



Six Adult Mental Health First Aiders supported them through mentoring, check-ins, and role boundaries.

75%

said ambassadors
made talking easier

Student feedback reported in the case study.

WHAT EMPLOYERS CAN TAKE FROM ASPEN HEIGHTS

Make support easier to approach.



FIND THE ACCESS BARRIER

Look for where people hesitate: disclosure, stigma, confidentiality, complexity or fear of consequences.



CREATE A TRUSTED FIRST STEP

Make the first route into support familiar, visible and low-friction.



TRAIN AND PROTECT THE BRIDGE

Anyone asked to support others needs training, boundaries, supervision and a clear escalation route.



MEASURE WHETHER HELP FEELS EASIER

Ask whether people know where to go, trust the route, feel safe speaking up and actually use the support.

READ THE FULL STORIES

MOVING THE NEEDLE

A playbook of
real-world case studies
from the mentl awards.

Explore the full stories of
**Safa Community School and
Aspen Heights British School.**

Read the playbook

Sign up to the mentl community for your free copy.

PRACTICAL TAKEAWAYS FOR INDUSTRY

Start with one team.

Make one change.

Four actions for your next team check-in.



ASK WHERE PRESSURE IS BUILDING

Ask your team what is making work harder: workload, digital overload, recovery or belonging.



CHECK THE ROUTE TO SUPPORT

Do people know where to go? Would they feel safe taking that first step? Ask what gets in the way.



AGREE ONE PRACTICAL CHANGE

Choose a change you can make, name an owner and tell the team what will happen.



RETURN TO THE CONVERSATION

Set a date to ask what changed, whether it helped and what still needs attention.

Could your school be next?

Share the work you are doing
to support well-being.

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