

**Introduction – This staff survey is being used as an opportunity to gather information on staff welfare and the views of staff in the workplace. It will be used to help shape the welfare policy and programme here at this school and encourages 'staff voice'. Please use it as an opportunity to recognise the positives of working at this school and allow us to spread good practice. Also use it to raise genuine concerns and, where possible, make appropriate suggestions for improvements in a constructive manner. The survey is anonymous and relevant data will be made available to all staff. Please complete as fully as possible adding in as much information into spaces as you feel appropriate. Please leave any questions that you are unable to answer blank, or clarify answers using the available space.**

Q1. Area of employment

- Senior School Teaching Staff
- Prep School Teaching Staff
- Support Staff

Q2. Which area/role do you work in, more specifically?

Q3. I feel that my workload is manageable (please select the most appropriate statement)

- Never
- Rarely
- Sometimes
- Most of the time
- All of the time

If not, what would help?

If yes, feel free to comment

Q4. I feel I have control over my work

- Never
- Rarely
- Sometimes
- Most of the time
- All of the time

If not, what would help you feel that you did? If yes, feel free to comment further.

Q5. I feel supported in the workplace

- Never
- Rarely
- Sometimes
- Most of the time
- All of the time

If not, why not and what would help? If yes, feel free to comment

Q6. I feel that I have a positive working relationship with colleagues

- Never
- Rarely
- Sometimes
- Most of the time
- All of the time

If not, why not and what would help? If yes, feel free to comment

Q7. I feel that I have someone to talk to, if required

- Never
- Rarely
- Sometimes
- Most of the time
- All of the time

Who, at work, do you talk to about concerns in the workplace?

Q8. I feel I know what is expected of me at work

- Never
- Rarely
- Sometimes
- Most of the time
- All of the time

If not, why not and what would help? If yes, feel free to comment

Q9. I feel that I have the opportunity to develop myself and my role

- Never
- Rarely
- Sometimes
- Most of the time
- All of the time

If not, why not and what would help? If yes, feel free to comment

Q10. I feel that the food and refreshments available to staff are appropriate

- Never
- Rarely
- Sometimes
- Most of the time
- All of the time

If not, what would you suggest?

If yes, feel free to comment

Q11. I feel I am well informed about activities, opportunities and facilities available to staff

- Never
- Rarely
- Sometimes
- Most of the time
- All of the time

If not, how do you feel you could be better informed?

Q12 a. What do you feel are the main issues affecting you in the workplace?

Q12 b. What would improve these for you?

Q13. What do you feel are the main positives of working at this school?

Q14 a. Do you feel there is a need for a staff committee/forum?

Q14 b. If so, would you like to be part of this committee/forum?

Q14 c. Have you any suggestions for the format that this might take?

Q15 a. If there were more activities (e.g. pilates, book club) aimed at staff would you attend?

- Yes
- No
- Don't know

Q15 b. If not, why not?

Q15 c. What sort of activities would you like to see made available?

Q16 a. What facilities would you like to be made available to staff?

Q16 b. What times would be most suitable for you utilising facilities/attending activities?

Q17. Is there anything else that you would like to raise regarding health and welfare at the school, or anything you feel could be done to better support staff here in terms of their welfare?

Q18. Are there any other comments, positive or negative, about working at this school that you would like to pass on?