

**STAFF SURVEY FOR SCHOOLS
(Academic Year - 2011/12)**



11 1

Your help in completing this questionnaire is very important to "Name of School". Your views will be used to help formulate plans to continually improve "Name of School", its services and facilities. **Please note that your anonymity will be protected at all times. No questionnaires will be seen by "Name of School" nor will any individual questionnaire be scrutinised. Thank you for your help.**

Please complete and return this in the envelope provided by dd/mm/yy. All questionnaires will be collected, processed and then destroyed by QDP Services who are an independent questionnaire data processing agency.

Please place **ONE** cross in the box (using black/blue ink), e.g. ☒, next to the number which best describes how much you agree with each of the following statements below:

1☐ - Agree Completely; 2☐ - Agree Mostly; 3☐ - Disagree Mostly; 4☐ - Disagree Completely; 5☐ - Not Applicable (N/A)

Office Use Only		☺ Agree Completely	→	☹ Disagree Completely	N/A	
	<u>Purpose, Structure and Direction</u>					
(6)	1 Overall, I support the school's ethos and aims	1☐	2☐	3☐	4☐	5☐
(7)	2 I know what the various co-ordinators in the school do	1☐	2☐	3☐	4☐	5☐
(152)	3 I have met with members of the school's Governing Body	1☐	2☐	3☐	4☐	5☐
	<u>Strategic Management</u>					
(8)	4 I know who the members of the Leadership Team are	1☐	2☐	3☐	4☐	5☐
(13)	5 The Leadership Team provides clear direction and leadership	1☐	2☐	3☐	4☐	5☐
(10)	6 The school is managed effectively	1☐	2☐	3☐	4☐	5☐
(153)	7 I am well supported by specialist staff (eg SENCO, family worker etc)	1☐	2☐	3☐	4☐	5☐
	<u>Organisational Values and Culture</u>					
(106)	8 This is a friendly place to work	1☐	2☐	3☐	4☐	5☐
(107)	9 I am treated with respect by my colleagues	1☐	2☐	3☐	4☐	5☐
(108)	10 My efforts at work are recognised	1☐	2☐	3☐	4☐	5☐
(145)	11 My opinions are considered	1☐	2☐	3☐	4☐	5☐
(111)	12 The school treats me fairly	1☐	2☐	3☐	4☐	5☐
(81)	13 The school cares about my welfare	1☐	2☐	3☐	4☐	5☐
	<u>Communications</u>					
(14)	14 I am well informed about the school's activities	1☐	2☐	3☐	4☐	5☐
(15)	15 Communications within this school are good	1☐	2☐	3☐	4☐	5☐

(please continue over the page)

Please place **ONE** cross in the box next to the number which best describes how much you agree with each of the statements.

1 - Agree Completely; 2 - Agree Mostly; 3 - Disagree Mostly; 4 - Disagree Completely; 5 - Not Applicable (N/A)

12



2

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Communications (contd)

				→		N/A	
			Agree Completely		Disagree Completely		
(96)	16	I am given enough information to understand why change needs to happen	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(154)	17	I know what is in the School Profile	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(21)	18	Good practice is effectively shared across the school	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(155)	19	I am helped to maintain good contact with parents	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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Cross School Organisation

(58)	20	The curriculum is managed effectively	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(59)	21	Learners are well supported	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(51)	22	The school provides high quality learning opportunities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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My Local Line Management

(112)	23	My team/year group is well managed	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(114)	24	I am often thanked by my line manager for my efforts	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(115)	25	I am treated with respect by my line manager	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(118)	26	Issues in my team/year group are dealt with in the open	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(120)	27	I am clear about my team's/year group's priorities/targets	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(121)	28	I am clear about my individual priorities/targets	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(70)	29	My line manager's assessment of my performance is fair	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(30)	30	I receive good support from my line manager	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(122)	31	I feel able to ask my line manager for help	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(87)	32	My team/year group works to high teaching and learning standards	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(29)	33	In my team/year group we continually make improvements for the children	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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My Colleagues in the Team

(73)	34	I get help from my colleagues if needed	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(104)	35	My colleagues are willing to listen to my work related problems	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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Appraisal, Training and Development

(123)	36	My performance against individual priorities/targets is regularly reviewed	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(124)	37	My individual training needs are discussed and agreed with me	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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Please place **ONE** cross in the box next to the number which best describes how much you agree with each of the statements.

1 - Agree Completely; 2 - Agree Mostly; 3 - Disagree Mostly; 4 - Disagree Completely; 5 - Not Applicable (N/A)

13

3



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Appraisal, Training and Development (contd)

- (32) 38 My performance review leads to positive actions
- (125) 39 The school commits resources to my development
- (35) 40 The training I receive helps me in my work

 Agree Completely \longrightarrow Disagree Completely 

N/A

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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Career Development

- (126) 41 My job provides me with opportunities to develop

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
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Community Links

- (156) 42 This school meets the needs of its local community
- (157) 43 I feel part of the local community through my job in this school
- (158) 44 I have the opportunity to contribute to After-School Activities

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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Equal Opportunities & Safeguarding

- (46) 45 The school provides Equal Opportunities for all
- (60) 46 The school is a suitable environment for children with disabilities
- (146) 47 I know who to contact if I have a concern about a child or a vulnerable adult
- (148) 48 I know who to contact if I have a concern about the use or supply of illegal drugs in school
- (149) 49 I know what to do if someone tells me that they are being bullied

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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Health and Safety

- (50) 50 I feel safe at school
- (127) 51 I am trained to use equipment for my job
- (159) 52 My emotional and mental health are safeguarded at school

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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Job Security, Pay and Benefits

- (80) 53 I feel confident about the future of the school
- (128) 54 My pay is fair reward for my work
- (129) 55 Compared with people in other walks of life I think I am fairly rewarded

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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Personal Development and Skills

☺
Agree
Completely → Disagree
Completely
☹

N/A

- (88) 56 I am confident in using my computer and its applications in my work role
- (89) 57 I am confident about using numbers in my job
- (90) 58 I am confident about the use of English in my job

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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Self-Assessment and Planning

- (25) 59 I contribute to my team's self evaluation
- (28) 60 I am clear about my role in the fulfilment of our plans

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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The Work Itself

- (132) 61 The work I do is interesting
- (134) 62 I have gained in confidence whilst working here
- (136) 63 I enjoy the work I do

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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Working Conditions

- (44) 64 The school's premises are well maintained
- (137) 65 Toilet facilities are well looked after
- (72) 66 Facilities for refreshments are good
- (53) 67 Staffroom facilities are good
- (139) 68 The equipment I use meets the demands of my job role
- (140) 69 The equipment I use is properly maintained
- (40) 70 Access to the intranet helps me in my work

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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Overall Satisfaction

- (82) 71 I would recommend this school as a good place to work
- (56) 72 Overall, I am happy working here

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

(please continue over the page)

About Yourself (Please place ONE cross in appropriate box)

Your anonymity is guaranteed as all questionnaires will be collected, processed and then destroyed by QDP Services who are an independent questionnaire data processing agency. No questionnaire will be seen by any "Name of School" personnel and no individual questionnaire will be scrutinised.

(61) **Job Role:** Managerial ¹ Admin ² Classroom Support ³
Teaching ⁴ Service Other ⁵

(62) **Contract Type:** Full Time ¹ Fractional ² Hourly Paid ³
Permanent

(63) **Gender:** Male ¹ Female ² Prefer not to answer ³

(64) **Time Employed:** 0 - 2 yrs ¹ 3 - 5 yrs ² 6 - 10 yrs ³
11+ yrs ⁴

(65) **Age Group:** 16 - 30 yrs ¹ 31 - 40 yrs ² 41 - 50 yrs ³
51+ yrs ⁴

(66) Ethnicity (Census 2011)

Prefer not to answer ¹ Arab ²

Asian/Asian British - Bangladeshi ³ Asian/Asian British - Indian ⁴

Asian/Asian British - Pakistani ⁵ Asian/Asian British - Any other Asian background ⁶

Black/African/Caribbean/Black British - African ⁷ Black/African/Caribbean/Black British - Caribbean ⁸

Black/African/Caribbean/Black British - Any other background ⁹ Chinese ¹⁰

Mixed - White & Asian ¹¹ Mixed - White & Black African ¹²

Mixed - White & Black Caribbean ¹³ Mixed - Any other Mixed/Multi Ethnic background ¹⁴

White - English/Welsh/Scottish/Northern Irish/British ¹⁵ White - Gypsy or Irish Traveller ¹⁶

White - Irish ¹⁷ White - Any other White background ¹⁸

Any other Ethnic group ¹⁹

(please continue over the page)

About Yourself (contd) *(Please place ONE cross in appropriate box)***(162) Religion or Belief**

No Religion	<input type="checkbox"/>	1	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	<input type="checkbox"/>	2
Buddhist	<input type="checkbox"/>	3	Hindu	<input type="checkbox"/>	4
Jewish	<input type="checkbox"/>	5	Muslim	<input type="checkbox"/>	6
Sikh	<input type="checkbox"/>	7	Any Other Religion	<input type="checkbox"/>	8
Prefer Not to Answer	<input type="checkbox"/>	9			

General Comments

Do you have any general comments about **"Name of School"**? (For example, aspects that have been very successful or ideas you have which could improve the school).

Thank you for completing this survey