

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





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

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)

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Communications (contd)

- (96) 16 I am given enough information to understand why change needs to happen
- (154) 17 I know what is in the School Profile
- (21) 18 Good practice is effectively shared across the school
- (155) 19 I am helped to maintain good contact with parents

			→						
		Agree Completely			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"/>
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
- (59) 21 Learners are well supported
- (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"/>
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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My Local Line Management

- (112) 23 My team/year group is well managed
- (114) 24 I am often thanked by my line manager for my efforts
- (115) 25 I am treated with respect by my line manager
- (118) 26 Issues in my team/year group are dealt with in the open
- (120) 27 I am clear about my team's/year group's priorities/targets
- (121) 28 I am clear about my individual priorities/targets
- (70) 29 My line manager's assessment of my performance is fair
- (30) 30 I receive good support from my line manager
- (122) 31 I feel able to ask my line manager for help
- (87) 32 My team/year group works to high teaching and learning standards
- (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"/>
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"/>
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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My Colleagues in the Team

- (73) 34 I get help from my colleagues if needed
- (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"/>
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
- (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"/>
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)

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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		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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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