



"Aspire Enjoy Achieve"

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Eyres Monsell Primary Wellbeing Survey 2017

This questionnaire was sent to all school staff to complete. It is a new survey this year as staff felt it was more user friendly. A survey is usually undertaken annually, at different time of the year as pressures can vary. This survey was undertaken in the early part of the Summer Term and collated during the Summer break.

Staff were asked to place a tick in the box that most closely represents how they feel about each question.

	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
1. I enjoy my work			2	21	10
2. I feel valued at work		1	4	18	10
3. I am clear what is expected of me at work			3	19	11
4. I know how to go about getting my job done			3	21	9
5. If work gets difficult, my colleagues will help me			1	6	26
6. I am given supportive feedback on the work I do		2	12	10	9
7. I am clear what my duties and responsibilities are.			6	19	8
8. I am clear about the school's goals and objectives				24	9
9. I have a choice in deciding how I work		1	17	11	4
10. I understand how my work fits into the overall aims of the school				25	8
11. I am able to make some decisions about the way I work			15	14	4
12. I am comfortable with the pace of work expected of me			8	24	1
13. I can rely on senior staff to help me out with a work problem			3	2	28



	Never 5	Seldom 4	Sometimes 3	Often 2	Always 1
14. I have to work very intensively	4	7	12	10	
15. There is friction or anger between colleagues	21	20	2		
16. Senior Staff put me under unreasonable pressure to work long hours	26	3	4		
17. I am subject to bullying at work	33				
18. I have unrealistic time pressures	16	12	5		
	Strongly disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly agree 5
19. I get help and support from my colleagues			1	5	27
20. I have some say over the way I work		1	3	18	11
21. I have opportunities to discuss changes at work			10	18	5
22. I receive the respect at work I deserve from my colleagues			2	21	10
	Strongly disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly agree 5
23. I can talk to senior staff about something that has upset or annoyed me about work			1	5	27
24. My colleagues are willing to listen to my work related problems			2	5	26
25. When changes are made at work I am clear how they will work out in practice			2	28	3
26. I am supported through emotionally demanding work and situations			2	8	23
27. Relationships at work are usually good				8	25
28. Senior staff encourage me in my work			2	24	7
30. Communication is good			6	25	2

The survey was distributed to 43 members of staff who were given a week to complete and return it. We are still receiving some. To date we have collated 33 surveys which is 76.74% return rate. We feel this is a good return. Staff were given the option to state whether they were a member of the teaching staff or support staff. Of the 33 returned 17 were support staff, 8 were teachers and 8 declined.

Overall scoring

Low scoring

There were five questions that received a low score (marked dark pink) . Ten people said that they had to work intensively and we hope to be able to discuss this generally as we think this applies to most members of staff at some time during the year. One person said that they did not really feel valued at work and we would like to work with this person to offer support and hope that they will come forward. Two people did not feel that they were given supportive feed back again we would hope that these people will come forward to enable us to address this issue.

High scoring

The top scoring questions have been highlighted in green. It is good to note that they relate to good relationships with colleagues, receiving support from colleagues and no issues with bullying, friction at work or being put under stress by Senior Management.

Things we do well and things that could be better

Could be better:

Clearer communication and more supportive feedback from colleagues
If possible more opportunity to be involved in discussions relating to changes at work and how they affect us.

Things we do well

We feel that we can discuss problems with colleagues and that they will support and encourage us.

There is very little friction between colleagues and no bullying.

We work as a team.

Little things like the offer of a staff massage show that we are thought about

Refreshments at parents evening for staff is great

Thoughtful gestures that happen out of the blue no matter how small

Next steps

- Share feedback with staff and governors
- Governor to consider the findings when making a Wellbeing visit
- Prioritise areas to work on
- Develop an action plan

Staff will be invited to participate in the new term to discuss this process and to be involved in the action plan and its implementation.