

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 the school, its services and facilities. **Please note that your anonymity will be protected at all times. No questionnaires will be seen by the school nor will any individual questionnaire be scrutinised. Thank you for your help.**

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  - Strongly Agree;    2  - Agree;    3  - Disagree;    4  - Strongly Disagree;    5  - Not Applicable (N/A)

		☺ Strongly Agree		☹ Strongly Disagree		
			→			N/A
<small>Office Use Only</small>	<b><u>Purpose, Structure and Direction</u></b>					
(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"/>
<small>Office Use Only</small>	<b><u>Strategic Management</u></b>					
(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"/>
(165)	7 The school responds well to any concerns that are raised	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(153)	8 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"/>
<small>Office Use Only</small>	<b><u>Organisational Values and Culture</u></b>					
(106)	9 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)	10 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)	11 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)	12 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)	13 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)	14 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"/>
<small>Office Use Only</small>	<b><u>Communications</u></b>					
(14)	15 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)	16 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"/>
(96)	17 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)	18 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"/>

*(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  - Strongly Agree; 2  - Agree; 3  - Disagree; 4  - Strongly Disagree; 5  - Not Applicable (N/A)

12

2

0

0



Strongly Agree



Strongly Disagree

N/A

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### Communications (contd)

(21) 19 Good practice is effectively shared across the school

1  2  3  4  5

(155) 20 I am helped to maintain good contact with parents

1  2  3  4  5

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### Cross School Organisation

(58) 21 The curriculum is managed effectively

1  2  3  4  5

(59) 22 Learners are well supported

1  2  3  4  5

(51) 23 The school provides high quality learning opportunities

1  2  3  4  5

(166) 24 Pupils receive appropriate homework for their age

1  2  3  4  5

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### My Local Line Management

(112) 25 My team/year group is well managed

1  2  3  4  5

(114) 26 I am often thanked by my line manager for my efforts

1  2  3  4  5

(115) 27 I am treated with respect by my line manager

1  2  3  4  5

(118) 28 Issues in my team/year group are dealt with in the open

1  2  3  4  5

(120) 29 I am clear about my team's/year group's priorities/targets

1  2  3  4  5

(121) 30 I am clear about my individual priorities/targets

1  2  3  4  5

(70) 31 My line manager's assessment of my performance is fair

1  2  3  4  5

(30) 32 I receive good support from my line manager

1  2  3  4  5

(122) 33 I feel able to ask my line manager for help

1  2  3  4  5

(87) 34 My team/year group works to high teaching and learning standards

1  2  3  4  5

(29) 35 In my team/year group we continually make improvements for the children

1  2  3  4  5

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### My Colleagues in the Team

(73) 36 I get help from my colleagues if needed

1  2  3  4  5

(104) 37 My colleagues are willing to listen to my work related problems

1  2  3  4  5

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### Appraisal, Training and Development

(123) 38 My performance against individual priorities/targets is regularly reviewed

1  2  3  4  5

(124) 39 My individual training needs are discussed and agreed with me

1  2  3  4  5

(32) 40 My performance review leads to positive actions

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  - Strongly Agree; 2  - Agree; 3  - Disagree; 4  - Strongly Disagree; 5  - Not Applicable (N/A)

13

3

0

0



Strongly Agree

Strongly Disagree

N/A

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**Appraisal, Training and Development (contd)**

- |       |   |                            |                            |                            |                            |                            |
|-------|---|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| (125) | 41 The school commits resources to my development | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (35)  | 42 The training I receive 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"/> |

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**Career Development**

- |       |   |                            |                            |                            |                            |                            |
|-------|---|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| (126) | 43 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) | 44 This school meets the needs of its local community               | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (157) | 45 I feel part of the local community through my job in this school | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (158) | 46 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"/> |

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**Equal Opportunities & Safeguarding**

- |       |   |                            |                            |                            |                            |                            |
|-------|---|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| (46)  | 47 The school provides Equal Opportunities for all  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (60)  | 48 The school is a suitable environment for children with disabilities                          | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (167) | 49 This school makes sure its pupils are well behaved   | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (146) | 50 I know who to contact if I have a concern about a child or a vulnerable adult                | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (148) | 51 I know who to contact if I have a concern about the use or supply of illegal drugs in school | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (149) | 52 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"/> |
| (168) | 53 The school deals effectively with bullying and racism  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |

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**Safety, Health & Environment**

- |       |   |                            |                            |                            |                            |                            |
|-------|---|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| (50)  | 54 I feel safe at school                                    | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (169) | 55 Pupils feel safe at this school                          | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (127) | 56 I am trained to use equipment for my job                 | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (159) | 57 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"/> |
| (171) | 58 I am able to manage my work/home-life balance            | 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)  | 59 I feel confident about the future of the school                          | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (128) | 60 My pay is fair reward for my work  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (129) | 61 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"/> |

*(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  - Strongly Agree; 2  - Agree; 3  - Disagree; 4  - Strongly Disagree; 5  - Not Applicable (N/A)

14

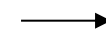
4

0

0



Strongly Agree



Strongly Disagree

N/A

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**Personal Development and Skills**

- (88) 62 I am confident in using my computer and its applications in my work role  
1  2  3  4  5
- (89) 63 I am confident about using numbers in my job  
1  2  3  4  5
- (90) 64 I am confident about the use of English in my job  
1  2  3  4  5

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**Self-Assessment and Planning**

- (25) 65 I contribute to my team's self evaluation  
1  2  3  4  5
- (28) 66 I am clear about my role in the fulfilment of our plans  
1  2  3  4  5

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**The Work Itself**

- (132) 67 The work I do is interesting  
1  2  3  4  5
- (134) 68 I have gained in confidence whilst working here  
1  2  3  4  5
- (136) 69 I enjoy the work I do  
1  2  3  4  5

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**Working Conditions**

- (44) 70 The school's premises are well maintained  
1  2  3  4  5
- (137) 71 Toilet facilities are well looked after  
1  2  3  4  5
- (72) 72 Facilities for refreshments are good  
1  2  3  4  5
- (53) 73 Staffroom facilities are good  
1  2  3  4  5
- (139) 74 The equipment I use meets the demands of my job role  
1  2  3  4  5
- (140) 75 The equipment I use is properly maintained  
1  2  3  4  5
- (40) 76 Access to the intranet helps me in my work  
1  2  3  4  5

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**Overall Satisfaction**

- (170) 77 Pupils progress well at this school  
1  2  3  4  5
- (82) 78 I would recommend this school as a good place to work  
1  2  3  4  5
- (56) 79 Overall, I am happy working here  
1  2  3  4  5

*(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 <sup>1</sup> Admin <sup>2</sup> Classroom Support <sup>3</sup>  
Teaching <sup>4</sup> Service Other <sup>5</sup>

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

(63) **Gender:** Male <sup>1</sup> Female <sup>2</sup> Prefer not to answer <sup>3</sup>

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

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

**(66) Ethnicity (Census 2011)**

Prefer not to answer <sup>1</sup> Arab <sup>2</sup>  
Asian/Asian British - Bangladeshi <sup>3</sup> Asian/Asian British - Indian <sup>4</sup>  
Asian/Asian British - Pakistani <sup>5</sup> Asian/Asian British - Any other Asian background <sup>6</sup>  
Black/African/Caribbean/Black British - African <sup>7</sup> Black/African/Caribbean/Black British - Caribbean <sup>8</sup>  
Black/African/Caribbean/Black British - Any other background <sup>9</sup> Chinese <sup>10</sup>  
Mixed - White & Asian <sup>11</sup> Mixed - White & Black African <sup>12</sup>  
Mixed - White & Black Caribbean <sup>13</sup> Mixed - Any other Mixed/Multi Ethnic background <sup>14</sup>  
White - English/Welsh/Scottish/Northern Irish/British <sup>15</sup> White - Gypsy or Irish Traveller <sup>16</sup>  
White - Irish <sup>17</sup> White - Any other White background <sup>18</sup>  
Any other Ethnic group <sup>19</sup>

*(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 the school? (For example, aspects that have been very successful or ideas you have which could improve the school).

**Thank you for completing this survey**