

## Example 4: Staff Questionnaire

Your help in completing this questionnaire is very important to **"Name of Employer"**. Your views will be used to help formulate plans to continually improve **"Name of Employer"**, its services and facilities. **Please note that your anonymity will be protected at all times. Please note that all completed questionnaires are analysed by QDP Services, an independent data processing company, who will treat all responses in the strictest confidence. Thank you for your help.**

This questionnaire model is designed as a good basis for your survey. It may be used as is, or tailored to suit your particular needs. Please note that your own logo will replace ours.

Please place **ONE cross** in the box (using **black/blue** ink), e.g. , next to each of the following statements below:

1  - Strongly Agree; 2  - Agree; 3  - Disagree; 4  - Strongly Disagree

		☺				☹			N/A
		Strongly Agree	→				Strongly Disagree		
Office Use Only	<b><u>Purpose, Structure and Direction</u></b>								
(2)	1 I support the Mission Statement	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
(6)	2 Overall, I support the organisation's strategic aims/objectives	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
(7)	3 I know what various areas/departments in the organisation do	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
Office Use Only	<b><u>Strategic Management</u></b>								
(147)	4 The Principal promotes a culture of excellence	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
(8)	5 I know who the organisation's senior managers are	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
(9)	6 I understand what senior managers do	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
(13)	7 The senior managers provide 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)	8 The organisation is managed effectively	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
(144)	9 Senior Managers have high expectations	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
Office Use Only	<b><u>Organisational Values and Culture</u></b>								
(105)	10 I am aware of the organisation's stated values	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
(106)	11 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)	12 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)	13 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"/>			
(109)	14 People are generally helpful here	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
(110)	15 I am regularly asked for my view on work matters	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
(145)	16 My views are considered	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
(111)	17 The organisation treats me fairly	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
(81)	18 The organisation cares about my welfare	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>			
(57)	19 Things are improving in the organisation	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

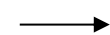
2

0

0



Strongly Agree



Strongly Disagree

N/A

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**Communications**

(14)	20	I am well informed about the organisation's activities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(15)	21	Communications within this organisation are good	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(11)	22	Management consults with staff when introducing major change	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(96)	23	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"/>
(19)	24	The newsletter is valuable	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(20)	25	Communications between different areas/departments are effective	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(21)	26	Good practice is effectively shared across the organisation	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 Provider Organisation**

(58)	27	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)	28	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)	29	The organisation 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)	30	My area/department is well managed	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(113)	31	My line manager makes me feel valued	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(114)	32	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)	33	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"/>
(116)	34	My line manager treats everyone fairly	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(18)	35	Communications are good within my area/department	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(117)	36	My line manager keeps me well informed	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(118)	37	Issues in my area/department 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"/>
(119)	38	Our team meetings are worthwhile	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(120)	39	I am clear about my area's/department's priorities/targets	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(121)	40	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"/>
(83)	41	My line manager lets me know what I am doing well and how I need to improve	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(70)	42	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)	43	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"/>

*(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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**My Local Line Management (contd)**

- |       |    |   |                            |                            |                            |                            |                            |
|-------|----|---|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| (101) | 44 | My line manager is 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"/> |
| (122) | 45 | 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)  | 46 | My area works to high professional/vocational standards             | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (29)  | 47 | In my area/department we continually improve our services/provision | 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)  | 48 | 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) | 49 | 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) | 50 | 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"/> |
| (31)  | 51 | I participate in the appraisal scheme/performance review                   | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (124) | 52 | 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"/> |
| (32)  | 53 | My appraisal/performance review leads to positive actions                  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (125) | 54 | The organisation 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)  | 55 | 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) | 56 | 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"/> |
| (79)  | 57 | There are opportunities here for me to progress my career | 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**

- |       |    |   |                            |                            |                            |                            |                            |
|-------|----|---|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| (45)  | 58 | I am familiar with the organisation's Equal Opportunities policy                              | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (46)  | 59 | The organisation 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)  | 60 | The organisation provides a suitable environment for people with disabilities                 | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (146) | 61 | 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) | 62 | I know who to contact if I have a concern about the use or supply of illegal drugs in College | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| (149) | 63 | 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"/> |

*(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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**Safety, Health & Environment**

(49)	64	I am familiar with the organisation's Health and Safety policy	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(50)	65	I feel safe at work	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(127)	66	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)	67	My emotional and mental health are safeguarded at College	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(177)	68	I am not subjected to unacceptable behaviour such as bullying or discrimination	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(171)	69	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 and Satisfaction**

(78)	70	I believe my job is safe for the foreseeable future	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(80)	71	I feel confident about the future of the organisation	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

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**Pay and Benefits**

(128)	72	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)	73	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"/>
(130)	74	I know I will share in the prosperity of the organisation	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**

(88)	75	I am confident in using my computer and its applications in my work role	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(89)	76	I am confident about using numbers in my job	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(90)	77	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"/>

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**Self-Assessment and Planning**

(25)	78	I contribute to my area's self assessment reports	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(26)	79	I contribute to my area's business plans	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(28)	80	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"/>

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**The Work Itself**

(180)	81	I understand my role within the organisation	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(131)	82	The work I do is varied	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(132)	83	The work I do is interesting	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(133)	84	The work I do is challenging	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)

15

5

0

0



Strongly Agree

Strongly Disagree

N/A

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**The Work Itself (contd)**

(178)	85	I can cope with the demands of my job	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(179)	86	I have adequate say over how I do my work	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(134)	87	I have gained in confidence whilst working here	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(135)	88	I have gained new skills whilst working here	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(136)	89	I enjoy the type of work I do	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)	90	The organisation's premises are well maintained	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(137)	91	Toilet facilities are well looked after	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(72)	92	The catering facilities are good	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(53)	93	Social facilities for staff are good	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(138)	94	My place of work is clean and tidy	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(38)	95	My work area is adequate for my needs	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(139)	96	The equipment I use in my job works effectively	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(43)	97	I receive good technical support	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(140)	98	The equipment I use is properly maintained	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(39)	99	I have adequate access to computers at work	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(40)	100	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"/>
(41)	101	Access to CIS 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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**Overall Satisfaction**

(82)	102	I would recommend this organisation as a good place to work	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(141)	103	I would recommend the organisation to other potential employees	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
(56)	104	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"/>
(150)	105	I think that this survey is being done in a confidential way	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 Employer" personnel and no individual questionnaire will be scrutinised.**

(75) **Curriculum/ Programme Area:** Art, Design & Construction (AD&C)  <sup>1</sup> Humanities, Care & Education (HCE)  <sup>2</sup>  
 (please cross one box **ONLY**, as appropriate) Maths, Science & Engineering  <sup>3</sup> Service Industries, Managerial & Occupational Studies (SIMOS)  <sup>4</sup>

(76) **Service or Support Area:** Estates/Reprographics  <sup>1</sup> Marketing/Quality  <sup>2</sup>  
 (please cross one box **ONLY**, as appropriate) Nursery  <sup>3</sup> Finance/Purchasing  <sup>4</sup>  
 Student Services  <sup>5</sup> CIS/IT Support  <sup>6</sup>  
 Administrative/Clerical  <sup>7</sup> Personnel  <sup>8</sup>  
 Staff Development  <sup>9</sup> Directorate  <sup>10</sup>

(61) **Job Role:** Managerial  <sup>1</sup> Admin  <sup>2</sup> Classroom Support  <sup>3</sup>  
 Teaching  <sup>4</sup> Other  <sup>5</sup>

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

(63) **Gender:** Male  <sup>1</sup> Female  <sup>2</sup>  
 Transgender  <sup>3</sup> Prefer not to answer  <sup>4</sup>

(160) **Gender Reassignment:** Have you or do you plan to change gender?  
 Yes  <sup>1</sup> No  <sup>2</sup>

(161) **Sexual Orientation:** Heterosexual or Straight  <sup>1</sup> Gay or Lesbian  <sup>2</sup>  
 Bisexual  <sup>3</sup> Prefer not to answer  <sup>4</sup>

(please continue over the page)

**About Yourself (contd)** *(Please place ONE cross in appropriate box)*

(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>

**Site:** Site 1  <sup>1</sup> Site 2  <sup>2</sup> Site 3  <sup>3</sup>  
Site 4  <sup>4</sup>

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

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

**(162) Religion or Belief**

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

*(please continue over the page)*

**General Comments**

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

**Thank you for completing this survey**