

Brief Summary of Steering Group
Questionnaire November/
December 2015



GREENSIDE SCHOOL



Health and Well-Being Questionnaire

140 given out – 39 returned –
approximately 27% .

Plus WWW & EBI comments made by
28 returned - approximately 19%



Average scoring see below

A workplace which manages its pressures well	Where are we on this scale?	A workplace where the pressures are causing people problems
Our communications are clear and effective.	6 5 4 3 2 1	Our communications are ineffective. It is easy to feel isolated.

www - Hall briefings – 5

Other good communications – 2, Pen Pictures being available, Herts Steps Strategies help consistencies, MSA mtgs, bell at end of lunch

EBI – emails used more often than paper

Less lists of inset – try get it right earlier,

Communicate same to all staff – part timers, MSA, Site & admin, therapists



Average scoring see below

A workplace which manages its pressures well	Where are we on this scale?	A workplace where the pressures are causing people problems
Support is available to us as employees in terms of counselling, advice, and ways of dealing with grievances, conflicts or harassment.	6 5 4 3 2 1	There does not seem to be much support. Conflicts, grievances and harassment are not dealt with effectively when they occur.

www -Team Work – 10, not had much conflict recently, friends support
One another, pupil progress mtgs, teacher/ dept head meetings, assistant/ head mtgs,
Whistle-blowing policy is good

EBI – emails used more often than paper



Average scoring see below

A workplace which manages its pressures well	Where are we on this scale?	A workplace where the pressures are causing people problems
Employees are involved in the decision-making process. We have some control over our work & a sound & useful structure for feedback	6 5 4 3 2 1	Our involvement in the process of decision-making is slight or rubber-stamping. We have little control.

www - Steering group, mtgs, open door policy, survey

EBI – Job sharing – same opportunities for all, sickness policy was always followed through (children are our priority – so if sick need to be at home)



Average scoring see below

A workplace which manages its pressures well	Where are we on this scale?	A workplace where the pressures are causing people problems
There is flexibility and support where possible over working hours, job-sharing, childcare, or home difficulties.	6 5 4 3 2 1	Commitments outside work are not recognised, supported or valued.

www - Morale feels good – 2, ability to text in sick, understanding & supportive of extended family illness etc

EBI- correct use of the text line, regular supply when colleagues off sick



Average scoring see below

A workplace which manages its pressures well	Where are we on this scale?	A workplace where the pressures are causing people problems
We work well together. We have our bad days, but morale is mostly good.	6 5 4 3 2 1	Not everyone co-operates. Morale is brittle, with some back-biting.

www – morale feels good 2, Sharon, team work, individual pupil’s success – eg’s given whether just by being at school, Barnwell Broom Barns opportunities, positive feedback from visitors. Inspectors have said we are almost outstanding!

EBI – we follow up on initiatives egs...



Average scoring see below

A workplace which manages its pressures well	Where are we on this scale?	A workplace where the pressures are causing people problems
People are well matched to the jobs they have. Objectives are clear, and people usually receive enough training.	6 5 4 3 2 1	Some people are ill-matched to their roles. Skills under-used; objectives vague. We really need more training.

www - Independence/ good guidance for specific learners – 3, Opportunities for training (wide & varied) - 7, H&S awareness has improved with Michael leading, Les Staves training, input from all in team mtgs

EBI – More Signing training, sharing of knowledge when transitioning and other tricky pupils, mixing on training days

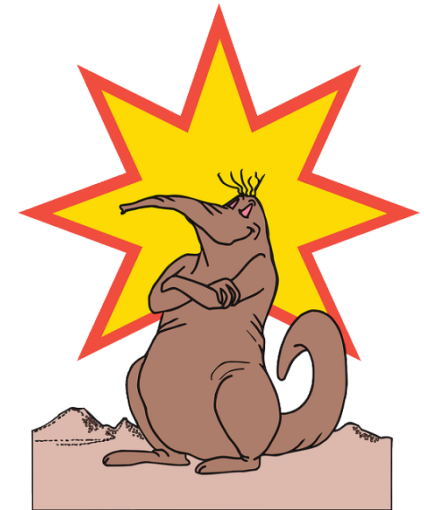


Average scoring see below

A workplace which manages its pressures well	Where are we on this scale?	A workplace where the pressures are causing people problems
We feel really valued within this organisation; proud to work here.	6 5 4 3 2 1	We don't feel valued, working here. It is dispiriting.

www - Team Work – 10, Morale feels good – 2,
being part of a specific team/ feeling valued
Fairygoddmothers & staff fundraising

EBI – more Parental involvement/ volunteers



Swimming kit, PE kit – to find or not to
find...

Sick children not being in school
& decision making process around
sickness

Parents not walking through school
(except Gold)

Car Parking difficulties

More Eco-Schoolness

EHCPs – constant moving of goalposts

Cover in pm as well as am

Outdoor learning for all classes

Thank

You



*Thank
You*

