

## Health and Wellbeing Report 2017-2018

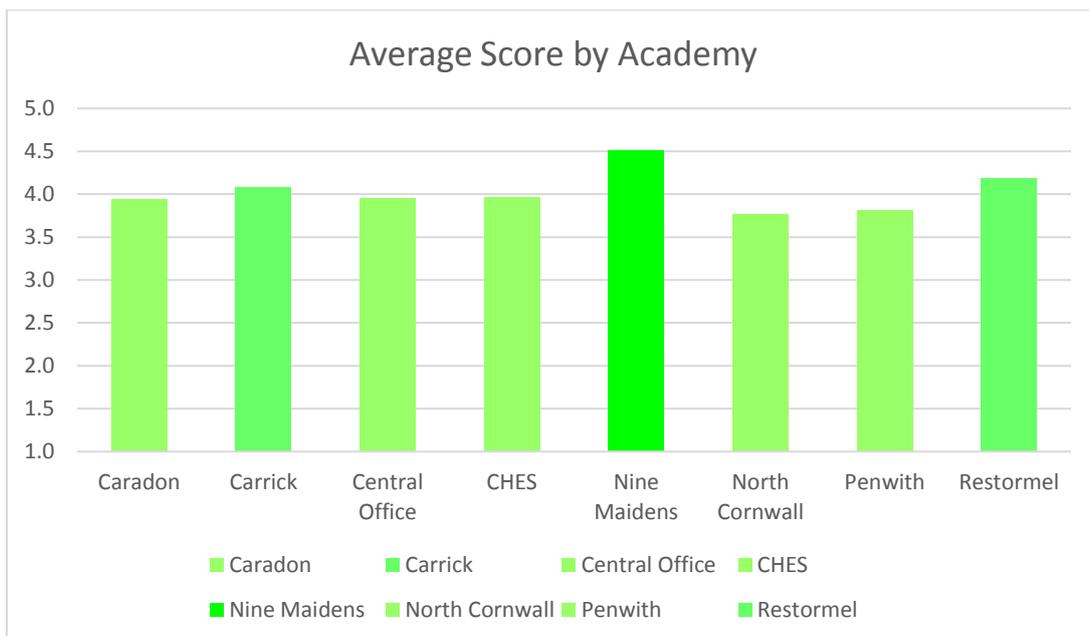
This year’s Health and Wellbeing report was carried out between 6<sup>th</sup> November 2017 and 23<sup>rd</sup> November 2017. To make the survey more anonymous than last year’s, with the intention of improving return rate and the reliability of results, the choices for “role” were reduced to just Teacher or Support Staff, and the survey was carried out through Survey Monkey, so all responses were collected by a third party.

### Previous Year Summary

There was a 68% return rate with an overall average score of ~3.75 out of 5. The highest scores were for Teamwork and Value, while low scores were received for Stress and Time Available. Nine Maidens was the highest scoring academy with an average above 4 out of 5, and Caradon were the lowest with an average of 3 out of 5. There was little difference between the overall scores of Teachers and Support Staff, although Teachers generally felt more valued than Support Staff.

### Current Year Results

73% of staff returned the survey (117 out of 160). The average score across the MAT was 4.1 out of 5, which is a large improvement over last year. The average scores by site are shown below. 3.8 was the lowest average score for academy, at both Penwith and North Cornwall, and the highest average score was achieved at Nine Maidens, with 4.5. Overall there was very little difference between the average scores from Teachers and Support staff (4.1 T and 4.2 S).



Individual lowest scoring questions include: “I have to work very intensively” (just below 2 out of 5), “I have to neglect some tasks because I have too much to do” (just over 3 out of 5) and “Work pressures do not affect me outside of work” (just above 3 out of 5).

Individual highest scoring questions include: “I am subject to personal harassment in the form of unkind words or behaviour in the workplace by those other than pupils” (4.8 out of 5), “I am subject to bullying at work” (4.7 out of 5) and “I can rely on my line manager to help me out with a work problem” (4.5 out of 5).

#### **Returns by site:**

Caradon: 14/16 (88%)

CHES: 23/33 (70%)

Carrick: 12/14 (86%)

Central: 6/6 (100%)

Nine Maidens: 21/31 (68%)

North Cornwall: 16/28 (57%)

Penwith: 12/14 (86%)

Restormel: 14/18 (78%)

#### **Summary**

There has been an improvement of 0.35 in the average Health and Wellbeing score across all sites. Notably, the average score for Caradon has increased from below 3 out of 5 to nearly 4 out of 5. Nine Maidens have maintained the highest average score by some margin.

Appendix 1. Survey Questions			
I am clear what is expected of me at work	Different groups at work demand things from me that are hard to combine	I know how to go about getting my job done	I am subject to personal harassment in the form of unkind words or behaviour in the workplace by those other than pupils
I have unachievable deadlines	If work gets difficult, my colleagues will help me	I am given supportive feedback on the work I do	I have to work very intensively
There is an adequate briefing and debriefing	I am clear what my duties and responsibilities are	I have to neglect some tasks because I have too much to do	I feel comfortable using the onsite gym/fitness equipment
I am clear about the goals and objectives of my department	There is friction or anger among colleagues	Health and Wellbeing of staff is given adequate attention at my site	I feel well equipped to deal with the sometimes aggressive nature of pupils
I am pressured to work long hours	My team works well together	I am subject to bullying at work	I understand how my work fits into the overall aim of the organisation
I can rely on my line manager to help me out with a work problem	I get the help and support I need from colleagues	I have sufficient opportunities to question managers about change at work	I receive the respect I deserve at work from my colleagues
I can talk to a line manager or a senior colleague about something that has upset or annoyed me at work	My colleagues are willing to listen about my work related problems	I am supported through emotionally demanding work	Work pressures do not affect me outside of work
I am given suitable time within working hours to complete my work	I am not expected to reply to emails at unreasonable times outside of work	I am offered adequate training opportunities	Staff morale within my site is high
The Academy is a good place to work	I am proud to work for The Academy	I feel the work I do makes a difference	I feel valued by The Academy
I feel valued by the community because of my work with The Academy			

N.B. All questions had the answer options: Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree. These were then scored from 1 - 5, with 1 being the most negative answer, and 5 being the most positive answer (e.g. “I am clear what is expected of me at work”, 5 would be strongly agree, whereas “I am subject to bullying at work” 5 would be strongly disagree).