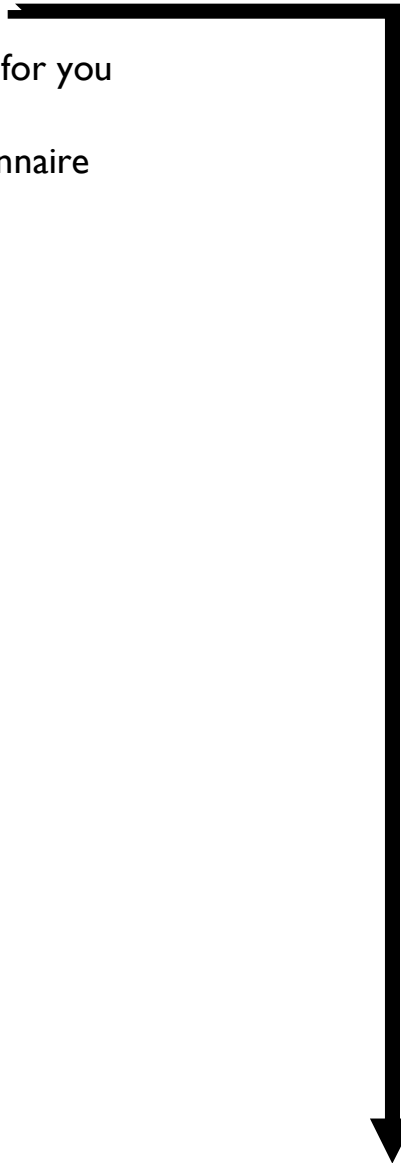


CHECK & REMOVE

Please check staff name

- Please check this questionnaire is for you
- If so, please remove this page
- If so, please complete the questionnaire



Name M71




REMOVE & DESTROY

Please remove this page from the questionnaire so it has no information that can identify you when completed.

CHECK & REMOVE

Please check staff name
Please check name
Please remove this page
Please complete the questionnaire

Name 1234



800 STAFF QUESTIONNAIRE BARRIERS 18 011513
UNIVERSITY OF OXFORD

1





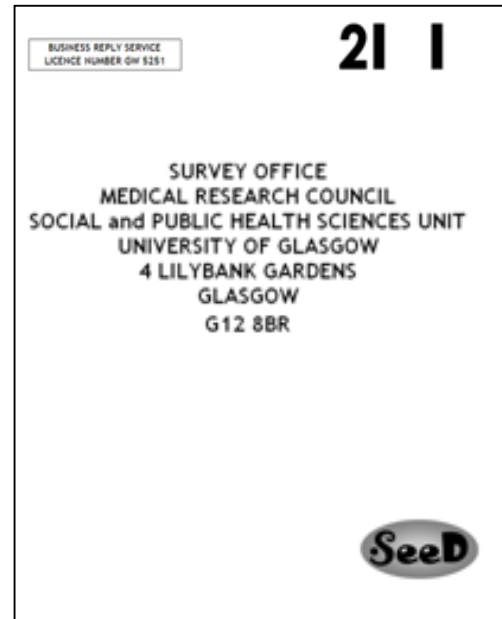
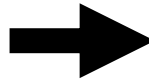
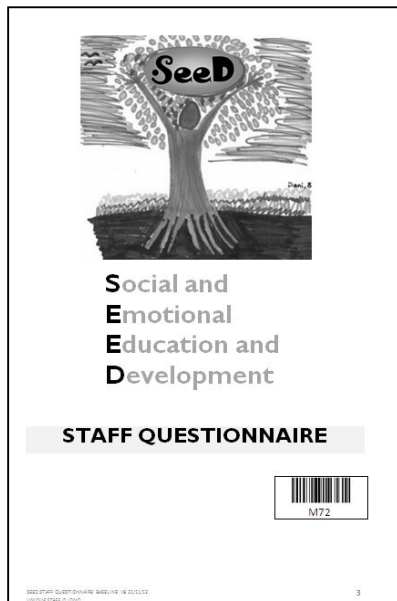
Social and Emotional Education and Development

STAFF QUESTIONNAIRE



RETURNING COMPLETED QUESTIONNAIRE

Please complete the questionnaire and return it in the FREEPOST envelope provided.



About you

1. Are you male or female?

Please tick ✓ ONE box

Female 0

Male 1

2. If you are a teacher, how long have you been qualified?

Please tick ✓ ONE box

Less than one year 1

One to five years 2

More than five years 3

Not applicable 4

3. How long have you worked at this school?

Please tick ✓ ONE box

Less than one year 1

One to five years 2

More than five years 3

4. Which of these best defines your current role at this school?

Please tick ✓ ONE box

Head or Deputy Head Teacher 1

Principal Teacher 2

Class Teacher 3

Classroom/Pupil Support Assistant 4


Support Staff (e.g. office, administration) 5

Auxiliary Staff (e.g. janitorial, catering) 6

Specialist Staff working at multiple schools 7

Other

please tick & write in →

8 

5. Which of the following best describes your working pattern?

Please tick ✓ ONE box

I work full-time at this school 1

I work part-time at this school 2

**Here are some questions about your role in this school.
If they do not apply please leave them blank.**

Please tick ✓ ONE box for EACH QUESTION		Strongly disagree	Disagree	Agree	Strongly agree
6.	I have a clearly defined role at my school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
7.	I feel confident that I have the skills to promote positive behaviour in my school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
8.	I believe I make a positive difference to the children I work with	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
9.	I feel confident when working with professionals from other agencies	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
10.	I usually take the time to reflect on how I have reacted in situations where children have upset me	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
11.	I have a clear understanding of how I should carry out my job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
12.	I feel part of the team at my school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
13.	I get the training I need to help me do my job well	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
14.	I am confident I am meeting my duties under the new Curriculum for Excellence to promote the health and wellbeing of all pupils	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
15.	I believe that teaching social and emotional skills is just as important as any other subject	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
16.	I have received initial teacher training on personal development in terms of my own social and emotional wellbeing	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
17.	I have received in-service training on personal development in terms of my own social and emotional wellbeing	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
18.	I feel valued at school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
19.	I enjoy working at my school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

Thinking about the overall ethos in your school, please answer the next few questions

Please tick ✓ ONE box for EACH QUESTION		Strongly disagree	Disagree	Agree	Strongly agree
20.	There is a sense of cooperation and trust in my school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
21.	There is a positive ethos in my school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
22.	My working environment allows me to carry out my job comfortably and safely	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
23.	The demands made of me are manageable	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
24.	At my school staff care about each other	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
25.	My school aims to help pupils with emotional and behavioural difficulties	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
26.	My school is a safe place for pupils	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
27.	My school manages bullying and anti-social behaviour effectively	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
28.	Staff share a common vision about the school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
29.	I get on with most staff in my school most of the time	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
30.	The staff room is a positive and encouraging place to be	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
31.	Most staff in my school consistently model the social, emotional and behavioural skills that we want to develop in our children	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
32.	My relationships with others at work are good	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
33.	Staff communicate effectively with each other	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
34.	Staff respect pupils	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
35.	Staff respect each other	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
36.	Staff exhibit friendliness to each other	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
37.	Staff accomplish their jobs with enthusiasm	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

This section will ask you some questions that relate to the overall management and support that is in place in this school

Please tick ✓ ONE box for EACH QUESTION

		Strongly disagree	Disagree	Agree	Strongly agree
38.	I have appropriate support from my line manager	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
39.	In my school, change is managed effectively	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
40.	I find it hard to ask for support when I need it	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
41.	School management ask for staff views	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
42.	School management act on the views of staff	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
43.	Support is available to us as employees in ways of dealing with grievances, conflicts or harassment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
44.	Support is available to us as employees in terms of counseling and advice	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
45.	I would know how to access counseling and advice support if needed	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
46.	All staff are involved in the decision making at my school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
47.	I have good opportunities to take part in continuing professional development	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
48.	Leadership at all levels is effective in this school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
49.	I feel confident asking for support	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
50.	This school cares about my wellbeing	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

**Please tick ✓ ONE box
for EACH QUESTION**

		Strongly disagree	Disagree	Agree	Strongly agree
51.	Staff are protected from unreasonable community and parental demands	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
52.	The school has appropriate involvement from parents	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
53.	The school has appropriate involvement from the community	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

If you are a teacher, please answer these next questions thinking about the pupils in your class.

If you are not a teacher, please answer them thinking about the pupils you know best. If they do not apply leave them blank.

Please note that the response options are different in this section

**Please tick ✓ ONE box
for EACH QUESTION**

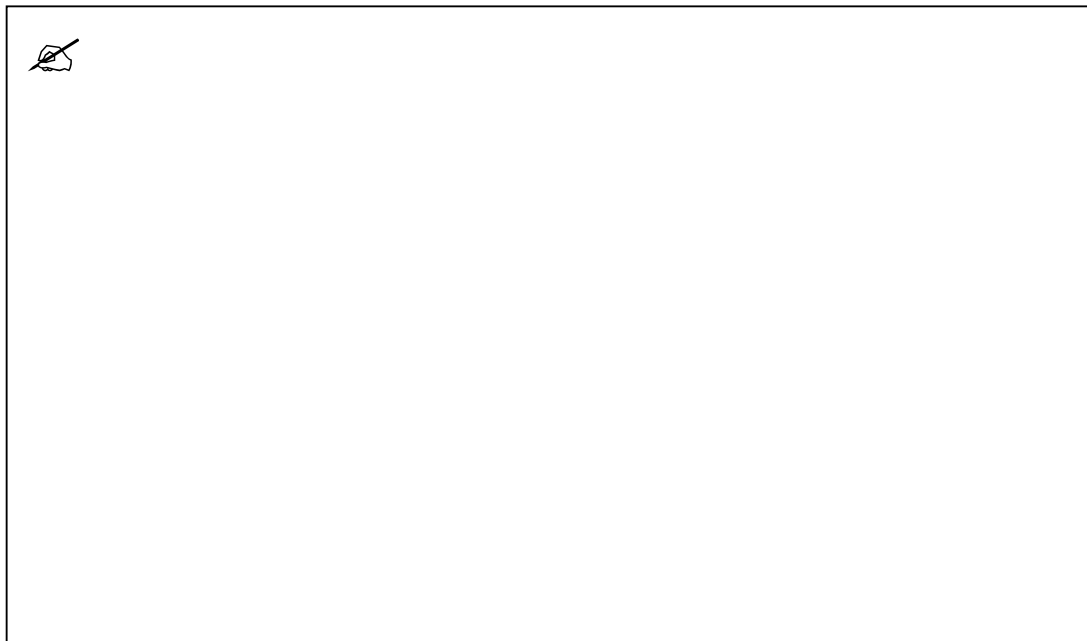
		No, not really	Sometimes	Often	Yes, definitely
54.	Pupils in my class are well behaved	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
55.	Pupils in my class have respect for themselves	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
56.	Pupils in my class have respect for school staff	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
57.	Pupils in my class are reluctant to try new things	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
58.	I ask for pupils' views on how their learning experiences could be improved	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
59.	Pupils respect each other in my class	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
60.	Pupils in my class are motivated to learn	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

**Please tick ✓ ONE box
for EACH QUESTION**

		No, not really	Sometimes	Often	Yes, definitely
61.	Pupils in my class are confident individuals	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
62.	Pupils in my class have confidence in relation to learning activities	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
63.	Pupils in my class have a sense of belonging to the school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
64.	Pupils have a voice in the class	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
65.	Pupils are provided with feedback on what they need to do to improve	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
66.	Pupils have chances to help decide and plan activities	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
67.	Pupils in my class have developed good peer relationships	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
68.	Pupils have the opportunity to engage in creative activities at this school (e.g. sports, arts, drama and music)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
69.	Pupils in my class engage in anti-social behaviour	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
70.	The behaviour of pupils in my class gets me down	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

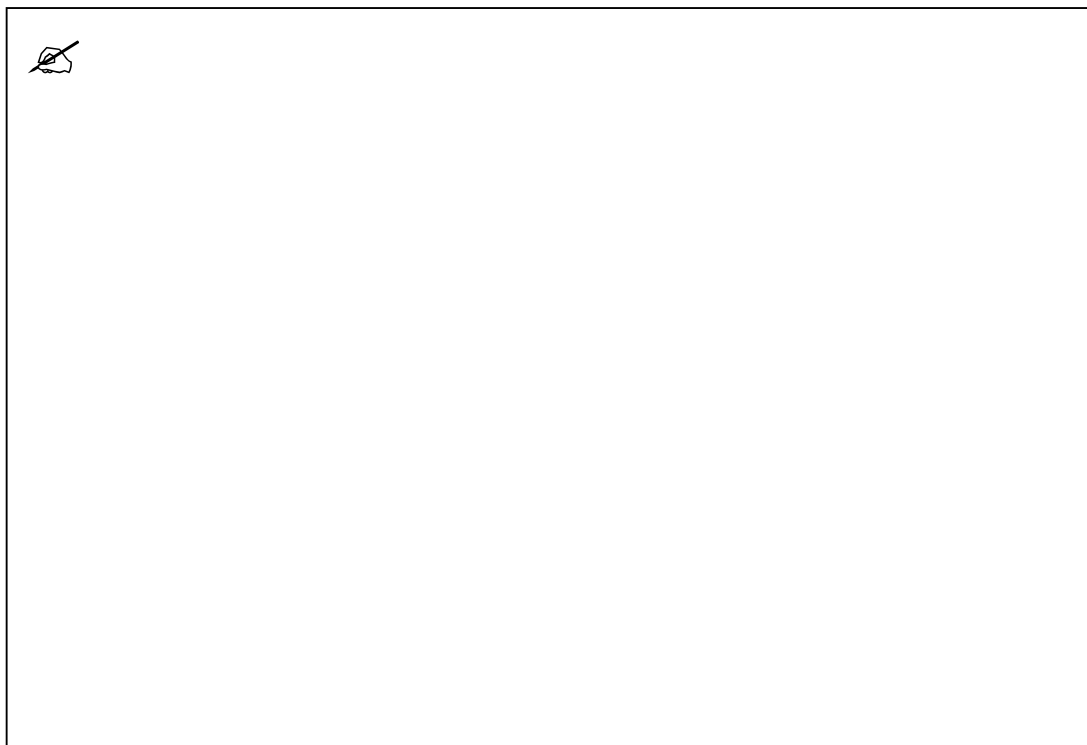
- 71.** To the best of your knowledge, what are the key approaches to promoting social and emotional health and wellbeing at your school? These might be policies, programmes or broader visions and values.

Please write in below



- 72.** To the best of your knowledge, what is done to promote the social and emotional health and wellbeing of staff at your school

Please write in below



Please select the statement that is most true for your school as a whole:

73. The people in my school who help pupils with emotional and behavioural difficulties are in the main:

Please tick ✓ ONE box

Members of school staff with **no** specialist training ₁

Members of school staff with **some** specialist training ₂

Specialists
(e.g. Educational Psychologist or similar visiting specialist) ₃

74. The ways in which we help pupils with emotional and behavioural difficulties in my school were chosen in the main:

Please tick ✓ ONE box

By staff in the school ₁

By the educational service/department ₂

Jointly by the school and educational service/department ₃

75. The ways in which we help pupils with emotional and behavioural difficulties are in the main focused on:

Please tick ✓ ALL BOXES THAT APPLY

Trying to prevent problems arising ₁

Helping children who are starting to develop problems ₁

Helping children who already have problems ₁

**Finally, here are some general questions
about your health at work**

76. In general, how would you say your health is?

Please tick ✓ ONE box

Poor 1

Fairly good 2

Good 3

Excellent 4

77. How stressful do you find your job generally?

Please tick ✓ ONE box

Not at all stressful 1

Fairly stressful 2

Very stressful 3

Extremely stressful 4

78. Do you actively consider how to improve your own wellbeing at work?

Please tick ✓ ONE box

Never 1

Rarely 2

Sometimes 3

Frequently 4

79. If so, what do you do to improve your own wellbeing at work?

Please write in below

1



80. How many working days have you been absent from work during the last 12 months?

Please write in below

 1

81. How many of these days were related to work related stress?

Please write in below

 1

82. How stressful do you find your life outside of work?

Please tick ✓ **ONE** box

Not at all stressful 1

Fairly stressful 2

Very stressful 3

Extremely stressful 4

83. Finally, is there anything else that affects your own wellbeing, or the wellbeing of children in your school that you would like to tell us about?

Please write in below

 1

END OF QUESTIONNAIRE

**THANK YOU VERY MUCH FOR TAKING PART
AND ANSWERING THE QUESTIONS**

RETURNING COMPLETED QUESTIONNAIRE

Please see inside front cover for instructions

If you have any thoughts on this questionnaire or feedback for the SEED team that may help us inform future aspects of this research please feel free to leave comments here

Please write in below

A large, empty rectangular text box with a thin black border. In the top-left corner of the box, there is a small icon of a pencil writing on a piece of paper.



**MRC SOCIAL AND PUBLIC HEALTH SCIENCES UNIT
4 LILYBANK GARDENS, GLASGOW G12 8RZ**