



Lunsford Primary School

Staff Wellbeing Survey 2024 Spring Term

The questions are grouped into three sections which ask about staff wellbeing, school culture and attitudes towards wellbeing, and knowledge and confidence around supporting children and young people's mental health.

The Wellbeing Measurement for Schools staff survey was completed.

SECTION 1 is about staff wellbeing. The questions ask about how the member of staff has been feeling recently. It uses two established questionnaires that have an evidence base that shows them to be valid (i.e. they measure what they intend to measure, avoiding bias) and reliable (they give same result each time if each characteristic is the same, avoiding inconsistency). Using an established questionnaire means you can benchmark your responses against existing research, allowing you to contextualise what you are seeing in your setting.

Office Staff mean metric score was 23.21 which is in line with the results from general adult population in England 2017.

Teaching Assistant Staff mean metric score was 21.53 which is below the results from general adult population in England 2017.

Teaching Staff mean metric score was 24.11 which is above the results from general adult population in England 2017.

Office staff wellbeing and perception of stress scores indicated that 50% had low perceived stress and 50% had moderate perceived stress.

Teaching Assistant staff wellbeing and perception of stress scores indicated that 10% had low perceived stress and 90% had moderate perceived stress.

Teaching staff wellbeing and perception of stress scores indicated that 44% had low perceived stress and 56% had moderate perceived stress.



SECTION 2 focuses on the school's or college's attitude to staff wellbeing and the culture within the setting. These questions have been used within research projects to explore the effect that work and the work environment have on staff wellbeing as well as how staff access support.

STAFF WELLBEING AT YOUR SCHOOL:

My work has a positive impact on my mental health and wellbeing.

- All of the time - 9%
- Often - 43%
- Some of the time - 48%
- Not at all - 0%

In my school / college, staff are encouraged to speak openly about their mental wellbeing.

- Strongly agree - 32%
- Agree - 64%
- Disagree - 4%
- Strongly disagree - 0%

In my school / college, we have a mental health / wellbeing policy in place, which includes the mental wellbeing of staff.

- Yes - 100%
- No - 0%
- Don't know - 0%

Have any of the following caused you to feel stressed or unhappy at work over the last 2 weeks (select as many as apply)?

- Accountability (including performance, test scores, inspections) - 5%
- Workload and work-life balance - 16%
- Administrative tasks - 16%
- Relationship with parents - 19%
- Relationship with colleagues - 2%
- Relationship with senior leadership team - 0%
- Pastoral concerns relating to pupils - e.g. mental health, safeguarding and behaviour - 23%
- Other - 0%
- I have not felt stressed or unhappy at work over the last 2 weeks - 19%



If I felt stressed or worried at work, I would be most likely to seek help from (select as many as apply):

- Line manager - 11%
- Senior leadership team - 18%
- A colleague in a similar role to myself - 25%
- My GP – 2%
- A mental health professional (e.g. a counsellor, over the phone or face-to-face) - 3%
- A friend or family member who does not work at my school/college - 27%
- Nobody - 5%
- Other - 0%
- I have not felt stressed or unhappy at work over the last 2 weeks - 9%

If I approached my manager with concerns about my mental wellbeing, I am confident that I would be well supported.

- Strongly agree - 36%
- Agree - 64%
- Disagree - 0%
- Strongly disagree - 0%

My school / college senior leadership team takes active steps to support the mental wellbeing of all staff.

- Strongly agree - 36%
- Agree - 64%
- Disagree - 0%
- Strongly disagree – 0%

Which of the following types of initiative do you feel would be most valuable to improving your mental wellbeing at work?

- Increased information, training and awareness about staff mental wellbeing - 11%
- Peer support - 17%
- Access to occupational health/professional mental health support - 11%
- Time off and flexible working schemes - 14%
- Reduction in workload - 26%
- Limiting working hours - 9%
- More/better supervision from managers - 2%
- Other – 10%