

NASUWT Wellbeing at Work Online Survey

The NASUWT Wellbeing at Work Online Survey is intended to allow you to explore some of the issues that impinge upon your working life.

The survey contains eight sets of statements that seek to investigate issues relating to:

- the **demands** of your work;
- the amount of **control** you have over your work;
- the amount of **support** you receive at work;
- the working **relationships** you have with colleagues;
- your experience of **pupil behaviour**;
- your **role** at work;
- your involvement in workplace **changes**;
- the **pressures and stresses** associated with your work.

It is not necessary for you to answer questions in sections that are of no interest to you.

At the end of the survey you can print your responses to the survey so that you can consider what, if any, further action is required.

The results of the survey will be kept confidential unless you ask the Union to support you in subsequent casework at which point the Union and its caseworkers reserve the right to access the information provided. Continuing with the survey will be taken to signify your agreement to this.

School/College _____

Name (optional) _____

NASUWT Wellbeing at Work Online Survey

The following statements investigate the DEMANDS placed upon you at work.

Please answer the first question below.

If your response to the first question is either 'seldom true' or 'not true', it is recommended that you continue to respond to the remaining questions in this section.

If this is not the case, you may wish to consider moving to the next section.

Please indicate the extent to which the following statement is true.

	True	Mostly true	Sometimes true	Seldom true	Not true
I cope well with the demands placed on me at work.	☐	☐	☐	☐	☐

Please indicate the extent to which the following statements are true.

	True	Mostly true	Sometimes true	Seldom true	Not true
The total number of hours I work each week is acceptable.	☐	☐	☐	☐	☐
The workload arising from the planning and assessment of pupils' work is acceptable.	☐	☐	☐	☐	☐
I feel that my skills are well matched to the work I am asked to undertake.	☐	☐	☐	☐	☐
I take advantage of my contractual entitlement to the planning, preparation and assessment (PPA)/leadership and management time and other non contact time available to me.	☐	☐	☐	☐	☐

Please indicate the extent to which the following statements are true.

	True	Not true
I feel under pressure to undertake administrative duties that fall outside the scope of my teaching responsibilities.	☐	☐
I undertake administrative duties that fall outside the scope of my teaching responsibilities.	☐	☐
I feel under pressure to take on unwanted teaching and learning responsibilities.	☐	☐
I feel that my performance management targets are achievable.	☐	☐
I feel able to raise with those who manage me any concerns I may have about the demands made of me at work.	☐	☐

If there are other reasons, not covered above, why you believe that the demands of your work are excessive, please indicate briefly below.

NASUWT Wellbeing at Work Online Survey

The following statements investigate the degree of **CONTROL** you have over your work.

Please answer the first question below.

If your response to the first question is either 'seldom true' or 'not true', it is recommended that you continue to respond to the remaining questions in this section.

If this is not the case, you may wish to consider moving to the next section.

Please indicate the extent to which the following statement is true.

	True	Mostly true	Sometimes true	Seldom true	Not true
I feel in control of my work.	☐	☐	☐	☐	☐

Please indicate the extent to which the following statements are true.

	True	Mostly true	Sometimes true	Seldom true	Not true
I am consulted about proposed changes that affect me.	☐	☐	☐	☐	☐
My views about proposed changes that affect me are listened to.	☐	☐	☐	☐	☐
My views about proposed changes that affect me are acted upon.	☐	☐	☐	☐	☐
I am in control of the way in which I plan and organise my work.	☐	☐	☐	☐	☐
I have no control of the deadlines associated with my work.	☐	☐	☐	☐	☐
I am encouraged to use my professional judgement.	☐	☐	☐	☐	☐

Please indicate the extent to which the following statements are true.

	True	Not true
I am able to influence my future career development.	☐	☐
I feel able to raise with those who manage me any concerns I may have about the support I receive at work.	☐	☐

If there are other reasons, not covered above, why you believe that you have insufficient control over your work, please indicate briefly below.

NASUWT Wellbeing at Work Online Survey

The following statements investigate the degree of **SUPPORT** you have at work.

Please answer the first question below.

If your response to the first question is either 'seldom true' or 'not true', it is recommended that you continue to respond to the remaining questions in this section.

If this is not the case, you may wish to consider moving to the next section.

Please indicate the extent to which the following statement is true.

	True	Mostly true	Sometimes true	Seldom true	Not true
I feel supported in the work that I do	☐	☐	☐	☐	☐

Please indicate the extent to which the following statements are true.

	True	Mostly true	Sometimes true	Seldom true	Not true
I have been adequately trained for the work that I am asked to undertake.	☐	☐	☐	☐	☐
I have access to the curriculum resources I need to deliver the results required of me.	☐	☐	☐	☐	☐
I have access to the classroom support needed to deliver the results required of me.	☐	☐	☐	☐	☐
I can rely on the co-operation of colleagues where delivery of my work requires their assistance.	☐	☐	☐	☐	☐
Arrangements to observe my lessons are acceptable.	☐	☐	☐	☐	☐
I receive constructive feedback from those who observe my work.	☐	☐	☐	☐	☐
The buildings/physical environment add value to the work I deliver.	☐	☐	☐	☐	☐

Please indicate the extent to which the following statements are true.

	True	Not true
I have access to adequate rest facilities.	☐	☐
I feel able to raise with those who manage me any concerns I may have about the support I receive at work.	☐	☐

If there are other reasons, not covered above, why you believe that the support you receive at work is inadequate, please indicate briefly below.

NASUWT Wellbeing at Work Online Survey

The following statements investigate the quality of the **RELATIONSHIPS** you have with your colleagues at work.

Please answer the first question below.

If your response to the first question is either 'seldom true' or 'not true', it is recommended that you continue to respond to the remaining questions in this section.

If this is not the case, you may wish to consider moving to the next section.

Please indicate the extent to which the following statement is true.

	True	Mostly true	Sometimes true	Seldom true	Not true
I have a positive working relationship with colleagues.	☐	☐	☐	☐	☐

Please indicate the extent to which the following statements are true.

	True	Mostly true	Sometimes true	Seldom true	Not true
I can approach those who manage my work.	☐	☐	☐	☐	☐
Colleagues share information with me that is relevant to my work.	☐	☐	☐	☐	☐
Colleagues discriminate against me.	☐	☐	☐	☐	☐
I experience bullying in the workplace	☐	☐	☐	☐	☐
I experience other behaviour from colleagues that I regard as unacceptable.	☐	☐	☐	☐	☐

Please indicate the extent to which the following statements are true.

	True	Not true
I am encouraged to report incidents of unacceptable behaviour by colleagues.	☐	☐
I feel that if I were to report an incident of unacceptable colleague behaviour, it would be dealt with in an appropriate manner.	☐	☐
I feel able to raise with those who manage me any concerns I may have about working relationships with colleagues.	☐	☐

If there are other reasons, not covered above, why you believe that your relationships with colleagues at work is poor, please indicate briefly below.

NASUWT Wellbeing at Work Online Survey

The following statements investigate your experience of PUPIL BEHAVIOUR.

Please answer the first question below.

If your response to the first question is either 'seldom true' or 'not true', it is recommended that you continue to respond to the remaining questions in this section.

If this is not the case, you may wish to consider moving to the next section.

Please indicate the extent to which the following statement is true.

	True	Mostly true	Sometimes true	Seldom true	Not true
Pupil behaviour is acceptable.	☐	☐	☐	☐	☐

Please indicate the extent to which the following statements are true.

	True	Mostly true	Sometimes true	Seldom true	Not true
Pupil behaviour is acceptable.	☐	☐	☐	☐	☐
I experience unacceptable levels of pupil disruption when delivering my work on a daily basis.	☐	☐	☐	☐	☐
I experience verbal assaults from pupils on a weekly basis.	☐	☐	☐	☐	☐
I experience physical assaults from pupils on a termly basis.	☐	☐	☐	☐	☐
I experience cyberbullying by pupils on a termly basis.	☐	☐	☐	☐	☐
Pupils discriminate against me.	☐	☐	☐	☐	☐
I am subject to other unacceptable behaviour by pupils.	☐	☐	☐	☐	☐

Please indicate the extent to which the following statements are true.

	True	Not true
I am encouraged to report incidents of unacceptable pupil behaviour.	☐	☐
I feel that if I were to report an incident of unacceptable pupil behaviour, it would be dealt with in an appropriate manner.	☐	☐
I feel able to raise with those who manage me any concerns I may have about pupil behaviour.	☐	☐

If there are other reasons, not covered above, in which you have suffered as a result of poor pupil behaviour, please indicate briefly below.

NASUWT Wellbeing at Work Online Survey

The following statements investigate the issues surrounding your **ROLE** and responsibilities at work.

Please answer the first question below.

If your response to the first question is either 'seldom true' or 'not true', it is recommended that you continue to respond to the remaining questions in this section.

If this is not the case, you may wish to consider moving to the next section.

Please indicate the extent to which the following statement is true.

	True	Mostly true	Sometimes true	Seldom true	Not true
I know what is expected of me at work.	☐	☐	☐	☐	☐

Please indicate the extent to which the following statements are true.

	True	Mostly true	Sometimes true	Seldom true	Not true
The role expected of me at work has been clearly communicated to me.	☐	☐	☐	☐	☐
I understand my day-to-day work priorities.	☐	☐	☐	☐	☐
I understand my longer term work priorities.	☐	☐	☐	☐	☐
I understand how my work contributes to the wider work of the team(s) of which I am a member.	☐	☐	☐	☐	☐
My role is understood by other colleagues within team(s) of which I am a member.	☐	☐	☐	☐	☐
Those who manage me are aware of the skills that I have to offer.	☐	☐	☐	☐	☐
My skills are not put to their best use.	☐	☐	☐	☐	☐

Please indicate the extent to which the following statement is true.

	True	Not true
I feel able to raise with those who manage me any concerns I may have about my role within the workplace.	☐	☐

If there are other reasons, not covered above, why you have concerns about your role in the workplace, please indicate briefly below.

NASUWT Wellbeing at Work Online Survey

The following statements investigate the degree to which you feel involved in **CHANGES** that occur within the workplace.

Please answer the first question below.

If your response to the first question is either 'seldom true' or 'not true', it is recommended that you continue to respond to the remaining questions in this section.

If this is not the case, you may wish to consider moving to the next section.

Please indicate the extent to which the following statement is true.

	True	Mostly true	Sometimes true	Seldom true	Not true
I feel involved when changes in the workplace are being considered.	☐	☐	☐	☐	☐

Please indicate the extent to which the following statements are true.

	True	Mostly true	Sometimes true	Seldom true	Not true
I am told why changes in the workplace are being considered.	☐	☐	☐	☐	☐
I am consulted about proposed changes in the workplace.	☐	☐	☐	☐	☐
My views about proposed changes in the workplace are listened to.	☐	☐	☐	☐	☐
My views about proposed changes in the workplace are acted upon.	☐	☐	☐	☐	☐
I cope well with the pace of organisational change within the workplace.	☐	☐	☐	☐	☐
I cope well with the pace of curriculum changes.	☐	☐	☐	☐	☐
I cope well with the pace of technological change.	☐	☐	☐	☐	☐
Changes affecting me are not accompanied by appropriate support and training.	☐	☐	☐	☐	☐

Please indicate the extent to which the following statement is true.

	True	Not true
I feel able to raise with those who manage me any concerns I may have about changes that occur within the workplace.	☐	☐

If there are other reasons, not covered above, why you have concerns about changes occurring within the workplace, please indicate briefly below.

NASUWT Wellbeing at Work Online Survey

The following questions address your experience of WORK-RELATED PRESSURE AND STRESS

Please indicate below which statement best describes the extent of the pressures or stresses that you have experienced over the last six months.

- ☐ Little or no pressure.
- ☐ Some pressure but well short of stress.
- ☐ Pressure just short of stress.
- ☐ Too much pressure giving rise to some feelings of stress.
- ☐ Regular feelings of stress.
- ☐ Constant feelings of stress.

Please indicate the extent to which the following statements are true.

	True	Mostly true	Sometimes true	Seldom true	Not true
Those who manage me understand the pressures/stresses associated with my work.	☐	☐	☐	☐	☐
Those who manage me take measures to ensure that the pressures associated with my work are reasonable.	☐	☐	☐	☐	☐

I have during the last six months suffered from work-related stress.

- ☐ False ☐ True

I have, during the last six months, taken time off work due to work-related stress

- ☐ False ☐ True

I have, in the last six months, considered leaving the teaching profession as a result of work-related stress.

- ☐ False ☐ True