



## Staff Well-being Survey

The well-being of staff enables the College to meet its aim of providing the best possible education for its pupils. Dulwich College is a demanding, stimulating and vibrant place to work; within this context we seek to provide good working environments, efficient working practices and effective management structures as well as a range of benefits and training where they are required. Building on the appraisal system, we hope this survey will encourage individual reflection and constructive communication between colleagues. This survey will also help us identify any improvements to meet our shared aim better.

The survey consists of twenty questions and can be completed online or on paper. If a question does not apply to you or you do not wish to answer it then simply leave it unanswered. To preserve your anonymity, Survey Monkey has been used as the platform and no attempts will be made to identify individual responses.

The anonymous results will be analysed by Simon Northcote-Green and Sarah Griffiths (Head of Well-being) and shared with the Senior Management Team and then with all staff.

Thank you for your participation.  
Dr JAF Spence, Master



## Staff Well-being Survey

### 1. About you

**Please select the answer(s) which best describes your contract:**

- Full Time
- Part Time
- Temporary Staff
- Term Time

## 2. About you

Are you male or female?

- Male
- Female

## 3. About you

If you are a teacher or pastoral/academic support staff which part(s) of the College do you work in?

- Senior School
- Junior School
- DUCKS

## 4. About you

If you are operational staff, which department(s) are you part of?

- Administrative or Technical Support
- Catering, Central Procurement, Grounds, Facilities and Maintenance
- Finance, HR, Computer Services or Communications (Admissions, Development and Marketing)
- Dulwich College Enterprises
- Other

## 5. About you

How long have you been employed by the College?

- Less than 1 year
- Between 1 and 5 years
- Between 5 and 10 years
- Over 10 years

## 6. About you

I am..

- Not a manager
- A manager or Head of department

## 7. Working for Dulwich College

Select the statement that you most agree with

- I always or almost always enjoy working here
- I more often than not enjoy working here
- I sometimes enjoy working here
- I rarely enjoy working here

## 8. Working for Dulwich College

Which benefits of working at the College do you most appreciate? Tick a maximum of 6.

- Access to the Medical Centre & College Counsellor
- Free membership of College Sports Club for staff and their children up to 18
- Free school lunches
- Free tea and coffee
- Free use of Foundation Coach Service for staff
- Free entry to the Dulwich Picture Gallery (except certain exhibitions)
- End of term parties
- Pension scheme membership (where applicable)
- Sick pay in addition to statutory minimum
- Maternity pay in addition to statutory minimum
- Holiday in addition to Statutory minimum
- Paid paternity leave
- Fee remission (children at DUCKS, the College, Alleyn's or JAGS)
- Salary sacrifice scheme for school fees
- Childcare vouchers under salary sacrifice
- School accommodation (where applicable)
- BUPA scheme
- Priority places at DUCKS (where applicable)
- Provision of a laptop/computer (where applicable)
- Cycle To Work scheme under salary sacrifice
- Sabbaticals or Special Project Leave (subject to terms and conditions)
- 10% discount on certain items at the Commissariat
- Contribution towards spectacles if needed for the job
- Discounted rates for private functions (once every 3 years)
- Discounted rates for use of Outdoor Centre
- 50% discount on green fees (weekdays only) at the Dulwich Golf Club

Other (please specify)

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### 9. Working for Dulwich College

For each of the statements below, please tick the box that best reflects your experience

	Very much	To a large extent	To some extent	Not at all
When I started working for Dulwich College I was made to feel welcome by my department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I started working for Dulwich College I was made to feel welcome by the College overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Any other comment:

### 10. Your working life

Select the statement that you most agree with:

- I am very happy with my work/life balance
- I am generally happy with my work/life balance
- I am somewhat unhappy with my work/life balance
- I am very unhappy with my work/life balance

### 11. Your working life

During the last 18 months what, if anything, has made you feel repeatedly or unduly stressed and unhappy while at work?

### 12. Your working life

Tick as many boxes as apply

	Senior Management	My line manager	My departmental colleagues	Other College colleagues	Parents
I feel the work I do is valued by...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 13. Your working life

Which aspect(s) of your working life do you particularly appreciate?

#### 14. Your working life

What change(s), if any, could be made to improve your physical working environment?

#### 15. Your working life

During the last 3 years, have you ever witnessed or experienced unfair treatment of a serious nature?

Yes

No

If yes, please provide a general description:

#### 16. You and your colleagues

Tick all the statements that apply: my line manager (the person I report to)...

- gives me clear direction about what is required of me
- gives me clear and helpful feedback on a regular basis
- is supportive when I need it
- acknowledges excellent work
- makes me feel valued
- talks to me about my training

Any additional comment

#### 17. You and your colleagues

Tick all the statements that apply: I support my line manager by..

- understanding what the College and departmental objectives are and how I contribute to the College
- understanding how I can best serve my department
- trying to find solutions to issues myself first
- keeping her/him informed

Any additional comment

**18. Please only answer this question if you are a line manager.**

**You and your colleagues**

**Tick all the statements that apply: I support those I manage by..**

- giving clear direction about what is required of them
- giving clear and helpful feedback on a regular basis
- being supportive
- acknowledging excellent work
- making them feel valued
- talking to them or informing them about training

Any additional comment

**19. The future**

**List below any topics on which you would appreciate advice or training**

**20. The future**

**If you have any further recommendations regarding staff well-being, please make them here**