

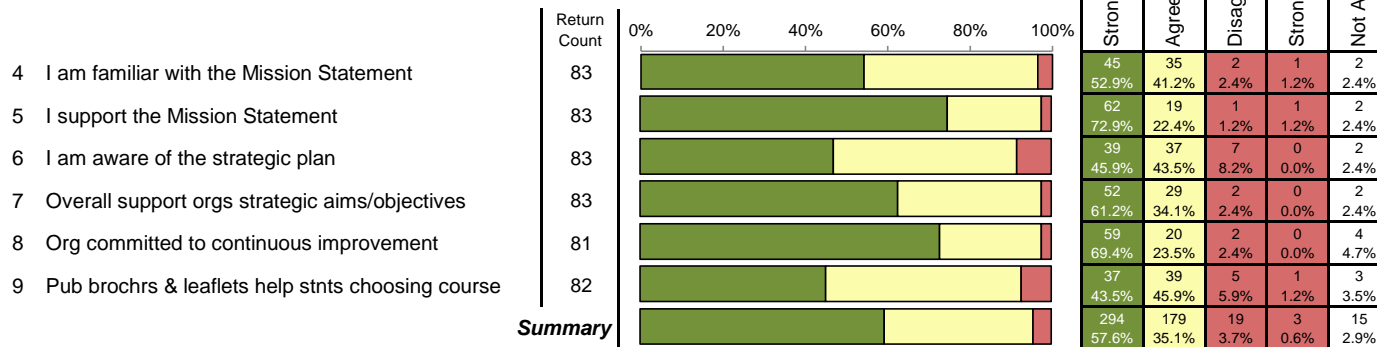
Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents  
 Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.  
 Report style: Combined Graphical, Rated, Questionnaire order  
 Filtered by: All Respondents  
 Respondents: 85



**Purpose, Structure and Direction**



Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
75		96	-5		
86		98	=	A	+5
69		92	+7		
80		98	+4	A	+5
85		98	+4	A	+12
69		93	+7		
77		96	+3	B	+8

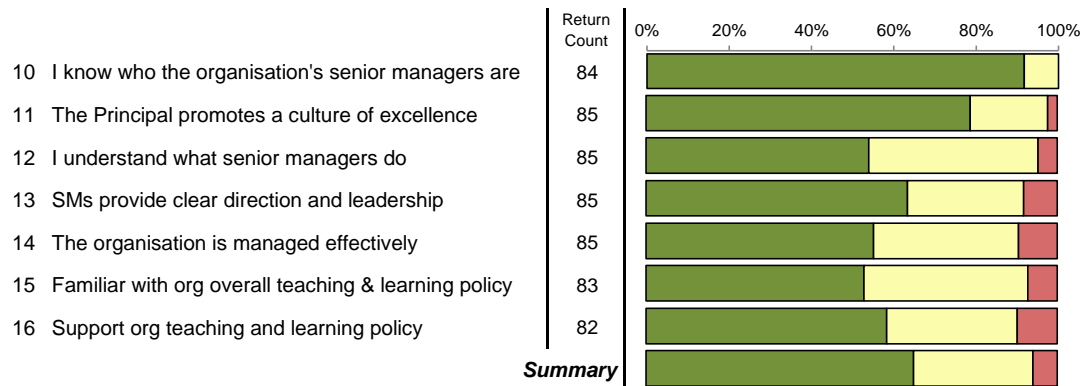
Survey: **Staff Survey 2017**

Report By: **All Respondents**

Difference from: All Respondents  
 Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.  
 Report style: Combined Graphical, Rated, Questionnaire order  
 Filtered by: All Respondents  
 Respondents: 85



**Strategic Management**



	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
10	77 90.6%	7 8.2%	0 0.0%	0 0.0%	1 1.2%
11	67 78.8%	16 18.8%	2 2.4%	0 0.0%	0 0.0%
12	46 54.1%	35 41.2%	2 2.4%	2 2.4%	0 0.0%
13	54 63.5%	24 28.2%	7 8.2%	0 0.0%	0 0.0%
14	47 55.3%	30 35.3%	8 9.4%	0 0.0%	0 0.0%
15	44 51.8%	33 38.8%	4 4.7%	2 2.4%	2 2.4%
16	48 56.5%	26 30.6%	7 8.2%	1 1.2%	3 3.5%
<b>Summary</b>	383 64.4%	171 28.7%	30 5.0%	5 0.8%	6 1.0%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
96		100	+8	A	+10
88		98	+4	A	+21
75		95	+14	A	+22
78		92	+19	A	+30
73		91	+14	A	+24
73		93	+5		
74		90	+6		
80		94	+10	A	+21

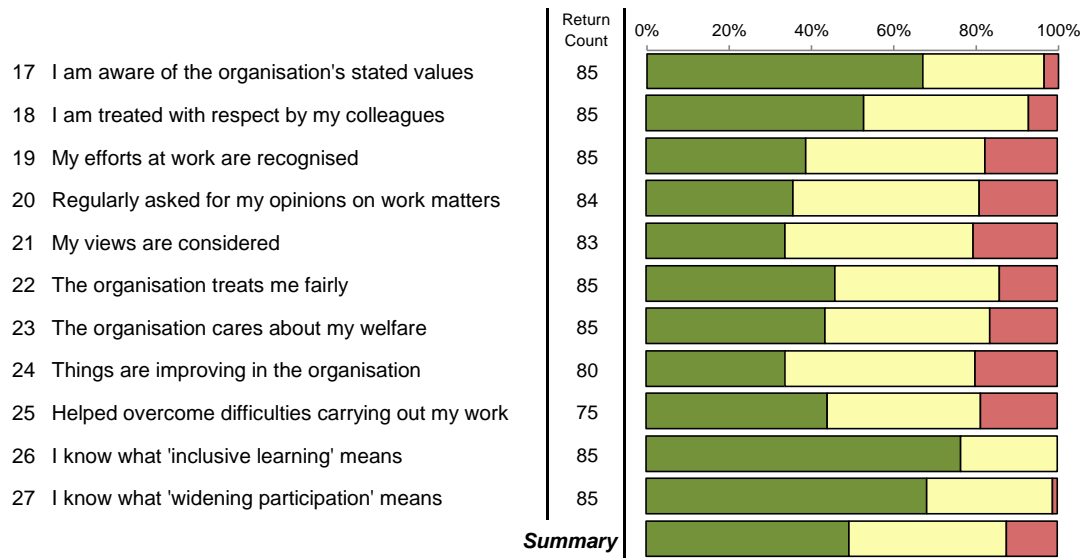
Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents  
 Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.  
 Report style: Combined Graphical, Rated, Questionnaire order  
 Filtered by: All Respondents  
 Respondents: 85



**Organisational Values and Culture**



Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
57	25	3	0	0
67.1%	29.4%	3.5%	0.0%	0.0%
45	34	5	1	0
52.9%	40.0%	5.9%	1.2%	0.0%
33	37	13	2	0
38.8%	43.5%	15.3%	2.4%	0.0%
30	38	12	4	1
35.3%	44.7%	14.1%	4.7%	1.2%
28	38	13	4	2
32.9%	44.7%	15.3%	4.7%	2.4%
39	34	9	3	0
45.9%	40.0%	10.6%	3.5%	0.0%
37	34	9	5	0
43.5%	40.0%	10.6%	5.9%	0.0%
27	37	13	3	5
31.8%	43.5%	15.3%	3.5%	5.9%
33	28	8	6	10
38.8%	32.9%	9.4%	7.1%	11.8%
65	20	0	0	0
76.5%	23.5%	0.0%	0.0%	0.0%
58	26	1	0	0
68.2%	30.6%	1.2%	0.0%	0.0%
452	351	86	28	18
48.3%	37.5%	9.2%	3.0%	1.9%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
82		96	+8	A	+8
73		93	-2	B	+1
61		82	+7	A	+11
58		81	+9	A	+11
57		80	+11	A	+12
66		86	-3	A	+8
64		84	+2	A	+13
57		80	+8	A	+16
63		81	=		
88		100	+1		
84		99	=		
68		88	+3	A	+10

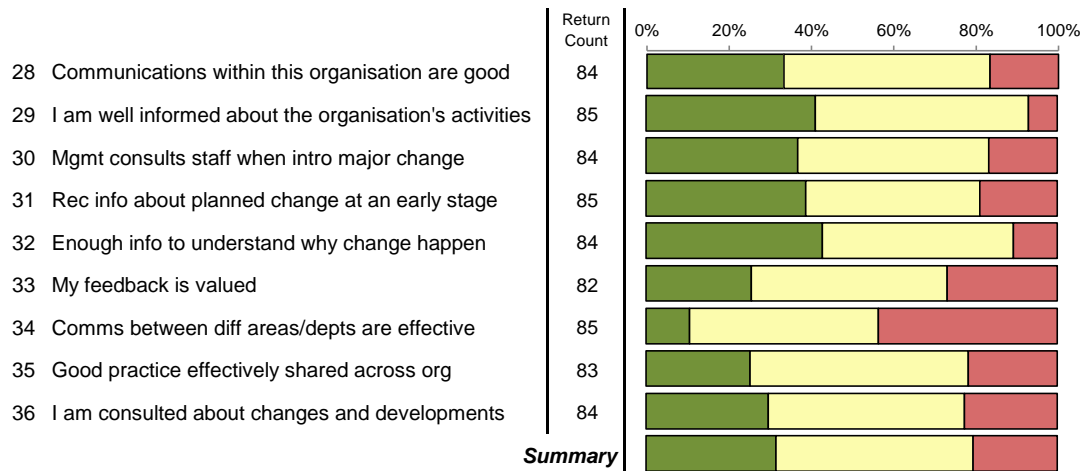
Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents  
 Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.  
 Report style: Combined Graphical, Rated, Questionnaire order  
 Filtered by: All Respondents  
 Respondents: 85



**Communications**



	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
28	42	13	1	1	
32.9%	49.4%	15.3%	1.2%	1.2%	
29	44	5	1	0	
41.2%	51.8%	5.9%	1.2%	0.0%	
30	39	10	4	1	
36.5%	45.9%	11.8%	4.7%	1.2%	
31	36	12	4	0	
38.8%	42.4%	14.1%	4.7%	0.0%	
32	39	6	3	1	
42.4%	45.9%	7.1%	3.5%	1.2%	
33	39	17	5	3	
24.7%	45.9%	20.0%	5.9%	3.5%	
34	39	27	10	0	
10.6%	45.9%	31.8%	11.8%	0.0%	
35	44	16	2	2	
24.7%	51.8%	18.8%	2.4%	2.4%	
36	40	13	6	1	
29.4%	47.1%	15.3%	7.1%	1.2%	
<b>Summary</b>	<b>362</b>	<b>119</b>	<b>36</b>	<b>9</b>	
	<b>47.3%</b>	<b>15.6%</b>	<b>4.7%</b>	<b>1.2%</b>	

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
58		83	+7	A	+21
67		93	+2	A	+15
60		83	+8	A	+16
60		81	+7		
66		89	+10	A	+19
49		73	+6		
34		56	+3	A	+7
52		78	-4	A	+12
54		77	+8		
56		79	+6	A	+15

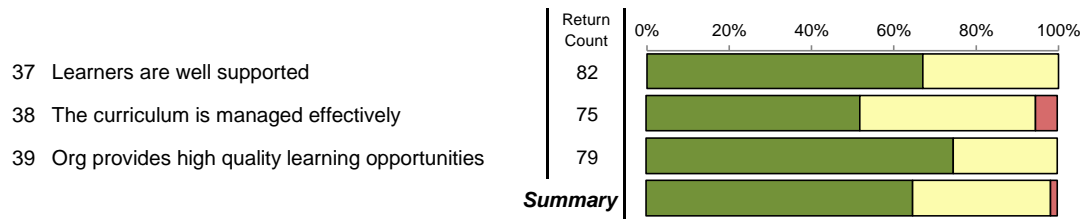
Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents  
 Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.  
 Report style: Combined Graphical, Rated, Questionnaire order  
 Filtered by: All Respondents  
 Respondents: 85



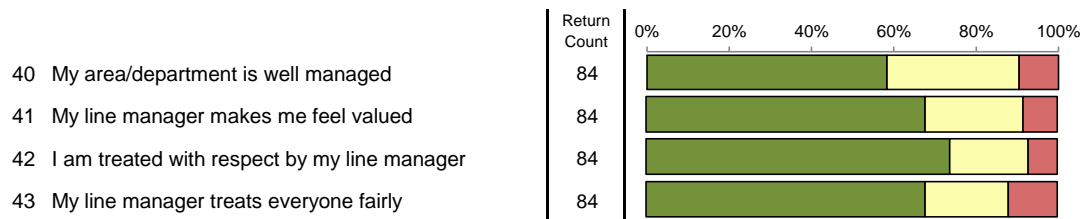
**Cross Provider Organisation**



	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
37	55 64.7%	27 31.8%	0 0.0%	0 0.0%	3 3.5%
38	39 45.9%	32 37.6%	3 3.5%	1 1.2%	10 11.8%
39	59 69.4%	20 23.5%	0 0.0%	0 0.0%	6 7.1%
<b>Summary</b>	153 60.0%	79 31.0%	3 1.2%	1 0.4%	19 7.5%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
84		100	+6	A	+13
73		95	+4	A	+16
87		100	+8	A	+16
82		98	+7	A	+16

**My Local Line Management**



	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
40	49 57.6%	27 31.8%	4 4.7%	4 4.7%	1 1.2%
41	57 67.1%	20 23.5%	3 3.5%	4 4.7%	1 1.2%
42	62 72.9%	16 18.8%	3 3.5%	3 3.5%	1 1.2%
43	57 67.1%	17 20.0%	7 8.2%	3 3.5%	1 1.2%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
74		90	+3	A	+7
80		92	+3	A	+17
83		93	=	A	+7
78		88	+1	A	+7

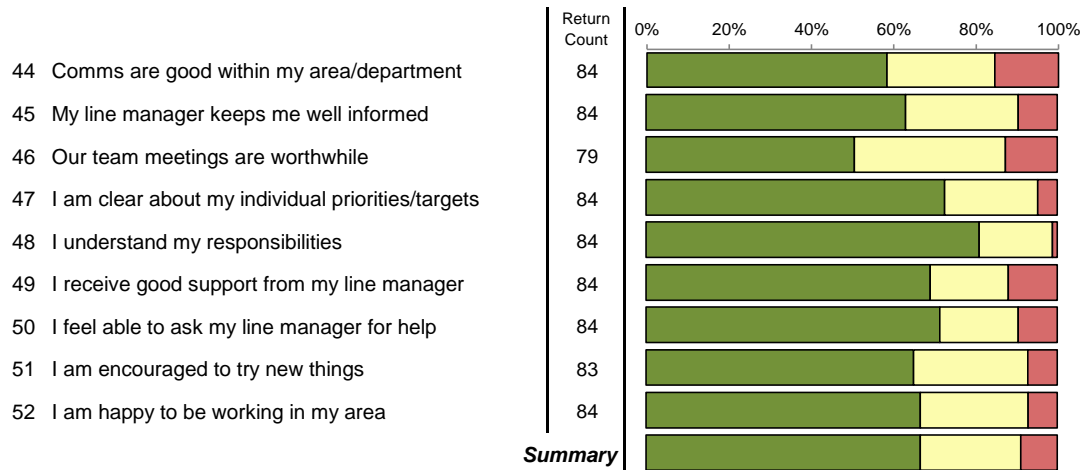
Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents  
 Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.  
 Report style: Combined Graphical, Rated, Questionnaire order  
 Filtered by: All Respondents  
 Respondents: 85



**My Local Line Management**



Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
49	22	13	0	1
53	23	6	2	1
40	29	8	2	6
61	19	2	2	1
68	15	0	1	1
58	16	8	2	1
60	16	4	4	1
54	23	4	2	2
56	22	3	3	1
724	265	65	32	19

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
71		85	+1	A	+8
77		90	+4	A	+13
69		87	+8	A	+9
84		95	+5	A	+9
90		99	+6		
79		88	+3	A	+12
81		90	+2	A	+6
79		93	+3	A	+19
80		93	+1		
79		91	+3	A	+11

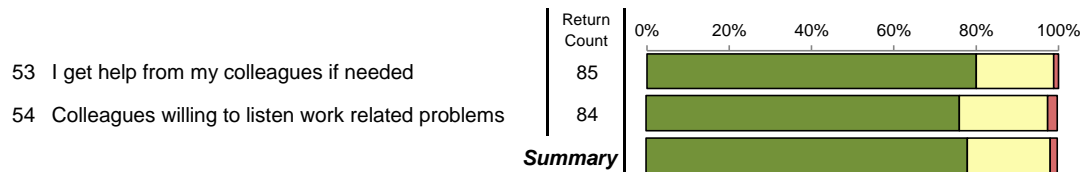
Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents  
 Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.  
 Report style: Combined Graphical, Rated, Questionnaire order  
 Filtered by: All Respondents  
 Respondents: 85



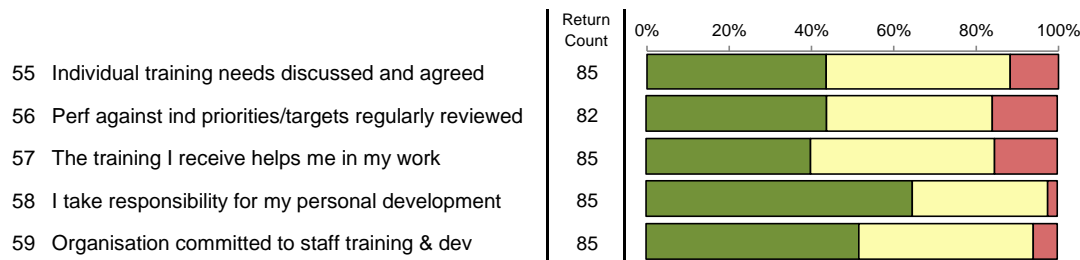
### My Colleagues in the Team



Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
68 80.0%	16 18.8%	1 1.2%	0 0.0%	0 0.0%
64 75.3%	18 21.2%	2 2.4%	0 0.0%	1 1.2%
132 77.6%	34 20.0%	3 1.8%	0 0.0%	1 0.6%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
89		99	+2	A	+8
87		98	-2	A	+7
88		98	=	A	+7

### Appraisal, Training and Development



Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
37 43.5%	38 44.7%	8 9.4%	2 2.4%	0 0.0%
36 42.4%	33 38.8%	10 11.8%	3 3.5%	3 3.5%
34 40.0%	38 44.7%	12 14.1%	1 1.2%	0 0.0%
55 64.7%	28 32.9%	2 2.4%	0 0.0%	0 0.0%
44 51.8%	36 42.4%	4 4.7%	1 1.2%	0 0.0%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
66		88	+10	A	+7
64		84	+2	B	+5
62		85	+7	A	+10
81		98	+7		
73		94	+13		

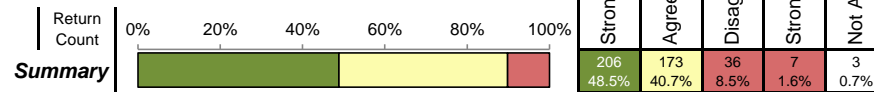
Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents  
 Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.  
 Report style: Combined Graphical, Rated, Questionnaire order  
 Filtered by: All Respondents  
 Respondents: 85



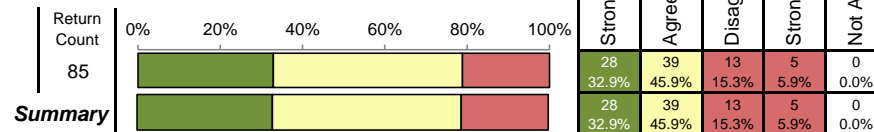
### Appraisal, Training and Development



Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
69		90	+8	A	+7

### Career Development

60 My job provides me with opportunities to develop



Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
56		79	+2	A	+6
56		79	+2	A	+6



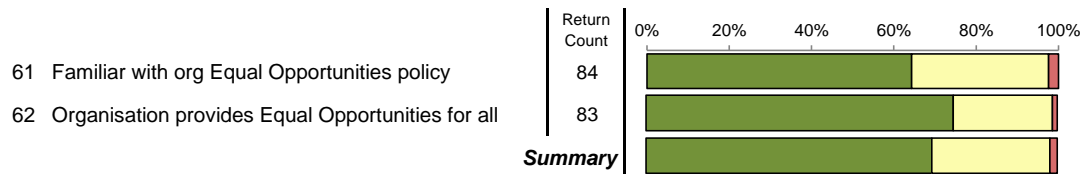
Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents  
 Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.  
 Report style: Combined Graphical, Rated, Questionnaire order  
 Filtered by: All Respondents  
 Respondents: 85



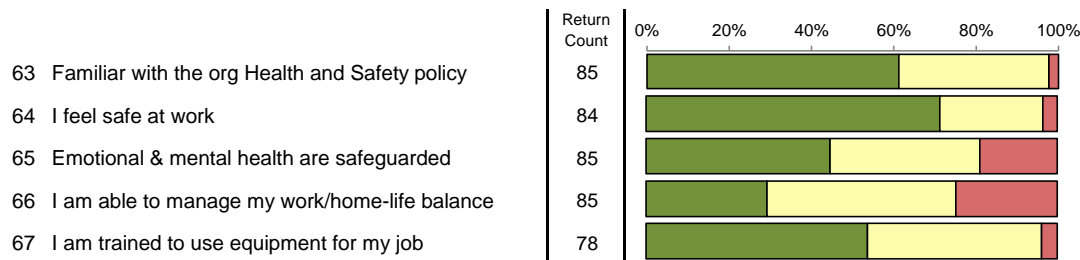
### Equal Opportunities & Safeguarding



	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
61	54 63.5%	28 32.9%	1 1.2%	1 1.2%	1 1.2%
62	62 72.9%	20 23.5%	1 1.2%	0 0.0%	2 2.4%
<b>Summary</b>	116 68.2%	48 28.2%	2 1.2%	1 0.6%	3 1.8%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
81		98	+3	A	+9
87		99	+5	A	+17
84		98	+4	A	+13

### Health and Safety



	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
63	52 61.2%	31 36.5%	1 1.2%	1 1.2%	0 0.0%
64	60 70.6%	21 24.7%	3 3.5%	0 0.0%	1 1.2%
65	38 44.7%	31 36.5%	11 12.9%	5 5.9%	0 0.0%
66	25 29.4%	39 45.9%	15 17.6%	6 7.1%	0 0.0%
67	42 49.4%	33 38.8%	2 2.4%	1 1.2%	7 8.2%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
79		98	+4	A	+8
84		96	+7	A	+6
63		81	+9		
52		75	-4	B	+1
75		96	+6	B	=

Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents

Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.

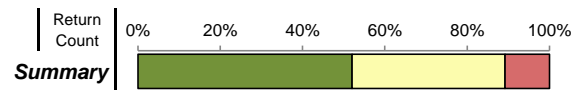
Report style: Combined Graphical, Rated, Questionnaire order

Filtered by: All Respondents

Respondents: 85



### Health and Safety

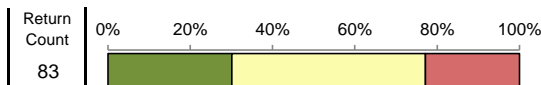


Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
217	155	32	13	8
51.1%	36.5%	7.5%	3.1%	1.9%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
71		89	+5	B	+4

### Job Security and Satisfaction

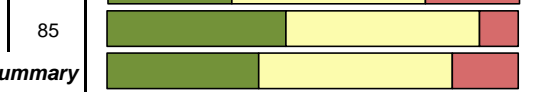
68 I believe my job is safe for the foreseeable future



Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
25	39	17	2	2
29.4%	45.9%	20.0%	2.4%	2.4%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
54		77	+9	A	+12

69 I feel confident about the future of the organisation



Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
37	40	8	0	0
43.5%	47.1%	9.4%	0.0%	0.0%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
67		91	+9	A	+23



Survey: Staff Survey 2017

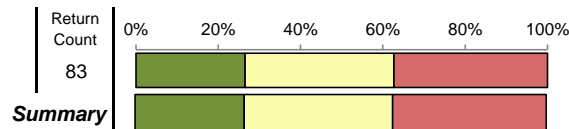
Report By: All Respondents

Difference from: All Respondents  
 Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.  
 Report style: Combined Graphical, Rated, Questionnaire order  
 Filtered by: All Respondents  
 Respondents: 85



### Pay and Benefits

70 My pay is fair reward for my work



Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
22	30	22	9	2
25.9%	35.3%	25.9%	10.6%	2.4%
22	30	22	9	2
25.9%	35.3%	25.9%	10.6%	2.4%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
45		63	-3	A	+3
45		63	-3	B	+3

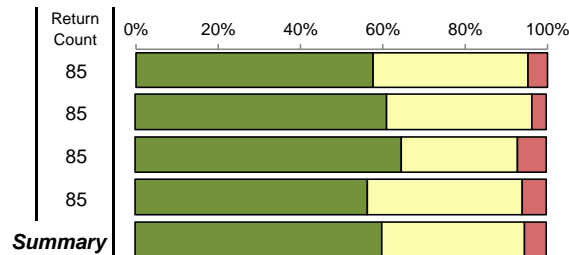
### The Work Itself

71 The work I do is challenging

72 The work I do is interesting

73 I have gained new skills whilst working here

74 I enjoy the type of work I do



Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
49	32	4	0	0
57.6%	37.6%	4.7%	0.0%	0.0%
52	30	3	0	0
61.2%	35.3%	3.5%	0.0%	0.0%
55	24	6	0	0
64.7%	28.2%	7.1%	0.0%	0.0%
48	32	3	2	0
56.5%	37.6%	3.5%	2.4%	0.0%
204	118	16	2	0
60.0%	34.7%	4.7%	0.6%	0.0%

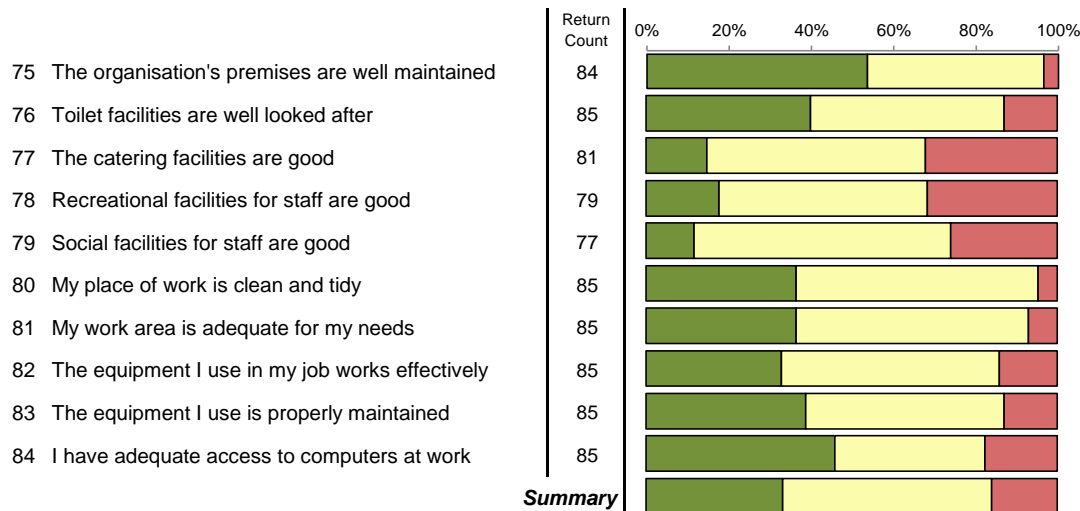
Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
76		95	-1	B	+1
79		96	+4	A	+5
79		93	+1	A	+6
75		94	-3	B	+8
77		95	=	B	+5

Survey: Staff Survey 2017  
 Report By: All Respondents



Difference from: All Respondents  
 Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.  
 Report style: Combined Graphical, Rated, Questionnaire order  
 Filtered by: All Respondents  
 Respondents: 85

**Working Conditions**



Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
45	36	3	0	1
52.9%	42.4%	3.5%	0.0%	1.2%
34	40	9	2	0
40.0%	47.1%	10.6%	2.4%	0.0%
12	43	21	5	4
14.1%	50.6%	24.7%	5.9%	4.7%
14	40	20	5	6
16.5%	47.1%	23.5%	5.9%	7.1%
9	48	15	5	8
10.6%	56.5%	17.6%	5.9%	9.4%
31	50	4	0	0
36.5%	58.8%	4.7%	0.0%	0.0%
31	48	4	2	0
36.5%	56.5%	4.7%	2.4%	0.0%
28	45	9	3	0
32.9%	52.9%	10.6%	3.5%	0.0%
33	41	9	2	0
38.8%	48.2%	10.6%	2.4%	0.0%
39	31	13	2	0
45.9%	36.5%	15.3%	2.4%	0.0%
276	422	107	26	19
32.5%	49.6%	12.6%	3.1%	2.2%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
75		96	+4	A	+6
64		87	-3	B	+6
41		68	+15	C	-9
43		68	+4		
43		74	+12	B	+3
66		95	=	B	+4
65		93	=	A	+5
59		86	+3	C	-2
63		87	+1	C	+2
64		82	-7	D	-7
59		84	+3	C	+1

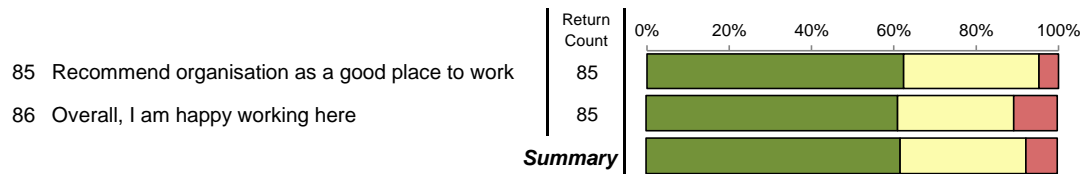
Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents  
 Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.  
 Report style: Combined Graphical, Rated, Questionnaire order  
 Filtered by: All Respondents  
 Respondents: 85



**Overall Satisfaction**



	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered
85	53 62.4%	28 32.9%	2 2.4%	2 2.4%	0 0.0%
86	52 61.2%	24 28.2%	7 8.2%	2 2.4%	0 0.0%
<b>Summary</b>	105 61.8%	52 30.6%	9 5.3%	4 2.4%	0 0.0%

Rating	Difference	Agree%	Distance Travelled	Quartile	External Benchmark
79		95	+8	A	+18
75		89	+4	A	+11
77		92	+6	A	+14

Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents

Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.

Report style: Combined Graphical, Rated, Questionnaire order

Filtered by: All Respondents

Respondents: 85



Job Role		
Managerial	10	11.8%
Teaching	42	49.4%
Other	7	8.2%
Support Staff Admin	18	21.2%
Support Staff Technical	6	7.1%
Not Answered	2	2.4%

Time Employed		
0 - 2 yrs	19	22.4%
3 - 5 yrs	17	20.0%
6 - 10 yrs	18	21.2%
11+ yrs	28	32.9%
Not Answered	3	3.5%

Age Group		
16 - 30 yrs	18	21.2%
31 - 40 yrs	23	27.1%
41 - 50 yrs	19	22.4%
51+ yrs	21	24.7%
Not Answered	4	4.7%

Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents

Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.

Report style: Combined Graphical, Rated, Questionnaire order

Filtered by: All Respondents

Respondents: 85



### Purpose, Structure and Direction

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
4 I am familiar with the Mission Statement	83	45	35	2	1	2	1.5	3.5	96
5 I support the Mission Statement	83	62	19	1	1	2	1.3	3.7	98
6 I am aware of the strategic plan	83	39	37	7	0	2	1.6	3.4	92
7 Overall support orgs strategic aims/objectives	83	52	29	2	0	2	1.4	3.6	98
8 Org committed to continuous improvement	81	59	20	2	0	4	1.3	3.7	98
9 Pub brochrs & leaflets help stnts choosing course	82	37	39	5	1	3	1.6	3.4	93

### Strategic Management

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
10 I know who the organisation's senior managers are	84	77	7	0	0	1	1.1	3.9	100
11 The Principal promotes a culture of excellence	85	67	16	2	0	0	1.2	3.8	98
12 I understand what senior managers do	85	46	35	2	2	0	1.5	3.5	95
13 SMS provide clear direction and leadership	85	54	24	7	0	0	1.4	3.6	92
14 The organisation is managed effectively	85	47	30	8	0	0	1.5	3.5	91
15 Familiar with org overall teaching & learning policy	83	44	33	4	2	2	1.6	3.4	93
16 Support org teaching and learning policy	82	48	26	7	1	3	1.5	3.5	90

### Organisational Values and Culture

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
17 I am aware of the organisation's stated values	85	57	25	3	0	0	1.4	3.6	96
18 I am treated with respect by my colleagues	85	45	34	5	1	0	1.6	3.4	93
19 My efforts at work are recognised	85	33	37	13	2	0	1.8	3.2	82
20 Regularly asked for my opinions on work matters	84	30	38	12	4	1	1.9	3.1	81

Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents

Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.

Report style: Combined Graphical, Rated, Questionnaire order

Filtered by: All Respondents

Respondents: 85



### Organisational Values and Culture

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
21 My views are considered	83	28	38	13	4	2	1.9	3.1	80
22 The organisation treats me fairly	85	39	34	9	3	0	1.7	3.3	86
23 The organisation cares about my welfare	85	37	34	9	5	0	1.8	3.2	84
24 Things are improving in the organisation	80	27	37	13	3	5	1.9	3.1	80
25 Helped overcome difficulties carrying out my work	75	33	28	8	6	10	1.8	3.2	81
26 I know what 'inclusive learning' means	85	65	20	0	0	0	1.2	3.8	100
27 I know what 'widening participation' means	85	58	26	1	0	0	1.3	3.7	99

### Communications

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
28 Communications within this organisation are good	84	28	42	13	1	1	1.8	3.2	83
29 I am well informed about the organisation's activities	85	35	44	5	1	0	1.7	3.3	93
30 Mgmt consults staff when intro major change	84	31	39	10	4	1	1.8	3.2	83
31 Rec info about planned change at an early stage	85	33	36	12	4	0	1.8	3.2	81
32 Enough info to understand why change happen	84	36	39	6	3	1	1.7	3.3	89
33 My feedback is valued	82	21	39	17	5	3	2.1	2.9	73
34 Comms between diff areas/depts are effective	85	9	39	27	10	0	2.4	2.6	56
35 Good practice effectively shared across org	83	21	44	16	2	2	2.0	3.0	78
36 I am consulted about changes and developments	84	25	40	13	6	1	2.0	3.0	77

### Cross Provider Organisation

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
37 Learners are well supported	82	55	27	0	0	3	1.3	3.7	100



Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents

Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.

Report style: Combined Graphical, Rated, Questionnaire order

Filtered by: All Respondents

Respondents: 85



### Cross Provider Organisation

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
38 The curriculum is managed effectively	75	39	32	3	1	10	1.5	3.5	95
39 Org provides high quality learning opportunities	79	59	20	0	0	6	1.3	3.7	100

### My Local Line Management

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
40 My area/department is well managed	84	49	27	4	4	1	1.6	3.4	90
41 My line manager makes me feel valued	84	57	20	3	4	1	1.5	3.5	92
42 I am treated with respect by my line manager	84	62	16	3	3	1	1.4	3.6	93
43 My line manager treats everyone fairly	84	57	17	7	3	1	1.5	3.5	88
44 Comms are good within my area/department	84	49	22	13	0	1	1.6	3.4	85
45 My line manager keeps me well informed	84	53	23	6	2	1	1.5	3.5	90
46 Our team meetings are worthwhile	79	40	29	8	2	6	1.6	3.4	87
47 I am clear about my individual priorities/targets	84	61	19	2	2	1	1.3	3.7	95
48 I understand my responsibilities	84	68	15	0	1	1	1.2	3.8	99
49 I receive good support from my line manager	84	58	16	8	2	1	1.5	3.5	88
50 I feel able to ask my line manager for help	84	60	16	4	4	1	1.4	3.6	90
51 I am encouraged to try new things	83	54	23	4	2	2	1.4	3.6	93
52 I am happy to be working in my area	84	56	22	3	3	1	1.4	3.6	93

### My Colleagues in the Team

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
53 I get help from my colleagues if needed	85	68	16	1	0	0	1.2	3.8	99
54 Colleagues willing to listen work related problems	84	64	18	2	0	1	1.3	3.7	98

Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents

Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.

Report style: Combined Graphical, Rated, Questionnaire order

Filtered by: All Respondents

Respondents: 85



### Appraisal, Training and Development

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
55 Individual training needs discussed and agreed	85	37	38	8	2	0	1.7	3.3	88
56 Perf against ind priorities/targets regularly reviewed	82	36	33	10	3	3	1.8	3.2	84
57 The training I receive helps me in my work	85	34	38	12	1	0	1.8	3.2	85
58 I take responsibility for my personal development	85	55	28	2	0	0	1.4	3.6	98
59 Organisation committed to staff training & dev	85	44	36	4	1	0	1.6	3.4	94

### Career Development

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
60 My job provides me with opportunities to develop	85	28	39	13	5	0	1.9	3.1	79

### Equal Opportunities & Safeguarding

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
61 Familiar with org Equal Opportunities policy	84	54	28	1	1	1	1.4	3.6	98
62 Organisation provides Equal Opportunities for all	83	62	20	1	0	2	1.3	3.7	99

### Health and Safety

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
63 Familiar with the org Health and Safety policy	85	52	31	1	1	0	1.4	3.6	98
64 I feel safe at work	84	60	21	3	0	1	1.3	3.7	96
65 Emotional & mental health are safeguarded	85	38	31	11	5	0	1.8	3.2	81
66 I am able to manage my work/home-life balance	85	25	39	15	6	0	2.0	3.0	75
67 I am trained to use equipment for my job	78	42	33	2	1	7	1.5	3.5	96

Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents

Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.

Report style: Combined Graphical, Rated, Questionnaire order

Filtered by: All Respondents

Respondents: 85



### Job Security and Satisfaction

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
68 I believe my job is safe for the foreseeable future	83	25	39	17	2	2	2.0	3.0	77
69 I feel confident about the future of the organisation	85	37	40	8	0	0	1.7	3.3	91

### Pay and Benefits

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
70 My pay is fair reward for my work	83	22	30	22	9	2	2.2	2.8	63

### The Work Itself

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
71 The work I do is challenging	85	49	32	4	0	0	1.5	3.5	95
72 The work I do is interesting	85	52	30	3	0	0	1.4	3.6	96
73 I have gained new skills whilst working here	85	55	24	6	0	0	1.4	3.6	93
74 I enjoy the type of work I do	85	48	32	3	2	0	1.5	3.5	94

### Working Conditions

	Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
75 The organisation's premises are well maintained	84	45	36	3	0	1	1.5	3.5	96
76 Toilet facilities are well looked after	85	34	40	9	2	0	1.8	3.2	87
77 The catering facilities are good	81	12	43	21	5	4	2.2	2.8	68
78 Recreational facilities for staff are good	79	14	40	20	5	6	2.2	2.8	68
79 Social facilities for staff are good	77	9	48	15	5	8	2.2	2.8	74
80 My place of work is clean and tidy	85	31	50	4	0	0	1.7	3.3	95
81 My work area is adequate for my needs	85	31	48	4	2	0	1.7	3.3	93
82 The equipment I use in my job works effectively	85	28	45	9	3	0	1.8	3.2	86

Survey: Staff Survey 2017

Report By: All Respondents

Difference from: All Respondents

Ext. Benchmark: 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark.

Report style: Combined Graphical, Rated, Questionnaire order

Filtered by: All Respondents

Respondents: 85



### Working Conditions

- 83 The equipment I use is properly maintained
- 84 I have adequate access to computers at work

Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
85	33	41	9	2	0	1.8	3.2	87
85	39	31	13	2	0	1.7	3.3	82

### Overall Satisfaction

- 85 Recommend organisation as a good place to work
- 86 Overall, I am happy working here

Return Count	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Answered	Mean Score	Reverse Mean Score	Agree%
85	53	28	2	2	0	1.4	3.6	95
85	52	24	7	2	0	1.5	3.5	89