



Employee Engagement Survey

The survey is intended to be completely anonymous.

The responses to the survey are aggregated in a manner that does not allow the identification of individual respondents.

* Which school do you work in?

☐ Rastrick High School

☐ Luddendenfoot Academy

☐ Field Lane Primary School

☐ Smarties Nursery

☐ Siddal Primary School

☐ Polaris MAT - Central Team

* Which team are you in?



Employee Engagement Survey

About you

* I feel safe in my school / nursery

- | | |
|--------------------------------------------------|-----------------------------------------|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

* I enjoy working at my school / nursery

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* I am treated fairly at work

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* I know what is expected of me

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* I know what the school / nursery wants to achieve

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* I receive the training I need to develop my skills and understanding

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* The school / nursery provides me with career development opportunities

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* My professional development is well supported

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* My workload is manageable

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* My Line Manager is considerate of my well-being

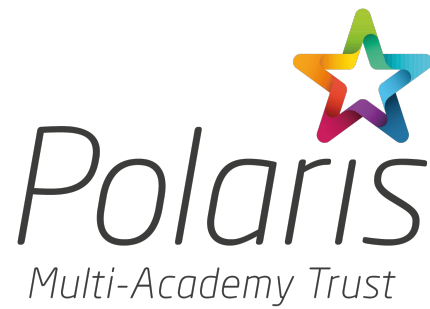
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* I know what to do if I need support with my well-being

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* I understand how to manage safeguarding concerns

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree



Employee Engagement Survey

About your school's / nursery's pupils

* Our pupils feel safe at school / nursery

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* Our pupils enjoy school / nursery

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* Our school / nursery has a calm and orderly environment which supports pupils learning

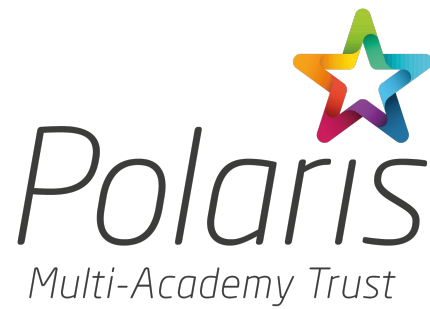
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* Our school / nursery has clear routines and expectations for the behaviour of pupils

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* Our school / nursery has a positive and respectful culture in which pupils are well cared for

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree



Employee Engagement Survey

About your school / nursery

* I'm proud to work at my school / nursery

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* We have a supportive culture amongst the staff

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* My Line Manager is approachable and provides me with effective support

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* Our school / nursery is well led and managed

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* Information shared by School / Nursery Leaders is effective and timely

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

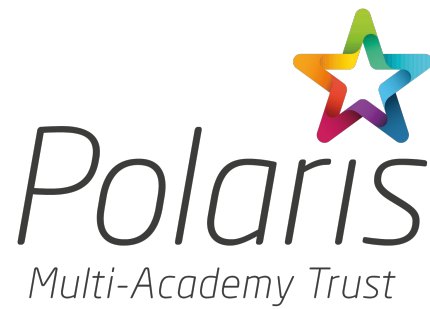


Employee Engagement Survey

Benefits

* I am satisfied with the Trust's benefits package

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree



Employee Engagement Survey

About the Trust

* I know my school / nursery is part of the Polaris Multi Academy Trust

☐ Yes

☐ No

* I understand the Polaris Multi Academy Trusts vision and values

☐ Strongly agree

☐ Agree

☐ Neither agree nor disagree

☐ Disagree

☐ Strongly disagree

* I have confidence in the leaders of the Trust to deliver the Trust's vision and values

☐ Strongly agree

☐ Agree

☐ Neither agree nor disagree

☐ Disagree

☐ Strongly disagree

* Information shared by the Polairs Multi Academy Trust is effective and timely

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

* I would recommend working for Polaris Multi Academy Trust to a friend

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree