

## Staff Wellbeing Survey

**School: Romero Catholic Academy - Romero MAC**

**Cohort: All Staff**

**16/11/2020  
308**

**18/10/2018  
253**

**Difference 2020  
to 2018**

**30/11/2016  
268**

**Difference 2018  
to 2016**

**Percentage of Respondents**

**Performance Criteria**

| Performance Criteria   | 16/11/2020         |                    | 18/10/2018         |                    | Difference 2020 to 2018 |                    | 30/11/2016         |                    | Difference 2018 to 2016 |                    |
|--|--------------------|--------------------|--------------------|--------------------|-------------------------|--------------------|--------------------|--------------------|-------------------------|--------------------|
|  | Overall Strength % | Overall Weakness % | Overall Strength % | Overall Weakness % | Overall Strength %      | Overall Weakness % | Overall Strength % | Overall Weakness % | Overall Strength %      | Overall Weakness % |
| <b>Strategy</b>  | <b>89.04</b>       | <b>4.63</b>        | <b>73</b>          | <b>15</b>          | <b>17</b>               | <b>-10</b>         | <b>63</b>          | <b>23</b>          | <b>9</b>                | <b>-8</b>          |
| I understand the strategic aims of the Romero MAC                        | 93.51              | 2.27               | 83                 | 9                  | 11                      | -7                 | 71                 | 18                 | 12                      | -9                 |
| I know what to do to help the MAC meet its Vision and aims               | 93.18              | 2.92               | 78                 | 10                 | 15                      | -7                 | 66                 | 20                 | 12                      | -10                |
| I can see a clear link between my work and the MAC's Vision and aims     | 92.53              | 2.27               | 69                 | 14                 | 24                      | -12                | 65                 | 19                 | 4                       | -5                 |
| I have a good understanding of the structures and processes of the MAC   | 76.95              | 11.04              | 60                 | 25                 | 17                      | -14                | 51                 | 34                 | 9                       | -9                 |
| <b>Management</b>  | <b>87.18</b>       | <b>6.90</b>        | <b>82</b>          | <b>10</b>          | <b>5</b>                | <b>-3</b>          | <b>80</b>          | <b>13</b>          | <b>2</b>                | <b>-3</b>          |
| My performance is appropriately monitored and managed                    | 86.69              | 5.84               | 79                 | 14                 | 8                       | -8                 | 79                 | 15                 | 0                       | -1                 |
| I feel supported by my line manager                                      | 84.42              | 11.69              | 85                 | 6                  | -1                      | 6                  | 82                 | 9                  | 3                       | -3                 |
| I believe my work is valued by my manager                                | 91.56              | 3.90               | 88                 | 7                  | 4                       | -3                 | 83                 | 11                 | 5                       | -4                 |
| My manager praises my performance  | 86.04              | 6.17               | 75                 | 12                 | 11                      | -6                 | 75                 | 16                 | 0                       | -4                 |
| <b>Staff pay and benefits</b>  | <b>68.18</b>       | <b>17.04</b>       | <b>49</b>          | <b>34</b>          | <b>19</b>               | <b>-16</b>         | <b>39</b>          | <b>39</b>          | <b>11</b>               | <b>-6</b>          |
| I am satisfied with the pay I receive                                    | 66.56              | 21.1               | 46                 | 40                 | 21                      | -19                | 44                 | 44                 | 2                       | -4                 |
| I am satisfied with the benefits I receive                               | 69.81              | 12.99              | 52                 | 27                 | 18                      | -14                | 33                 | 34                 | 19                      | -7                 |
| <b>Team work</b>   | <b>90.18</b>       | <b>4.95</b>        | <b>86</b>          | <b>6</b>           | <b>5</b>                | <b>-1</b>          | <b>84</b>          | <b>7</b>           | <b>2</b>                | <b>-1</b>          |
| I am proud to be a member of my team                                     | 96.75              | 0.65               | 93                 | 2                  | 4                       | -1                 | 93                 | 1                  | 0                       | 1                  |
| My team inspires me to do my best work                                   | 95.13              | 1.30               | 87                 | 4                  | 8                       | -3                 | 82                 | 6                  | 5                       | -2                 |
| My team helps me to complete my work                                     | 91.23              | 1.95               | 82                 | 8                  | 9                       | -6                 | 83                 | 8                  | -1                      | 0                  |
| I am encouraged to be innovative in my work                              | 77.60              | 15.91              | 80                 | 10                 | -2                      | 6                  | 76                 | 11                 | 4                       | -1                 |
| <b>My job</b>  | <b>86.16</b>       | <b>6.17</b>        | <b>78</b>          | <b>12</b>          | <b>8</b>                | <b>-6</b>          | <b>75</b>          | <b>15</b>          | <b>3</b>                | <b>-4</b>          |
| I am clear about my role and responsibilities                            | 93.83              | 3.57               | 89                 | 7                  | 5                       | -3                 | 88                 | 8                  | 1                       | -1                 |
| I have the skills to meet my targets                                     | 95.45              | 1.30               | 93                 | 3                  | 2                       | -2                 | 91                 | 4                  | 2                       | -1                 |
| I have the right training to meet my targets                             | 84.42              | 4.55               | 75                 | 15                 | 9                       | -10                | 73                 | 17                 | 2                       | -2                 |
| I have the resources to meet my targets                                  | 82.14              | 9.74               | 64                 | 25                 | 18                      | -15                | 60                 | 31                 | 4                       | -6                 |
| I am achieving things I can be proud of                                  | 92.86              | 0.97               | 87                 | 4                  | 6                       | -3                 | 91                 | 4                  | -4                      | 0                  |
| I have a good physical environment to work in                            | 84.74              | 10.06              | 79                 | 12                 | 6                       | -2                 | 74                 | 18                 | 5                       | -6                 |
| I have the opportunities I need to progress within the Academy           | 68.18              | 13.64              | 55                 | 22                 | 13                      | -8                 | 46                 | 28                 | 9                       | -6                 |
| I have the right amount of challenge to keep me interested and motivated | 87.66              | 5.52               | 83                 | 6                  | 5                       | 0                  | 75                 | 13                 | 8                       | -7                 |
| <b>Change</b>  | <b>71.69</b>       | <b>13.83</b>       | <b>54</b>          | <b>30</b>          | <b>18</b>               | <b>-16</b>         | <b>47</b>          | <b>34</b>          | <b>7</b>                | <b>-4</b>          |
| Change is quickly and clearly communicated to me                         | 75.00              | 16.23              | 53                 | 35                 | 22                      | -19                | 48                 | 38                 | 5                       | -3                 |
| I am kept informed about the plan and timetable for change               | 74.35              | 10.39              | 56                 | 34                 | 18                      | -24                | 52                 | 33                 | 4                       | 1                  |
| I am consulted about the changes that affect me                          | 72.73              | 16.56              | 57                 | 30                 | 16                      | -13                | 47                 | 37                 | 10                      | -7                 |
| I feel that my contributions about change are considered                 | 68.51              | 13.96              | 52                 | 25                 | 17                      | -11                | 44                 | 31                 | 8                       | -6                 |
| I am given help and training to cope with the effects of change          | 67.86              | 12.01              | 52                 | 25                 | 16                      | -13                | 45                 | 30                 | 7                       | -5                 |
| <b>Decision making</b>   | <b>90.26</b>       | <b>5.52</b>        | <b>76</b>          | <b>12</b>          | <b>14</b>               | <b>-7</b>          | <b>76</b>          | <b>14</b>          | <b>0</b>                | <b>-2</b>          |
| I have the right information to make correct decisions about my work     | 88.31              | 2.27               | 77                 | 8                  | 11                      | -6                 | 74                 | 13                 | 3                       | -5                 |
| When something unexpected comes up at work, I know who to ask for help   | 97.08              | 1.30               | 91                 | 7                  | 6                       | -6                 | 93                 | 4                  | -2                      | 3                  |
| My opinion is sought on decisions which affect my work                   | 85.39              | 12.99              | 60                 | 22                 | 25                      | -9                 | 61                 | 25                 | -1                      | -3                 |
| <b>Culture</b>   | <b>84.16</b>       | <b>5.84</b>        | <b>69</b>          | <b>19</b>          | <b>16</b>               | <b>-13</b>         | <b>64</b>          | <b>23</b>          | <b>4</b>                | <b>-4</b>          |
| My wellbeing is considered in my workplace                               | 82.79              | 8.12               | 69                 | 17                 | 14                      | -9                 | 68                 | 21                 | 1                       | -4                 |
| Problems are recognised and solved promptly                              | 83.44              | 5.52               | 67                 | 20                 | 16                      | -14                | 55                 | 28                 | 12                      | -8                 |
| Communication is effective and open                                      | 79.22              | 11.04              | 61                 | 28                 | 18                      | -17                | 51                 | 35                 | 10                      | -7                 |
| I do not experience unfair discrimination                                | 91.23              | 3.57               | 89                 | 5                  | 2                       | -1                 | 90                 | 4                  | -1                      | 1                  |
| I am encouraged to learn from my mistakes                                | 84.09              | 0.97               | 79                 | 4                  | 5                       | -3                 | 75                 | 7                  | 4                       | -3                 |
| <b>Values</b>  | <b>85.13</b>       | <b>3.51</b>        | <b>77</b>          | <b>8</b>           | <b>8</b>                | <b>-4</b>          | <b>74</b>          | <b>7</b>           | <b>3</b>                | <b>0</b>           |
| I am proud to say I work for The Romero Academy                          | 87.01              | 2.60               | 80                 | 3                  | 7                       | 0                  | 75                 | 4                  | 5                       | -1                 |
| I would recommend this as a good place to work                           | 89.94              | 2.60               | 80                 | 6                  | 10                      | -3                 | 69                 | 7                  | 11                      | -1                 |
| I would still like to be working here in two years' time                 | 83.12              | 3.57               | 76                 | 8                  | 7                       | -4                 | 74                 | 8                  | 2                       | 0                  |
| I believe the Academy embeds Catholic Values                             | 90.91              | 0.32               | 91                 | 4                  | 0                       | -4                 | 93                 | 2                  | -2                      | 2                  |
| I believe action will be taken as a result of this survey                | 74.68              | 8.44               | 58                 | 17                 | 17                      | -9                 | 59                 | 15                 | -1                      | 2                  |

**Key:** SA=Strongly Agree, A=Agree, NAND = Neither Agree nor Disagree, D=Disagree, SD=Strongly Disagree, NR=No Response or unclear response

**Notes:** **Dark Blue:** Overall Strength = Greater than 85%, **Light Blue:** Overall Strength = 70% - 85%, **Red:** Overall Weakness = Greater than 50%, **Green:** Overall Weakness = 40% - 50%