

Page 1 – Introduction

It is widely recognised that teachers are amongst the most stressed workers in Britain. Although stress is not a disease, it is recognised that when pressure becomes excessive or prolonged, it can be a cause of physical or mental illness.

The Health and Safety Executive recommends a 'Management Standards' approach to workplace stress, which aims to provide a yardstick against which to measure performance in tackling the causes of work-related stress.

The Management Standards use six key risk factors - or 'stressors' - which have been identified as causes of work-related stress. These are:

- the demands of your job;
- the control you have over your work;
- the support you receive from managers/colleagues;
- your relationships at work;
- your role in the organisation;
- change and how it is managed.

The purpose of this survey is to discover and highlight the extent, causes and impact of work related stress in your workplace. The questions in this survey are categorised according to each of the HSE Management Standards; this will help us analyse the main causes of stress in your school/college. Collectively, the evidence gathered can then be used to bring about change. This is a confidential survey that should take no longer than 10 minutes to complete. You will not be identified from your responses.

Members wishing to discuss individual issues or concerns can find contact details at the end of the survey.

Page 2 – Demands

Respondents will be asked to rate each statement with one of the following:

Strongly disagree, Disagree, Ambivalent, Agree, Strongly Agree

1. My physical working conditions are acceptable
2. Our facilities to rest and eat meals are clean and well maintained
3. My total working hours are acceptable
4. The number of after school meetings is manageable
5. Deadlines and time pressures are achievable and reasonable
6. I cope well with the pressures of Ofsted/Estyn inspections
7. My balance between work and home life is about right
8. I am able to take a proper break during the school day

9. Lesson planning requirements are realistic
10. Marking requirements are sensible and not overly bureaucratic

Page 3 – Control

11. IT systems are well functioning, useful and help me to carry out my role
12. I have opportunities to express my ideas and points of view
13. I have enough time to carry out all of my tasks
14. Lesson observation is reasonable
15. I am encouraged to use my skills and initiative to teach and work independently

Page 4 – Support

16. I receive appropriate training
17. My managers are supportive
18. I regularly receive positive feedback on my own work
19. There are enough support staff in the school
20. The school benefits from effective leadership
21. The appraisal system is supportive rather than punitive

Page 5 – Relationships

22. I have a good relationship with my line manager
23. I get on well with colleagues
24. Staff are able to raise concerns and/or complain without risk of repercussions
25. I rarely have to deal with disruptive pupils
26. I rarely have to deal with violent pupils
27. I do not worry about violence from aggressive parents

Page 6 – Role

28. I'm clear about what is expected of me at work
29. My skills are well-used

30. I feel valued in my role

Page 7 – Change

31. I can cope with the pace of organisational and/or curriculum change

32. There is full staff consultation when any significant change is proposed

33. Changes are accompanied by appropriate support and training, where necessary

Page 8 – Stress symptoms

34. The following are symptoms of stress. Please tick all symptoms you have experienced in the last 12 months which you attribute to stress at work.

- *Headaches*
- *Anxiety*
- *Mood changes*
- *Disturbed sleep pattern*
- *Skin problems*
- *Digestion problems*
- *Increased consumption of alcohol or caffeine*
- *Increased blood pressure*
- *Change in appetite*
- *Increased anger or irritability*
- *I have not experienced any symptoms of work-related stress*
- *Other*

Page 9 – Further Issues

35. Do you attribute your stress to any of the following workplace factors?

- *Management style*
- *Bullying/harassment*
- *The implementation of change*
- *Lack of support from school leaders*
- *Pupil behaviour*
- *Workload*
- *Capability proceedings or the threat of capability*
- *High staff turnover*
- *Ofsted/Estyn pressures*
- *Unlawful discrimination (in relation to one or more protected characteristic: age, transgender, marriage or civil partnership, pregnancy or childbirth, disability, race, religion, sex, sexual orientation)*
- *Other*

36. In the last 12 months, have you considered, or are you now considering leaving your school or the teaching profession, either partly or fully because of workplace stress?

Yes, considering leaving my school

Yes, considering leaving the teaching profession

No, not considering leaving at this time

37. Please list any further work-related factors which cause you stress.

Page 10 – About you

This is a confidential survey; you do not need to give us your name or membership number.

However, the NUT would like to collect some information about you; this will only be used at a national level to carry out analysis and will not be given to your local rep or division. Please leave these questions blank if you would prefer not to answer.

Page 11 – Next Steps

The findings of this survey will be analysed by your local secretary or health and safety adviser, who will then get in touch with members at your school.

If there are any individual issues or concerns you would like to discuss, you can speak to your school rep or safety rep, your local secretary or contact the NEU Employment Advice Line <https://neu.org.uk/employment-advice-line>.