

Question	Agree	Slightly Agree	Unsure	Slightly disagree	Disagree
Leadership and management	5	4	3	2	1
Your school provides the leadership to create a positive environment that promotes emotional health and wellbeing through:					
1. A clear mission statement is in place which includes a commitment to emotional wellbeing					
2. An ethos that promotes a happy, secure and stimulating environment in which all members are valued and health and wellbeing are promoted					
3. Governors that value the emotional and physical health and wellbeing of the whole school community					
4. Leadership where the head teacher and senior management team include work to promote emotional wellbeing in all areas of school life					
5. The active support for and the promotion of staff emotional wellbeing					
There are lead members of staff/governors responsible for aspects of emotional health and wellbeing at school:					
1. PSH(C)E Education					

2. Emotional wellbeing / Mental Health lead	5	4	3	2	1
3. SENCO					
4. Pastoral lead					
5. School leadership team (SLT)					
6. Governor					
School ethos and environment	Agree	Slightly Agree	Unsure	Slightly disagree	Disagree
1. The school provides information for parents and carers related to mental health and emotional wellbeing					
2. The following policies are in place and up to date:					
3. Whole school emotional wellbeing policy					
4. Staff wellbeing policy					
5. Safe to Learn / Anti Bullying					
6. Dealing with emotional distress / bereavement					

How the school environment promotes staff emotional health and wellbeing	Agree	Slightly Agree	Unsure	Slightly disagree	Disagree
1. The school provides a safe and inclusive working environment					
2. The school provides quiet areas for staff breaks					
3. The school supports a peer mentorship/buddie system					
4. The school promotes opportunities for staff to engage in physical activity					
5. The school supports staff social groups					
6. The school provides opportunities for staff to share concerns in a supportive environment					
7. Staff have regular opportunities to discuss wellbeing with the SLT					
8. Staff know how to access mental health and wellbeing support					
9. The school offers/sign posts mindfulness training					
10. The school offers/sign posts stress management training					

11. The school promotes the benefits of healthy eating and physical activity					
12. The school publicises the Education Support Partnership services					
Staff development	Agree	Slightly Agree	Unsure	Slightly disagree	Disagree
1. The school has a planned programme to train staff in mental health and wellbeing					
2. Staff have had training on mental health awareness					
3. Staff have had training on coping strategies					
4. Staff have had training on bereavement					
5. Staff have had training on the benefits of healthy eating and physical activity					
6. Staff are aware of organisations who can offer guidance and support					

Staff views on work and wellbeing	Agree	Slightly Agree	Unsure	Slightly disagree	Disagree
1. I am clear what is expected of me at work					
2. If work gets difficult, my colleagues will help me					
3. I know how to go about getting my job done					
4. I am given supportive feedback on the work I do					
5. I never have to neglect some tasks because I have too much to do					
6. There is no friction or anger between colleagues at school					
7. I am able to take sufficient breaks					
8. I am not pressured to work long hours					
9. I am not subject to bullying at work					
10. I do not have unrealistic time pressures					
11. I can rely on my line manager to help me out with a work problem					

12. I am clear what my duties and responsibilities are				
13. I get help and support I need from colleagues				
14. I have some say over the way I work				
15. I have sufficient opportunities to question managers about change at work				
16. Staff are always consulted about change at work				
17. I can talk to school leadership about something that has upset/annoyed me about work				
18. My colleagues are willing to listen to my work-related problems				
19. I am supported through emotionally demanding work				
20. Relationships at work are not strained				
21. My line manager encourages me at work				
22. When changes are made at work, I am clear how they will work out in practice				