



CREDENCE HIGH SCHOOL, DUBAI

DEPARTMENT OF WELLBEING

STAFF WELLBEING SURVEY - MARCH 2025

ANALYSIS

CHS recognizes that enhanced well-being significantly impacts staff by boosting productivity, engagement, and collaboration while reducing absenteeism and fostering a positive organizational culture. Prioritizing health and well-being serves as a key driver of employee satisfaction and overall performance.

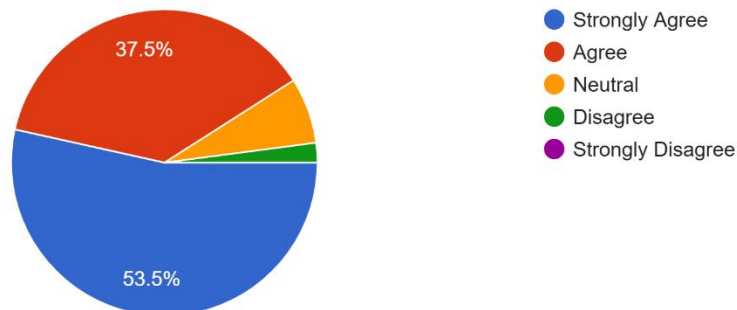
To build on this commitment, a staff survey was conducted in March 2025. The results indicate that employees are largely satisfied with their work environment and feel capable of managing stress effectively. Notably, Credence is valued for its respectful and inclusive culture, supportive colleagues, and ample professional development opportunities. However, staff have also highlighted challenges related to workload management and the need for clearer communication within the school.

The wellness survey results are attached below:

Section 1: Work Environment

1. I feel safe and supported at school.

144 responses





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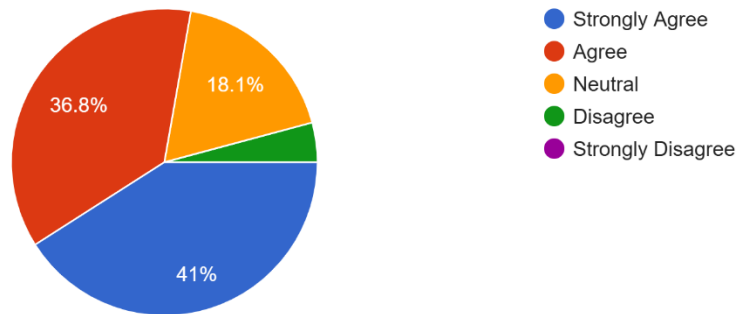
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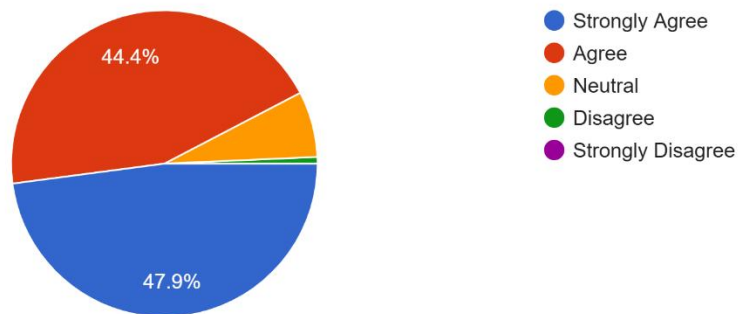
2. My work environment supports my emotional wellbeing.

144 responses



3. I have access to resources needed to perform my duties effectively.

144 responses





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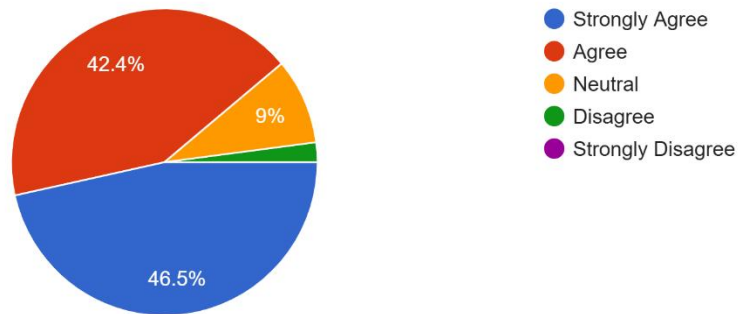
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4. My workspace is comfortable and conducive to productivity.

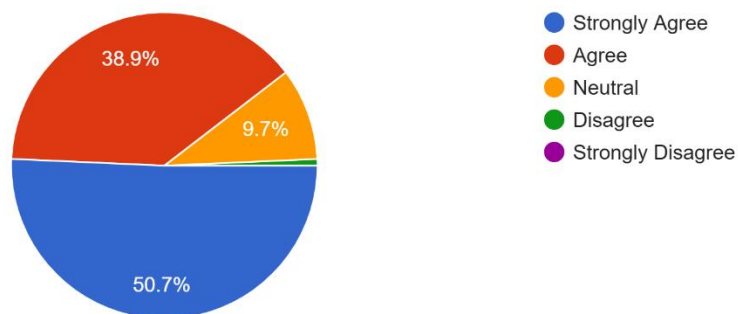
144 responses



Section 2: Professional Support

5. I feel supported by the school leadership team.

144 responses





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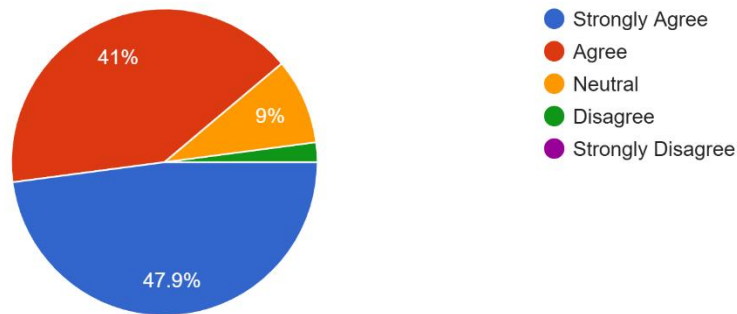
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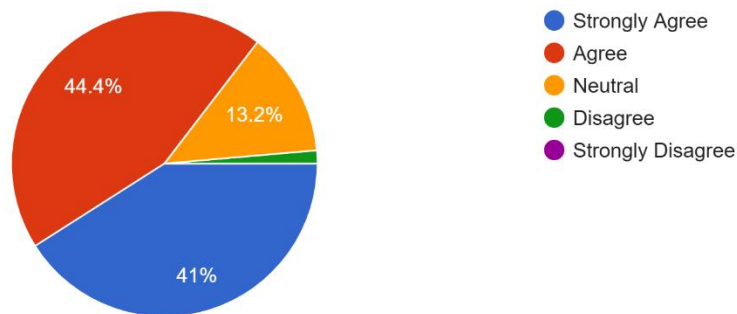
6. I receive timely and constructive feedback from my supervisors.

144 responses



7. There are clear pathways for professional development opportunities.

144 responses





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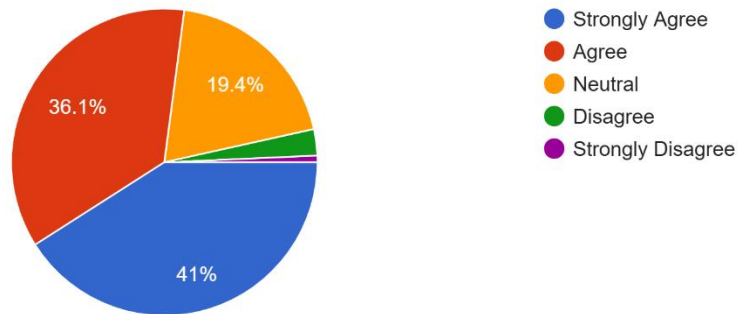
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8. I feel appreciated and recognized for my contributions.

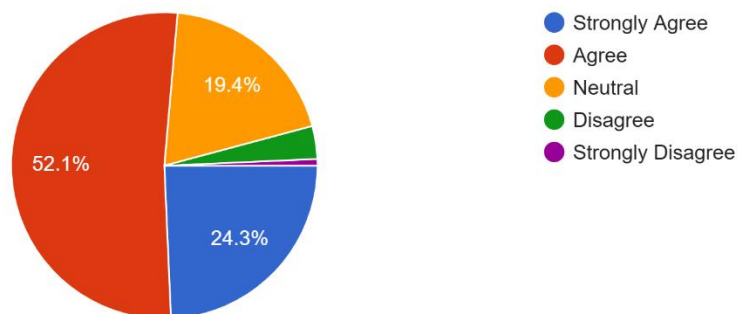
144 responses



Section 3: Work-Life Balance

9. I manage my workload without frequently feeling overwhelmed.

144 responses





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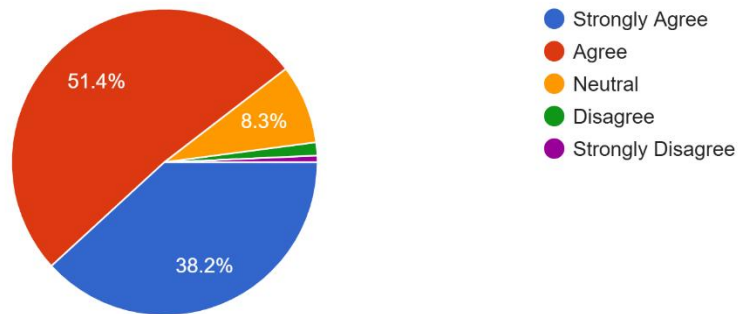
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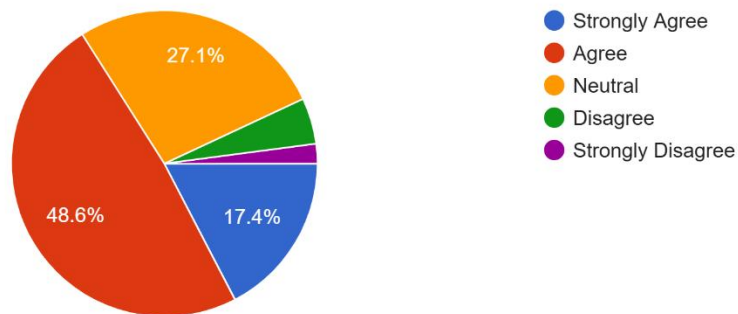
10. The expectations of my role are clear and manageable.

144 responses



11. I have sufficient time to relax and rejuvenate outside of work hours.

144 responses





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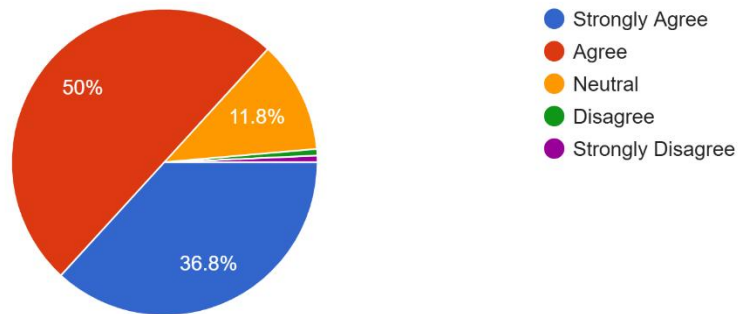
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12. The school respects my personal and family commitments.

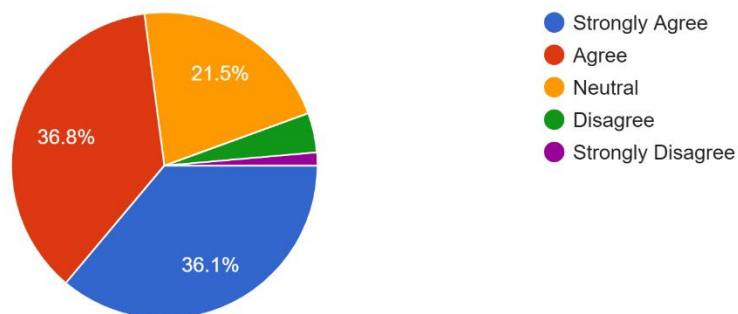
144 responses



Section 4: Emotional and Social Wellbeing

13. I feel comfortable discussing my concerns about well-being with colleagues or supervisors.

144 responses





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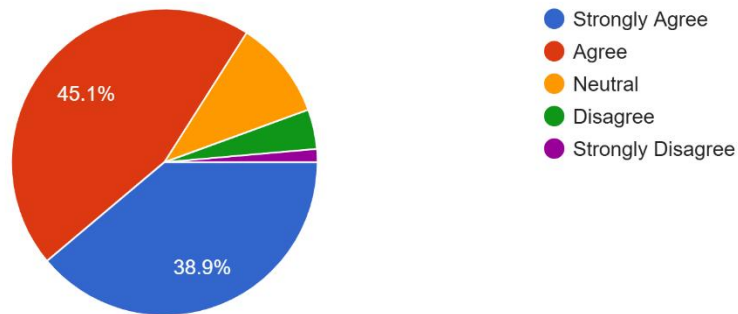
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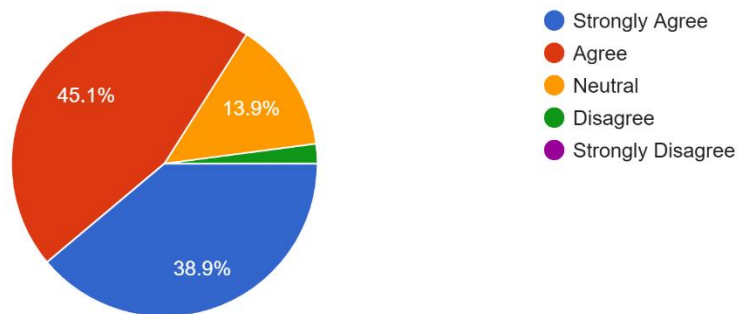
14. There is a sense of community and teamwork among staff.

144 responses



15. I have meaningful connections with my colleagues.

144 responses





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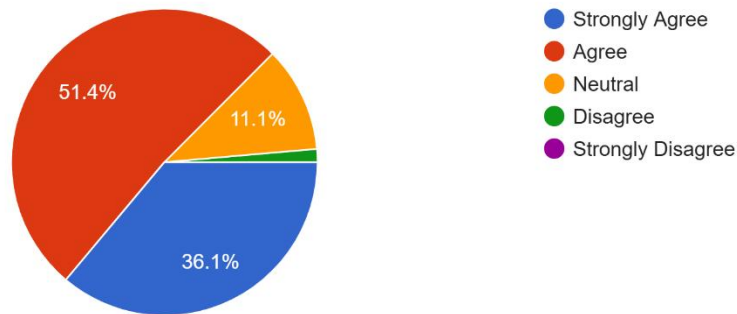
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16. The school organises events or initiatives to promote staff wellbeing.

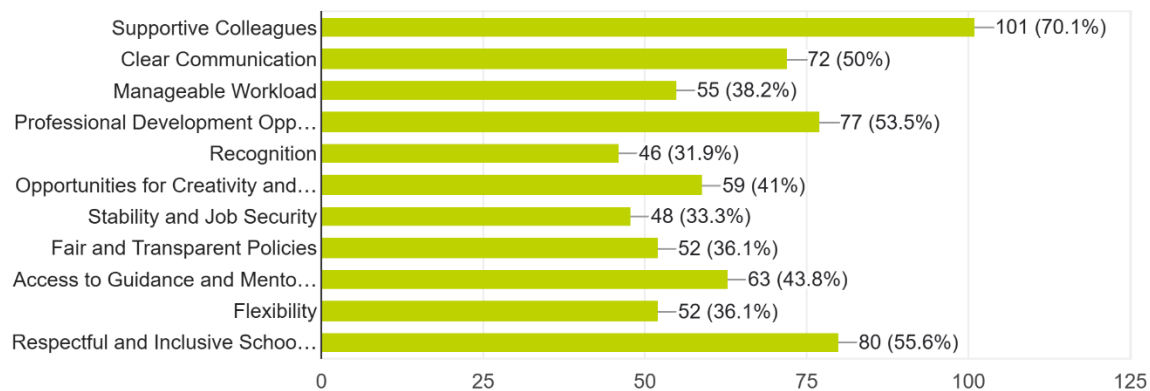
144 responses

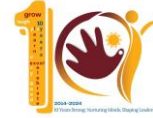


Section 5: Suggestions and Feedback

17. What aspects of your current role contribute positively to your well-being?

144 responses





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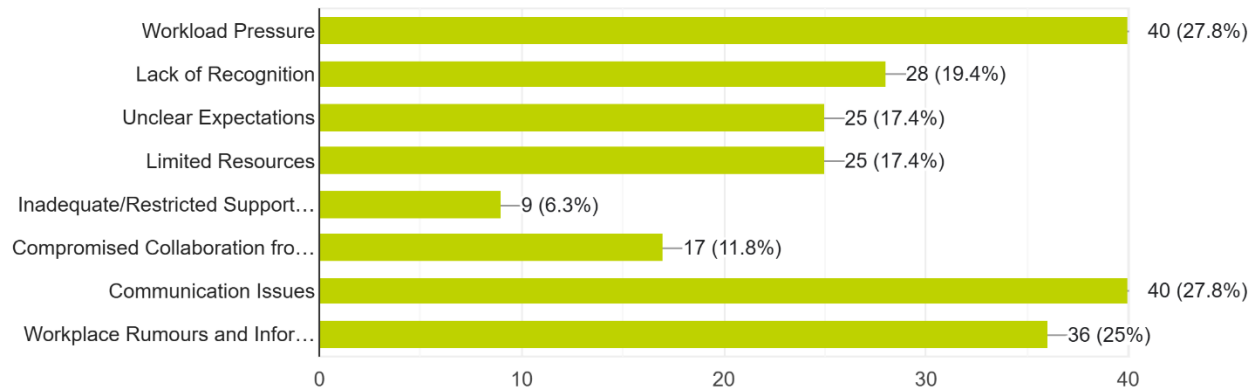
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18. What challenges in your current role influence your wellbeing?

144 responses



19. Please share any specific suggestions you have for enhancing staff wellbeing.

- Infrastructure facilities - Wash basin and washroom adjacent to staff room; printing facility in 2nd floor
- Ensure staff have access to a calm, comfortable area to relax during breaks.
- Partner with counseling services or offer confidential mental health support.
- A structured health & wellness program is needed to regularly organize yoga sessions, fitness activities, and health check-ups for overall well-being.
- Conduct well-being sessions at least once a month for rejuvenating and recharging
- Conduct team building activities
- If each month during stay back we could do some activity to release our pressure.
- A monthly or quarterly open forum where all employees can share their challenges and appreciations.
- Wellbeing sessions can be held once a month.
- Improve the work environment by adding green plants.

20. Are there specific initiatives or practices you would recommend to improve faculty well-being at our school?

- Gym facility with free access to staff during breaks
- Regularly acknowledge teachers' efforts with awards, shout-outs or small tokens of appreciation to all involved members, such as a short message for every small work to



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build on motivation and celebrate hard work. Appreciation doesn't have to be something big, even small words of encouragement could make someone's day.

- Professional development opportunity.
- Cultural activities, health checkup camps etc. may improve faculty wellbeing at our school.
- Happiness and well-being sessions more often which makes the staff feel refreshed and rejuvenated.