



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.

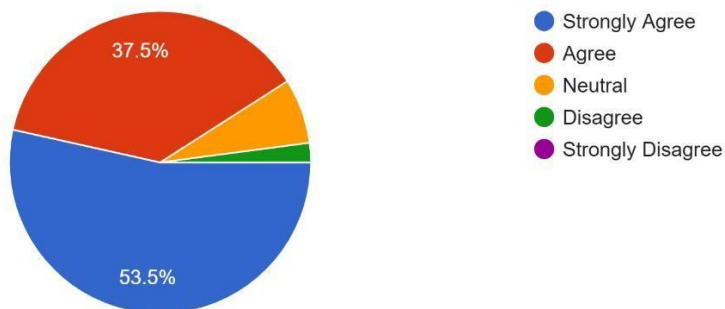
The wellness survey results are attached below:

Section 1: Work Environment

98% of staff feel safe and supported, showing a strong sense of security while the remaining 2% feel workload management could improve, and clearer communication within the school is needed.

1. I feel safe and supported at school.

144 responses



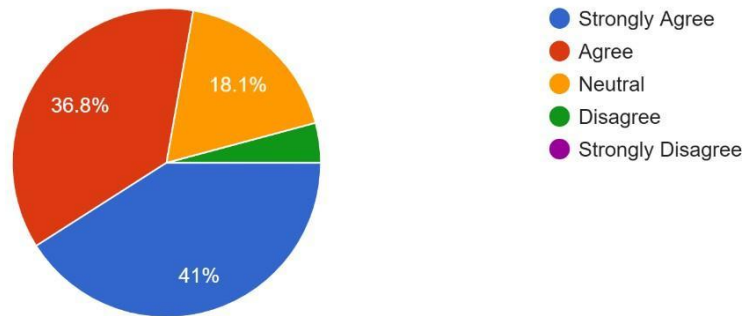


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96% feel supported while a noticeable minority of 4% are uncertain or disagree.

2. My work environment supports my emotional wellbeing.

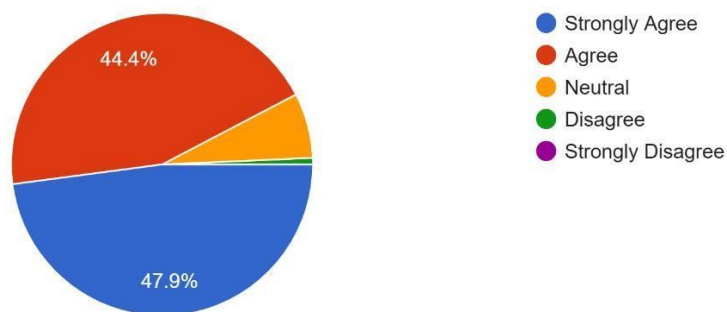
144 responses



99% staff indicates resources are well provided while less than 1% shares having no access to resources.

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

144 responses





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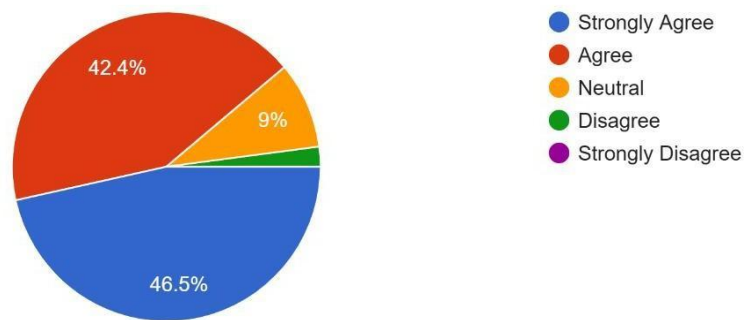
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98% expressed that workspaces are generally conducive while 2% expressed that their workspace lacked comfort and productivity.

4. My workspace is comfortable and conducive to productivity.

144 responses

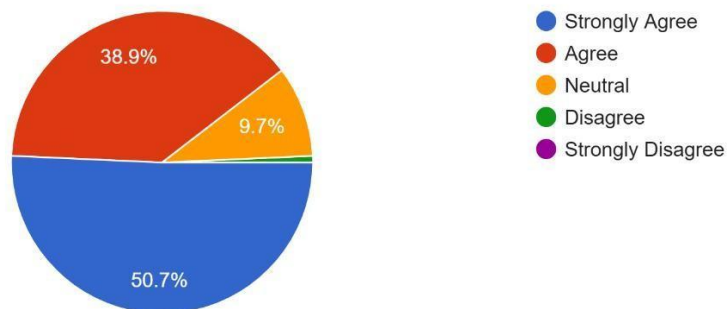


Section 2: Professional Support

99% of staff feel supported while less than 1% shows dissatisfaction in the leadership team.

5. I feel supported by the school leadership team.

144 responses





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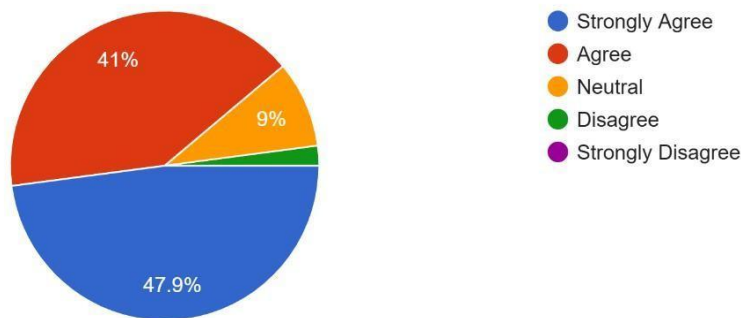
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98% of staff reported that they receive timely and constructive feedback from my supervisors while just 2% reported that feedback quality/timeliness could improve.

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

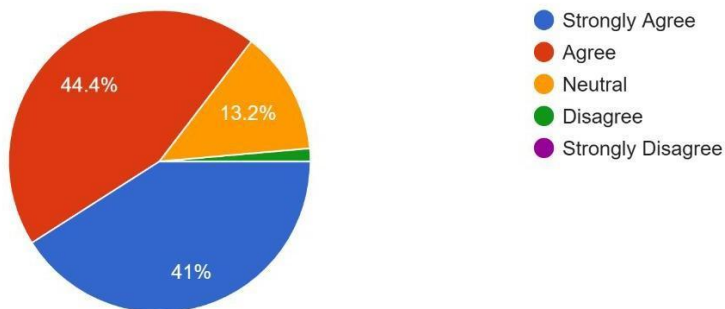
144 responses



98% of staff reported that there are clear pathways for professional development opportunities while just 2% of staff lack of growth opportunities.

7. There are clear pathways for professional development opportunities.

144 responses





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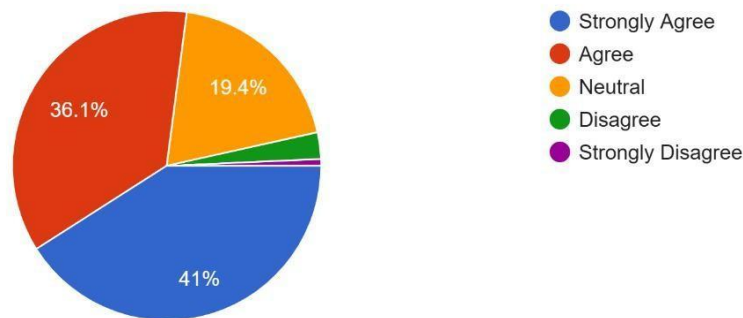
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96% of staff feel appreciated and recognized for my contributions while 4% feels less recognized for their contributions.

8. I feel appreciated and recognized for my contributions.

144 responses

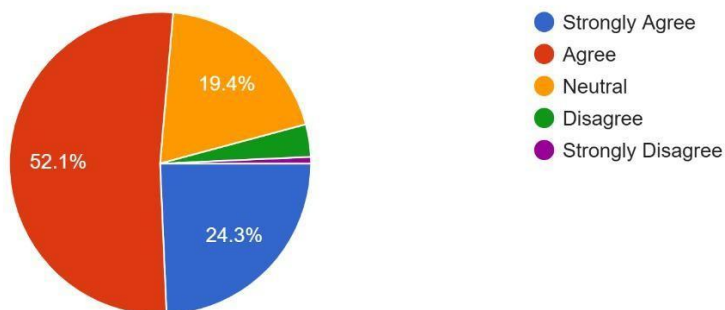


Section 3: Work-Life Balance

96% of the staff reported that they can manage their workload efficiently while 4 % agreed that they feel overwhelmed with increasing workload.

9. I manage my workload without frequently feeling overwhelmed.

144 responses



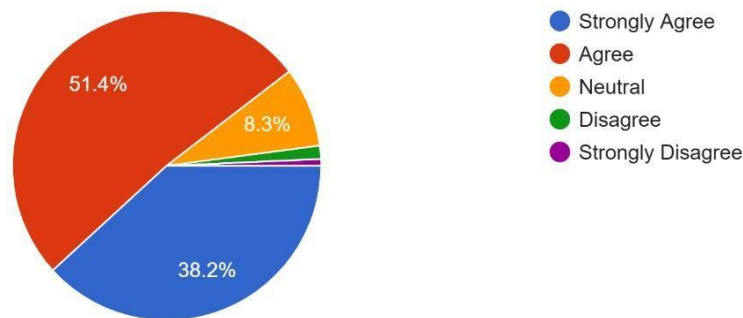


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98% of the staff responded that their expectations of their role are clear and manageable while 2% responded that they do not have clear expectations of their role.

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

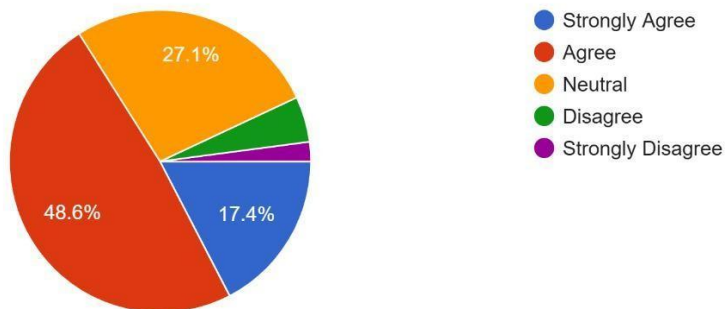
144 responses



93% of the staff agreed that they find enough time to relax and rejuvenate outside work hours while 7% of staff stated that they have difficulty finding time for themselves outside work.

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

144 responses





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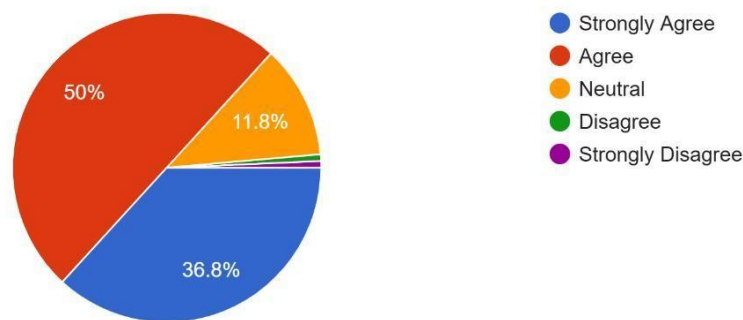
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99% of the staff agree that the school respects their personal and family commitments while just 1% of staff disagrees.

12. The school respects my personal and family commitments.

144 responses

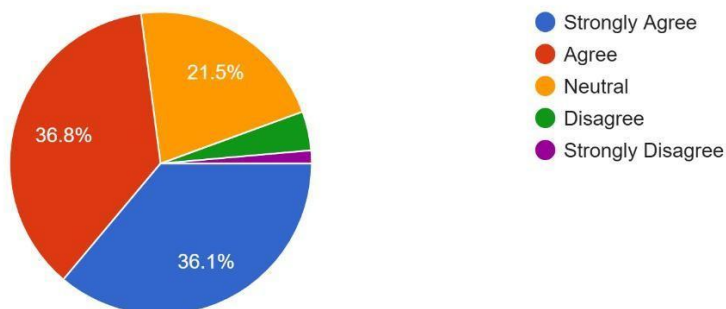


Section 4: Emotional and Social Wellbeing

95% of the staff feel comfortable discussing their concerns with colleagues and supervisor while 5% of the staff are still not comfortable sharing their concerns openly.

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

144 responses





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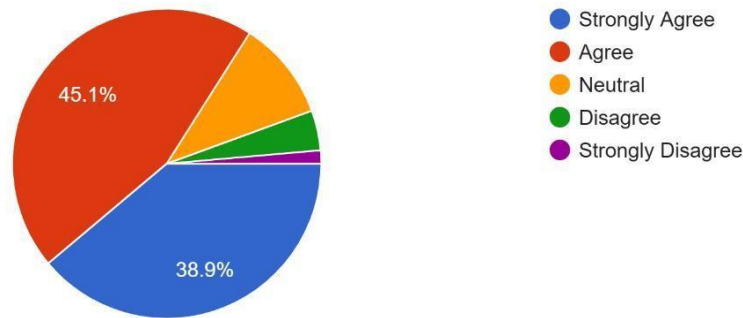
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95% believe that there is a sense of community and teamwork within school while 5% believe that the teamwork can improve.

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

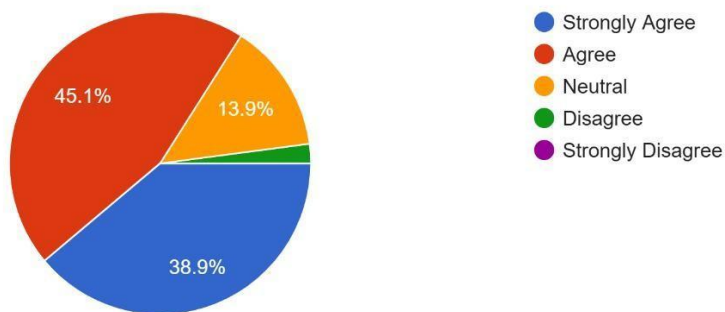
144 responses



98% of staff agreed that they have meaningful connections with their colleagues while only 2% disagrees or have not been able to find meaningful connections within school.

15. I have meaningful connections with my colleagues.

144 responses



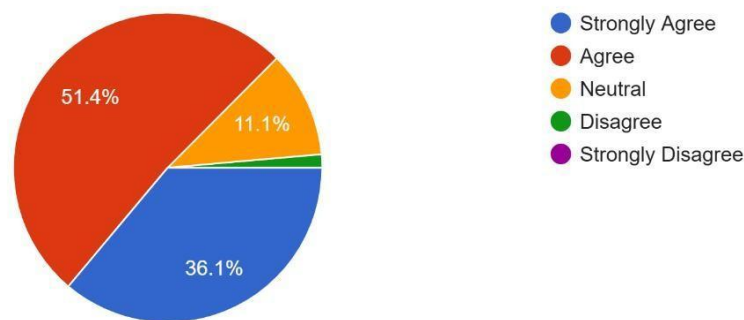


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99% of the staff agrees that the school organises events and initiatives to promote staff wellbeing while just 1% feels that school must come up with more diverse and frequent wellbeing initiatives.

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

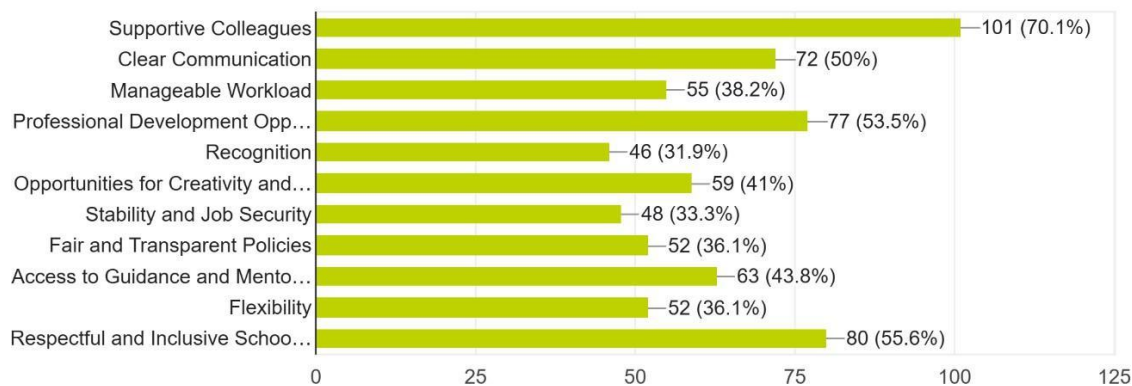
144 responses



Section 5: Suggestions and Feedback

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

144 responses





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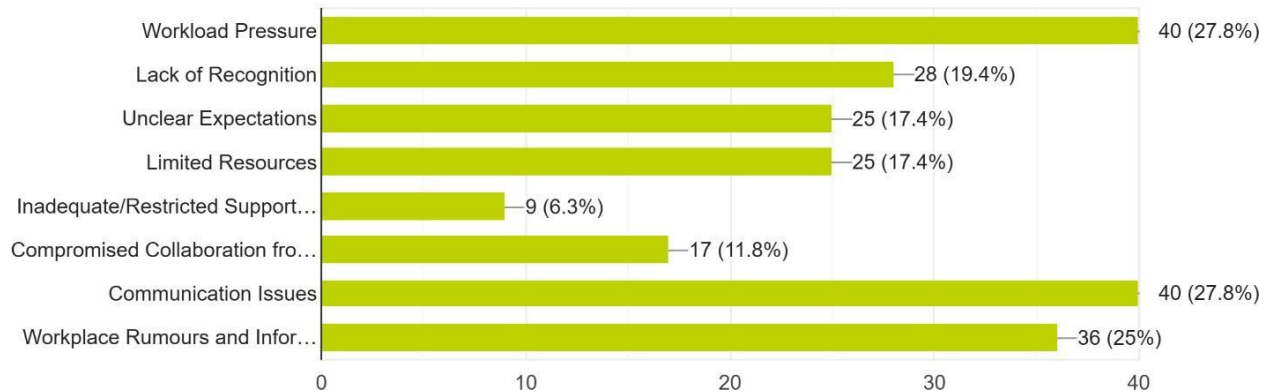
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18. What challenges in your current role influence your wellbeing?

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.