



CREDENCE HIGH SCHOOL

Staff Wellbeing Survey Report - November 2025

At Credence High School, the emotional wellbeing and mental health of our staff are fundamental to sustaining a positive, supportive and thriving school community. As part of our continued commitment under the **Credence Cares** initiative and our journey towards achieving the **Wellbeing Award for Schools (WAS)**, we conducted a **Staff Wellbeing Survey** in November 2025.

Key Highlights from the Staff Wellbeing Survey:

- **89% of staff** (61% Strongly Agree and 28% Agree) shared that they are ***informed about the Wellbeing Award for Schools and what achieving it involves***; 8% were Neutral, while 3% expressed Disagreement.
- **89% of staff** (62% Strongly Agree and 27% Agree) ***demonstrated a strong understanding of the importance of emotional wellbeing and mental health in supporting students' performance in school***; 8% were Neutral, while 3% expressed Disagreement.
- **89% of staff** (62% Strongly Agree and 27% Agree) ***expressed clarity about their contribution to promoting emotional wellbeing and mental health within the school***; 8% were Neutral, while 3% expressed strong Disagreement.
- **91% of staff** (65% Strongly Agree and 26% Agree) ***believe that everyone involved with the school needs to support and look out for one another's emotional wellbeing***; 6% were Neutral, while 3% expressed Disagreement.
- **93% of staff** (61% Strongly Agree and 32% Agree) ***feel that the school genuinely cares about the emotional wellbeing and mental health of everyone involved***; 4% were Neutral, while 3% expressed Strong Disagreement.
- **96% of staff** (65% Strongly Agree and 31% Agree) ***feel that emotional wellbeing is clearly valued and prioritised across the school***; 1% were Neutral, while 3% expressed Disagreement.
- **90% of staff** (64% Strongly Agree and 26% Agree) ***shared that the school actively encourages staff to be open about how they are feeling***; 7% were Neutral, while 3% expressed Disagreement.
- **96% of staff** (62% Strongly Agree and 34% Agree) reported that ***they would feel comfortable talking about their own emotional wellbeing and mental health at school if needed***; 1% were Neutral, while 3% expressed Disagreement.

- **89% of staff** (57% Strongly Agree and 32% Agree) feel that *increasing staff awareness, understanding and skills related to emotional wellbeing and mental health is a priority for the school*; 8% were Neutral, while 3% expressed Strong Disagreement.
- **91% of staff** (62% Strongly Agree and 29% Agree) believe they *have the knowledge and skills needed to address emotional wellbeing and mental health concerns*; 6% were Neutral, while 3% expressed Disagreement.
- **96% of staff** (63% Strongly Agree and 33% Agree) *feel confident identifying signs of emotional or mental distress in both pupils and colleagues*; 1% were Neutral, while 3% expressed Disagreement.
- **94% of staff** (60% Strongly Agree and 34% Agree) reported that *they know what to do if they notice someone experiencing emotional or mental distress*; 3% were Neutral, while 3% expressed Disagreement.
- **92% of staff** (65% Strongly Agree and 27% Agree) feel that *the school offers good-quality support for pupils with emotional wellbeing and mental health difficulties*; 5% were Neutral, while 3% expressed Disagreement.
- **89% of staff** (57% Strongly Agree and 32% Agree) believe that *the school offers good-quality support for staff emotional wellbeing and mental health*; 8% were Neutral, while 3% expressed Strong Disagreement.
- **94% of staff** (63% Strongly Agree and 31% Agree) *feel that the school seeks out, listens to and values staff views regarding its approach to emotional wellbeing and mental health*; 3% were Neutral, while 3% expressed Disagreement.

Overall Reflection:

The survey findings reflect a strong culture of care, shared responsibility and trust among staff at Credence High School. Staff feel supported, valued and confident in both promoting

wellbeing and seeking support when needed. These outcomes reinforce our belief that staff wellbeing is central to sustaining a nurturing and effective learning environment for all.

We remain committed to strengthening our wellbeing practices, enhancing support systems and ensuring that every staff member feels heard, respected and supported—professionally and personally.