



CREDESCENCE HIGH SCHOOL, DUBAI

DEPARTMENT OF WELLBEING

STAFF WELLBEING SURVEY- MARCH 2026 ANALYSIS

Dear Team,

Greetings!

At the outset, we extend our heartfelt appreciation to all our teachers and staff for their unwavering dedication, commitment and invaluable contributions throughout the academic year.

In the current circumstances, marked by uncertainty and constant adjustments, your consistent efforts, resilience and passion for excellence have played a pivotal role in fostering a supportive and enriching educational experience for our students.

At Credence High School, we remain committed to nurturing a collaborative and empowering work environment that prioritizes staff wellbeing, professional growth and work-life balance. We thank you for taking the time to thoughtfully participate in the ***Your Voice Matters – Staff Wellbeing Survey (March 2026)***. Your insights are instrumental in helping us strengthen our practices and sustain a positive workplace culture.

Here's a summary of the survey findings:

Work Environment and Engagement: they are able to manage responsibilities without constant stress.

- **98%** of staff strongly agree or agree that they **feel safe and cared for at school.**
- **96%** of staff strongly agree or agree that they **have access to the resources needed to perform their roles effectively.**
- **97%** of staff strongly agree or agree that their **workspace supports efficiency and comfort.**
- **98%** of staff strongly agree or agree that they are **focused and actively engaged in their work.**
- **91%** of staff strongly agree or agree with **a sense of purpose and meaning in their role at the school.**

Professional Support:

- **97%** of staff strongly agree or agree that they feel supported by the leadership team.
- **98%** of staff strongly agree or agree that they receive timely and constructive feedback.
- **93%** of staff strongly agree or agree that they are supported in their continuous professional development.
- **88%** of staff strongly agree or agree that they feel recognized and appreciated for their contributions.

● **Physical Wellbeing:**

- **94%** of staff report good to very good energy levels at work.
- **83%** of staff strongly agree or agree that they get adequate and good quality sleep.

Socio-Emotional Wellbeing:

- **90%** of staff strongly agree or agree that the school environment supports their emotional wellbeing and that they feel comfortable raising concerns.
- **95%** of staff strongly agree or agree that there is a strong sense of teamwork and community.
- **95%** of staff strongly agree or agree that the school organizes initiatives to promote staff wellbeing.

Work-Life Balance:

- **88%** of staff strongly agree or agree that **95%** of staff strongly agree or agree that their role expectations are clear and reasonable.
- **82%** of staff strongly agree or agree that they have sufficient time to rest and rejuvenate outside of work hours.
- **93%** of staff strongly agree or agree that the school respects personal and family commitments.

Support During Challenging Times:

- **97%** of staff strongly agree or agree that training and support enabled a smooth transition to distance learning.
- **94%** of staff strongly agree or agree that the school supported their wellbeing during demanding periods.

New Staff Experience:

- **100%** of newly joined staff reported feeling supported and developing a sense of belonging within the school.

Key strengths highlighted by staff include:

Supportive and collaborative colleagues, strong leadership, clear communication, access to resources, opportunities for professional growth, and a positive, inclusive work culture. Staff also appreciated the school's proactive initiatives, adaptability during challenging times and sustained focus on wellbeing.

We have carefully reviewed all the feedback shared and truly value the openness with which it has been provided. These insights will continue to guide our efforts as we strengthen our practices and enhance the overall staff experience.

At Credence High School, we remain steadfast in our commitment to nurture a workplace where every staff member feels valued, supported and empowered. Your wellbeing remains central to the success of our students and the strength of our community. We sincerely appreciate your continued dedication and contribution and together we will continue to build a positive, resilient and thriving school environment.

Warm regards,

Wellbeing Team