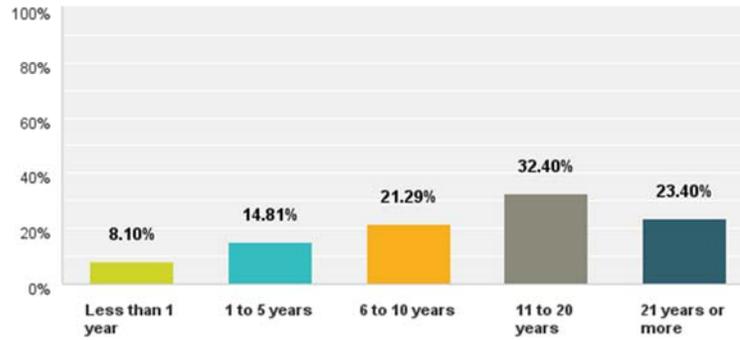


# 2015 All Staff Wellness Survey Results

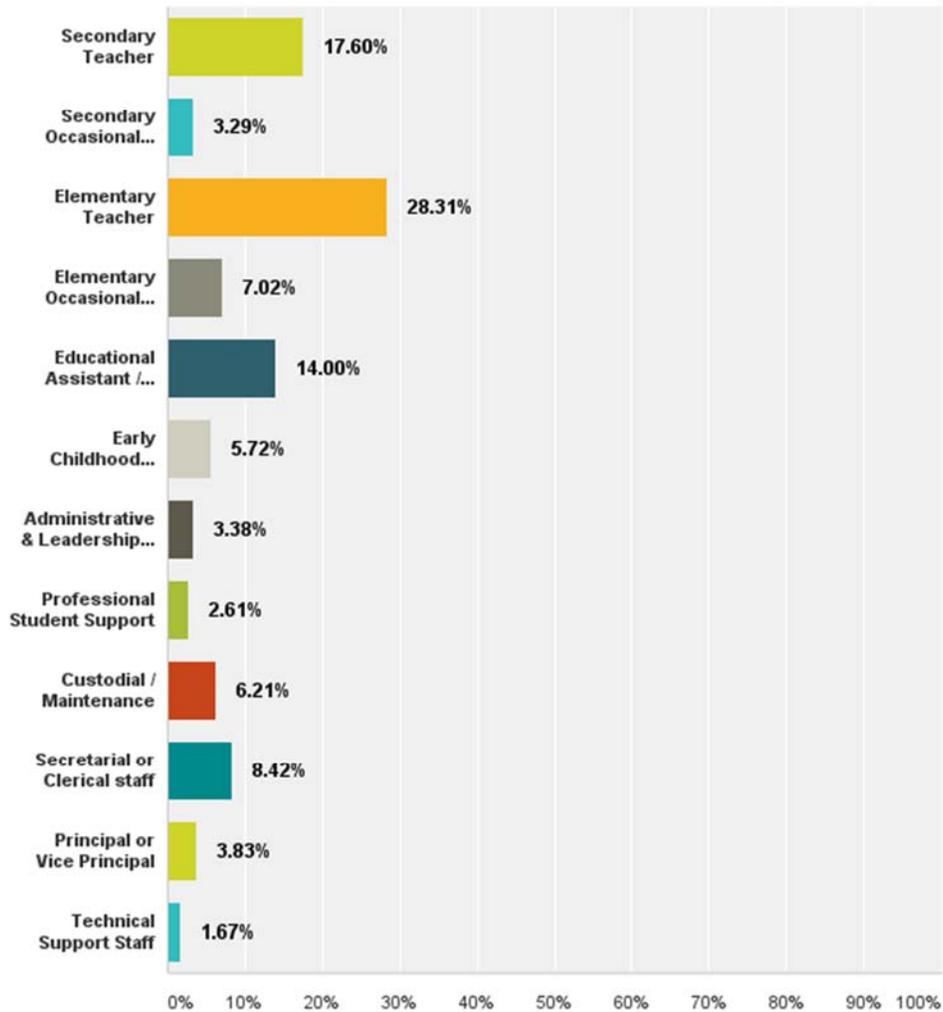
## Q1 How long have you worked with KPR?

Answered: 2,222 Skipped: 0



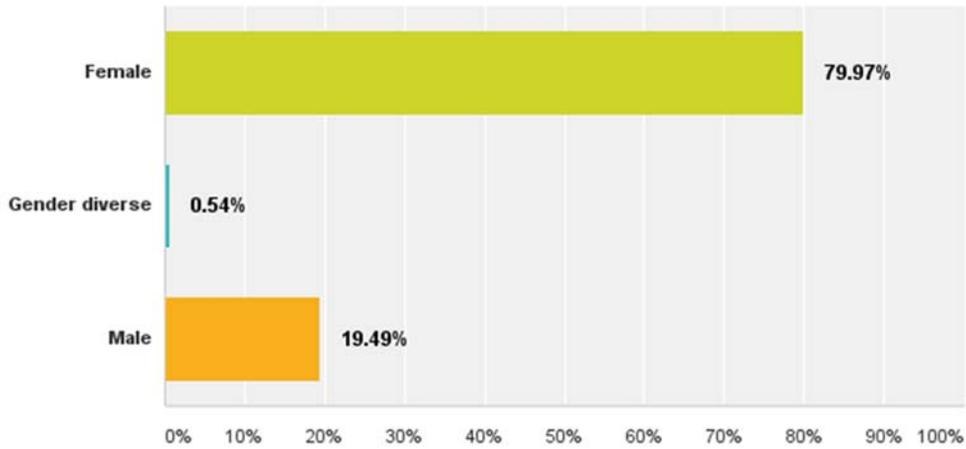
## Q2 What is your role at KPR? (select the one that best represents your employee group)

Answered: 2,222 Skipped: 0



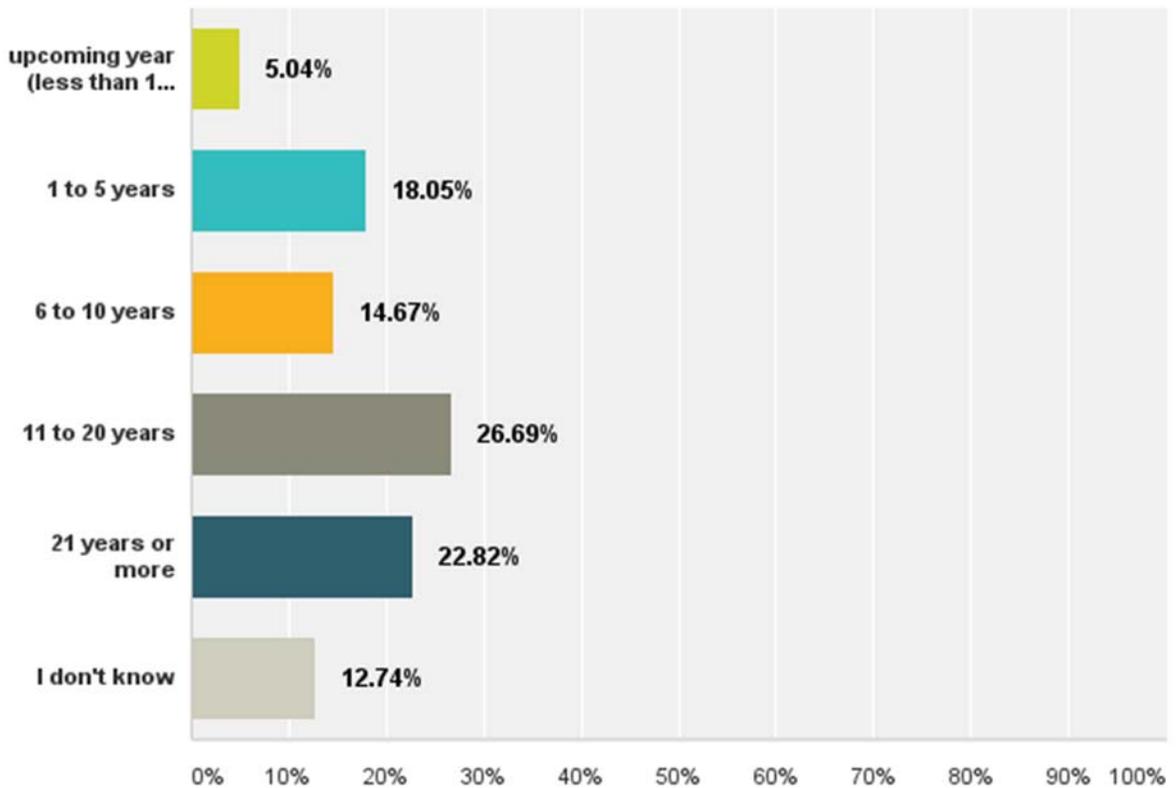
### Q3 What is your gender?

Answered: 2,222 Skipped: 0



### Q4 When are you eligible to retire?

Answered: 2,222 Skipped: 0



### Q5. Please answer the questions below with respect to your workplace

Answer options	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
Our workplace offers a services & benefits package that adequately address employees health & wellbeing	<b>24%</b> 470	<b>55%</b> 1090	<b>15%</b> 298	<b>6%</b> 122
Employees feel supported in the workplace when they are dealing with personal or family issues	<b>28%</b> 554	<b>50%</b> 993	<b>15%</b> 298	<b>7%</b> 133
Our workplace supports employees who are returning to work after time off due to medical leave	<b>26%</b> 506	<b>50%</b> 993	<b>14%</b> 286	<b>5%</b> 92
People in our workplace have a good understanding of the importance of employee mental health	<b>20%</b> 390	<b>48%</b> 956	<b>24%</b> 479	<b>8%</b> 153
Our workplace encourages employees to take their entitled breaks (lunchtime, vacation time, parental leave, sick leave)	<b>20%</b> 402	<b>38%</b> 749	<b>27%</b> 530	<b>15%</b> 300
Employees are able to reasonably balance the demands of work & personal life	<b>13%</b> 248	<b>49%</b> 970	<b>27%</b> 540	<b>11%</b> 221
Our workplace promotes work-life balance	<b>13%</b> 258	<b>46%</b> 903	<b>28%</b> 543	<b>13%</b> 263
Employees can talk to their supervisors when they are having trouble maintaining work life balance	<b>22%</b> 434	<b>43%</b> 854	<b>23%</b> 449	<b>12%</b> 237
Employees have energy left at the end of most work days for their personal life	<b>7%</b> 135	<b>38%</b> 754	<b>36%</b> 706	<b>19%</b> 383
Our workplace is committed to minimizing stress at work	<b>6%</b> 127	<b>32%</b> 635	<b>34%</b> 673	<b>27%</b> 539

### Q6. Please tell us about your sense of job satisfaction by responding to the questions below:

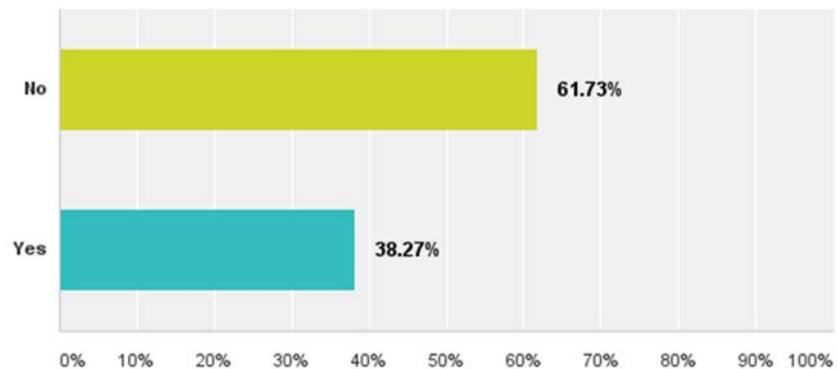
Answer options	Strongly Agree	Agree	Disagree	Strongly Disagree
My job is satisfying.	<b>38%</b>	<b>53%</b>	<b>8%</b>	<b>1%</b>
My workload is manageable.	<b>15%</b>	<b>52%</b>	<b>25%</b>	<b>8%</b>
There are sufficient resources available to do my job.	<b>13%</b>	<b>51%</b>	<b>28%</b>	<b>8%</b>
My supervisor is available to discuss job-related issues.	<b>28%</b>	<b>53%</b>	<b>14%</b>	<b>5%</b>
My supervisor recognizes my contributions.	<b>28%</b>	<b>47%</b>	<b>17%</b>	<b>7%</b>
My supervisor provides ongoing feedback on my performance.	<b>18%</b>	<b>44%</b>	<b>30%</b>	<b>9%</b>
Our organization treats employees fairly.	<b>14%</b>	<b>53%</b>	<b>23%</b>	<b>10%</b>
Our organization maintains consistent policies and practices.	<b>13%</b>	<b>52%</b>	<b>26%</b>	<b>10%</b>

**Q 7. In an average work week (7 days), how many hours do you spend doing the following activities?**

Answer Options	None	Less than 5 hours	5 to 14 hours	15 to 24 hours	25 hours or more
Family time	1%	13%	44%	24%	18%
Home maintenance	2%	53%	39%	5%	1%
Hobbies	15%	62%	20%	3%	1%
Health & fitness	12%	60%	26%	2%	0%
Looking after children (your own or another's)	32%	17%	14%	9%	28%
Dependent care (other than children)	70%	19%	9%	1%	1%
Volunteering	54%	36%	9%	1%	0%
Working at a second job	81%	8%	7%	3%	1%

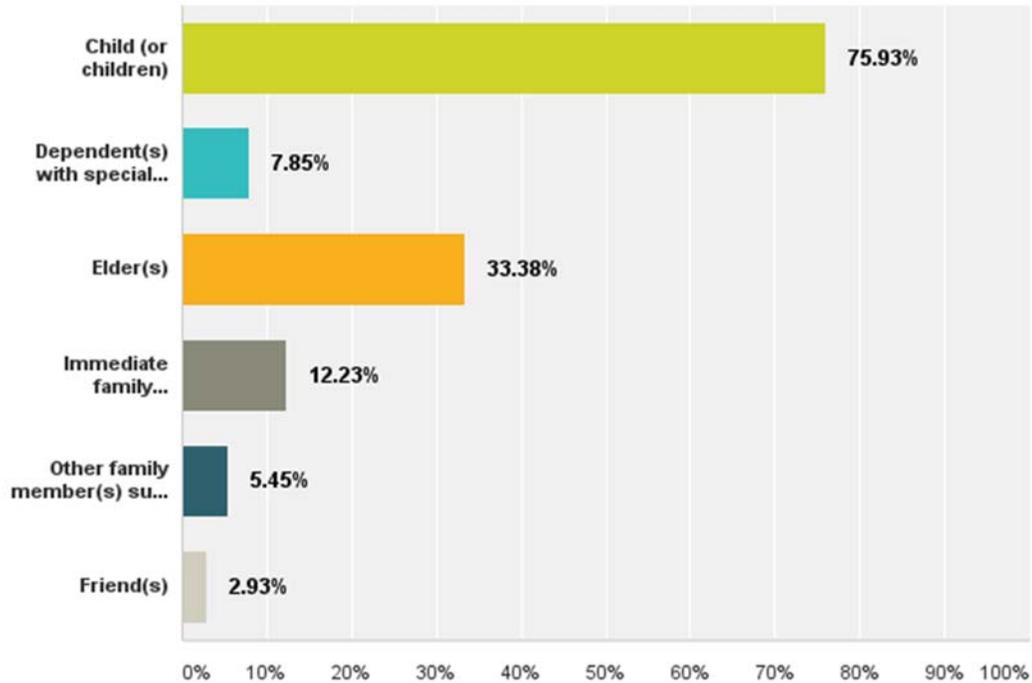
**Q8 Do you currently have the responsibility of caring for a dependent?**

Answered: 1,952 Skipped: 270



### Q9 Who is the dependent that you currently provide care to? (check all that apply)

Answered: 752 Skipped: 1,470



**Q10. In the past 12 months, how often did you need to rely on someone else to provide dependent care while you were working?**

Answer Options	Never	Occasionally	Regularly	Most of the time	Always
Childcare facility	74%	7%	7%	4%	8%
Eldercare facility	85%	5%	4%	2%	3%
Friend	60%	36%	3%	0%	1%
Home care provider	82%	8%	4%	3%	3%
Nanny	97%	2%	1%	0%	1%
Relative	33%	41%	19%	3%	4%
Sitter or neighbour	71%	21%	4%	2%	2%
Spouse or partner	30%	26%	28%	9%	8%
Other	96%	2%	2%	0%	0%

**Q11. On which of the following issues are you most in need of resources? Rank each from 1 to 5 with 1= Least Needed, and 5 = Most Needed**

<b>Answer Options</b>	<b>Least Needed - 1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>Most Needed - 5</b>	<b>Rating Average</b>
Workplace Stress	353	315	410	360	442	<b>3.12</b>
Personal Stress	365	312	422	410	371	<b>3.06</b>
Anxiety	570	341	391	289	289	<b>2.67</b>
Supporting Family &/or Friends with Mental Health issues	675	332	331	255	287	<b>2.55</b>
Finances	608	385	457	262	168	<b>2.47</b>
Depression	716	322	355	275	212	<b>2.44</b>
Family or Relationship Concerns	779	398	378	193	132	<b>2.20</b>
Bereavement	1083	345	264	127	61	<b>1.80</b>
Elder care	1181	265	249	107	78	<b>1.74</b>
Panic Disorder	1287	243	201	87	62	<b>1.61</b>
Obsessive Compulsive Disorder	1366	245	163	64	42	<b>1.50</b>
Eating Disorders	1402	235	152	63	28	<b>1.45</b>
Phobias	1487	212	118	40	23	<b>1.35</b>
Domestic Violence	1542	171	112	39	16	<b>1.31</b>

**Q.12 How helpful have the following KPR resources been to you?**

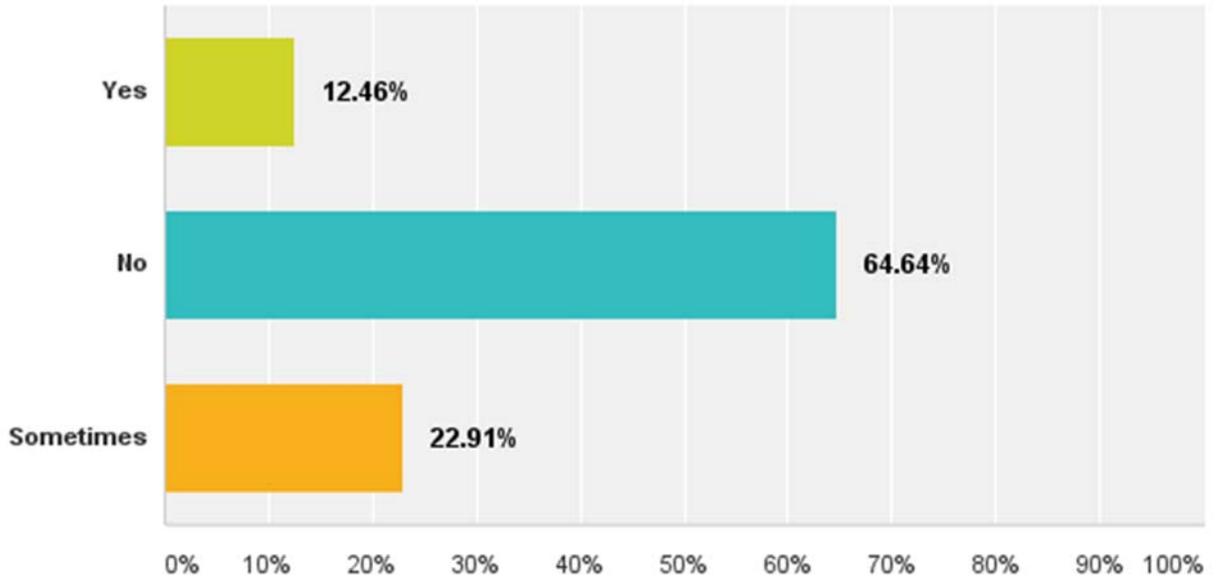
<b>Answer Options</b>	<b>Very Helpful</b>	<b>Somewhat Helpful</b>	<b>Not Helpful</b>	<b>Not aware of it</b>
Employee Assistance Program (EAP)	16%	40%	21%	23%
Health & Wellbeing webpage	4%	41%	35%	21%
Health & Wellbeing newsletter	4%	48%	38%	10%
Health & Wellbeing Twitter account	1%	6%	26%	67%

**Q.13 Which of the following are the most effective methods of delivering services?**

<b>Answer Options</b>	<b>Very effective</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>Less effective</b>
After-school workshops	10%	18%	20%	16%	35%
Brochures or booklets	10%	23%	31%	16%	19%
EAP counselor	21%	23%	27%	14%	15%
Information available by request from the Wellness Department &/or school administrator	10%	25%	31%	17%	17%
Online information	25%	35%	25%	9%	7%
PD day workshops	37%	30%	16%	8%	10%
Staff website or portal	16%	28%	28%	14%	14%
Webcasts or webinars	8%	19%	24%	20%	29%

## Q14 Do you have concerns about workplace violence at your current KPR work site?

Answered: 1,838 Skipped: 384



Q. 15 When it comes to workplace violence, please indicate how safe you feel in the following areas in your workplace:

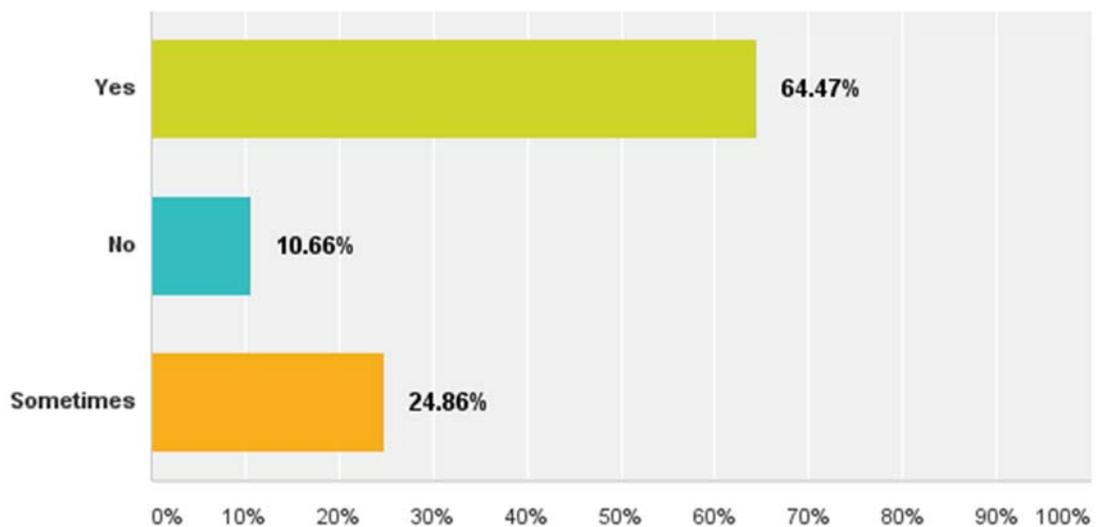
	Safe/Very Safe	Not Sure	Unsafe/Very Unsafe	N/A
Parking Lot	87%	6%	5%	2%
Grounds	87%	7%	4%	2%
Building Entrances	91%	4%	3%	2%
Halls & Corridors	86%	7%	5%	2%
Stairwells	76%	6%	5%	13%
Classroom	76%	9%	7%	8%
Gymnasium	77%	6%	5%	12%
Change Rooms	52%	6%	3%	39%
Office	91%	4%	2%	3%
Staff Lounge	92%	3%	1%	4%
Library	88%	4%	1%	7%
Portable Classrooms	44%	7%	5%	44%
Custodial Offices	66%	5%	1%	28%
Store Rooms	70%	7%	2%	21%
Other	46%	6%	2%	46%

Q.16 If you feel UNSAFE in some area of your current work site, please explain

Categories	451 replies % of replies
Violent students	44.21%
Outside lighting	13.08%
Admin, teachers, other staff	5.10%
Fear of intruder	4.21%
Parents	3.55%
Portables	3.10%
Slip or falls	3.10%
Gym	2.44%
Parking	2.22%
Communication problems	1.33%
Store rooms	1.33%
Fear of student allegations	0.67%
Mold	0.67%
Weapons	0.44%
Uncategorized	21.29%
None	3.77%

**Q17 In your opinion, do you feel adequate measures have been put in place to protect you from workplace violence?**

Answered: 1,838 Skipped: 384



**Q. 18 Do you ever feel unwelcome or uncomfortable at your usual place of work because of any of the following?**

<b>Answer Options</b>	<b>No</b>	<b>Uncomfortable (example: I have avoided interacting with co-worker/s because of this)</b>	<b>Significantly uncomfortable (example: I have avoided participating in professional development or other work-related initiatives because of this)</b>	<b>Very uncomfortable (example: I have missed work because of this)</b>	<b>I choose not to say</b>
My sex (female/ intersex/ male)	92%	6%	1%	1%	1%
My age	91%	6%	1%	0%	1%
My ethnological or racial background	98%	1%	0%	0%	1%
My Aboriginal background (First Nation, Métis, Inuit)	98%	1%	0%	0%	1%
My language background (my first language)	97%	2%	0%	0%	1%
My assigned role and responsibility	76%	17%	5%	2%	1%
My appearance	93%	5%	1%	1%	1%
My religion or faith	95%	3%	1%	0%	1%
My level of income	90%	7%	2%	1%	1%
A disability that I have (visible or non-visible)	92%	4%	1%	2%	1%
My sexual orientation (actual or perceived)	97%	2%	0%	0%	1%
My gender identity (cisgender, gender- diverse, transgender, etc.)	98%	0%	0%	0%	1%
How I express my gender identity (clothing worn, hairstyle, behaviours etc.)	97%	1%	0%	1%	1%

**Q. 19 This school year, or in the past school year, have you participated in professional development in the following topics:**

<b>Answer Options</b>	<b>Yes, offered by KPR</b>	<b>Yes, but offered by someone other than KPR</b>	<b>No</b>	<b>Not sure</b>
Accessibility (policies & accommodations for people with disabilities: physical, learning or cognitive disabilities, mental illness, deaf, blind, etc)	67%	4%	25%	4%
Creating safe and inclusive spaces	49%	5%	39%	7%
Human Rights	35%	6%	52%	7%
Aboriginal culture (First Nation, Métis, Inuit)	13%	5%	77%	5%
Diverse religions/faith communities	6%	4%	85%	5%
How to effectively use bias free language	13%	5%	77%	6%
Lesbian, gay, bisexual and trans communities	16%	6%	73%	5%
Local demographics and poverty issues	7%	8%	80%	5%
Mental Health	50%	11%	35%	3%
Harassment & bullying	43%	8%	45%	4%

**Q. 20 What are the top two factors that prevent you from attending equity related PD sessions?**

Workload Priority Not Aware Knowledge Issues Release PD  
Sessions Child Care Interest KPR Location Not  
Knowing Attend Schedule Offered Unaware  
School Place Distance Energy Family Factors PD  
Days Money Travel Opportunity Classroom Job

**Q. 21 Which professional development topics pertaining to Equity & Diversity do you think would be most beneficial to your role?**

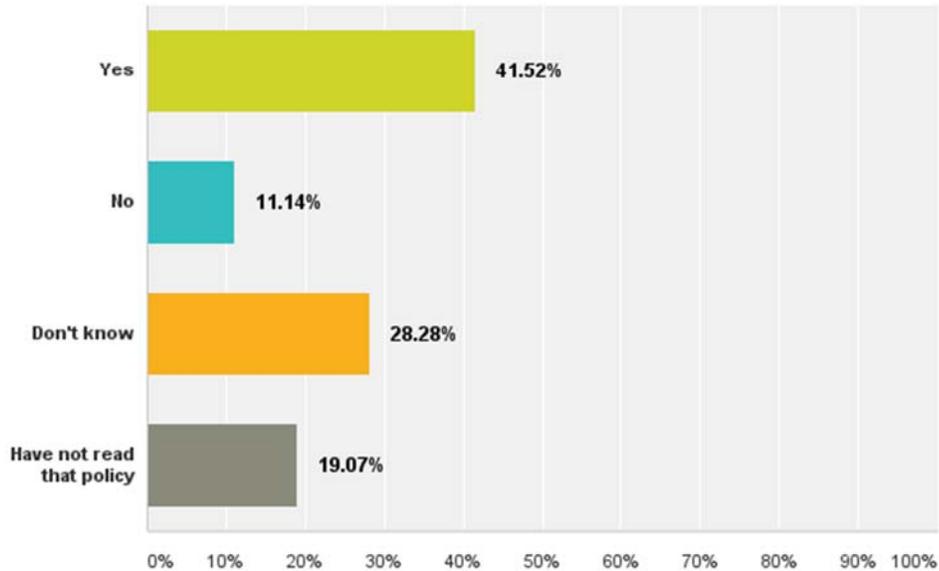
<b>Answer Options</b>	<b>Very beneficial to my role</b>	<b>Maybe</b>	<b>Not beneficial to my role</b>
Aboriginal culture (First Nation, Métis, Inuit)	19%	42%	39%
Accessibility (policies & accommodations for people with disabilities: physical, learning or cognitive disabilities, mental illness, deaf, blind, etc.)	46%	39%	15%
Creating safe and inclusive spaces	57%	33%	11%
Diverse religious/faith communities	20%	47%	33%
Harassment & bullying	59%	32%	9%
How to effectively use bias-free language	40%	40%	20%
Human Rights	40%	42%	18%
Lesbian, gay, trans & bisexual communities	28%	43%	28%
Mental health	72%	22%	5%

**Q.22 At KPR, I see myself reflected in:**

<b>Answer Options</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Not sure</b>
Discussions & presentations	10%	48%	13%	6%	23%
Equity & Diversity policies	8%	46%	14%	5%	26%
Guest presenters	7%	41%	16%	7%	29%
My work community	12%	53%	10%	5%	20%
Pictures or posters	8%	44%	17%	7%	24%
Professional learning resources	9%	47%	14%	7%	23%
School board publications	8%	40%	18%	7%	27%
Special events & celebrations	9%	42%	17%	7%	25%
Workplace Harassment policies	8%	44%	14%	6%	28%

**Q23 Do you feel that the procedures in KPR's Workplace Harassment Policy effectively address staff concerns?**

Answered: 1,715 Skipped: 507

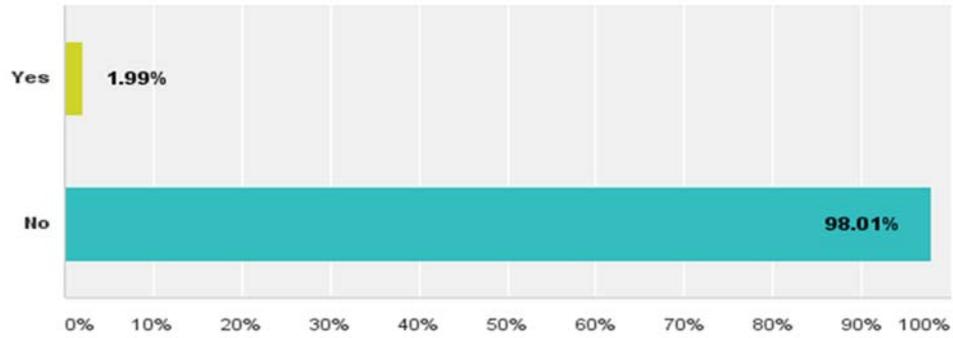


**Q.24 Further to the last question, what changes would you like to see?**

Inappropriate Regarding Discuss Implementation Training  
 Disabilities Follow Properly Teachers Equal Treatment  
 Work Place Workers Needs Mean Staff cYW  
 Role Harassment Senior School Listen Admin  
 Forced Fairness Realistic Understand  
 Resolution Program Answer

**Q25 Have you ever requested a religious or cultural accommodation (for example: time away from work to observe a religious holiday; permission to observe a religious practice during work hours or to smudge; permission to wear an item of clothing connected to religious belief, such as a kirpan)?**

Answered: 1,710 Skipped: 512



**Q26 If you answered yes, were you satisfied with the religious or cultural accommodation you received?**

Answered: 35 Skipped: 2,187

