



ASE RISE Autumn Term Survey Analyser

(Use this document alongside the online guidance notes found on the [Analysing Your Survey Data hub](#))

STAGE 1: Analysing emotional needs data

1A. Looking at Strengths

Which three emotional needs score the highest?

Reflection: Is this what you expected? Does it surprise you? Can you explain any of these scores?

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1B. Looking for areas of development

Which three emotional needs score the lowest?

Reflection: Is this what you expected? Does it surprise you? Can you explain any of these scores?

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Mental health support: Are there any scores that fall between 1-3 on the emotional needs scale?

Yes / No

How many?

Reflection: Is this what you expected? Does it surprise you? Can you explain any of these scores?

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1C Comparing your data with the cohort data

Providing you have a response rate of around 80% for your department, you should be able to make some tentative comparisons with the cohort data.

Ranking:

Are there any significant differences between the ranking of your department and that of the cohort?

Emotional Need	Rank difference (+/-)

Percentage comparisons:

Are these scores for each emotional need inline with or significantly higher or lower than the cohort data?

Emotional Need	Difference in percentage (+/-)

Reflection: Is this what you expected? Does it surprise you? Can you explain any of these scores?

STAGE 2: Analysing job satisfaction data

2A. Looking at Strengths

Which three job satisfaction statements score the highest?

Reflection: Is this what you expected? Does it surprise you? Can you explain any of these scores?



2B. Looking for areas of development

Which three job satisfaction statements score the lowest?

Reflection: Is this what you expected? Does it surprise you? Can you explain any of these scores?

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2C. Comparing your data with the cohort data

Providing you have a response rate of around 80% for your department, you should be able to make some tentative comparisons with the cohort data. Ranking. Are there any significant differences between the ranking of your department and that of the cohort?

Job satisfaction statement	Rank difference (+/-)

Percentage comparisons:

Are these scores for each emotional need inline with or significantly higher or lower than the cohort data?

Job satisfaction statement	Difference in percentage (+/-)

Reflection: Is this what you expected? Does it surprise you? Can you explain any of these scores?

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2D. Analysing the comments. Add themes:

Best things about working in the science department...	Working in this science department could be improved if...

STAGE 4: Considering the context

Change	Description	Likely Impact		
		Short Term	Medium Term	Long Term
Individual				
Department				
School				
Local				
National				



STAGE 5: Bringing it all together - conclusions

Here are some suggested conclusions for you to identify if suitable. Use this alongside the guidance notes here [ASE RISE Autumn Term Survey Analyser] stage 5.

5A: General support for wellbeing and mental health conclusions

- There are staff that need urgent support for their mental health.
- Increased attention is needed for supporting wellbeing and mental health at an individual, department and school level.
- We need to maintain the level of wellbeing and mental health support on the department and school level, with some additional focus on specific areas for everyone.
- We need to maintain the level of wellbeing and mental health support on the department and school level, with some additional focus on specific support for individuals.
- We have staff who are generally happy working in the department and are seeking to stay on in the short, medium and long term. Some may be moving on for positive reasons.
- We have staff who are generally unhappy working in the department and are seeking to leave the department, school, or teaching for negative reasons.

Add additional conclusions or modify the conclusions based on your own data.

5B: Improving and maintaining a work-life balance

- All staff feel able to maintain a work-life balance.
- There are a number of staff who feel they can maintain a work-life balance, but a number of staff who do not feel they can.
- Most of the science staff do not feel they can maintain a work-life balance.

Add additional conclusions or modify the conclusions based on your own data.



5C: Relationships within the science department

- All staff get on well with each other on a professional and personal level.
- All staff get on well with each other on a professional level.
- Most staff get on well with each other most of the time, but some staff do not.
- Relationships between staff in the science department need strengthening.

Add additional conclusions or modify the conclusions based on your own data.

5D: Science department relationships with senior leaders

The relationship between the science department and senior team is strong and constructive.

- Always
- Mostly
- Sometimes
- Rarely
- Never

Add additional conclusions or modify the conclusions based on your own data.

Note: The ASE has funding from Gatsby to help strengthen relationships between science departments and their senior leaders. If you feel your school would benefit, [click here](#). All involvement will remain anonymous and confidential.



5E Career support

Staff have a clear idea of what they are doing in the short term (this year).

All Most Some None

Staff have a clear idea of what they are doing in the medium term (over 2 years).

All Most Some None

Staff have a clear idea of what they are doing in the long term (3 years and more).

All Most Some None

Staff have no direction or are unclear about their future.

All Most Some None

Add additional conclusions or modify the conclusions based on your own data.

5F Other Issues?

What other conclusions, if any, can you draw from your departments data?

Now, use the ASE RISE Action Planner on the [Analysing Your Survey Data Hub](#) to identify and prioritise actions.

If you feel you or your department would benefit from having an ASE RISE Mentor, ASE RISE Impact Case Study Package or Departmental Wellbeing or Career Support CPD sessions, there is more information and prices here [\[LINK\]](#).