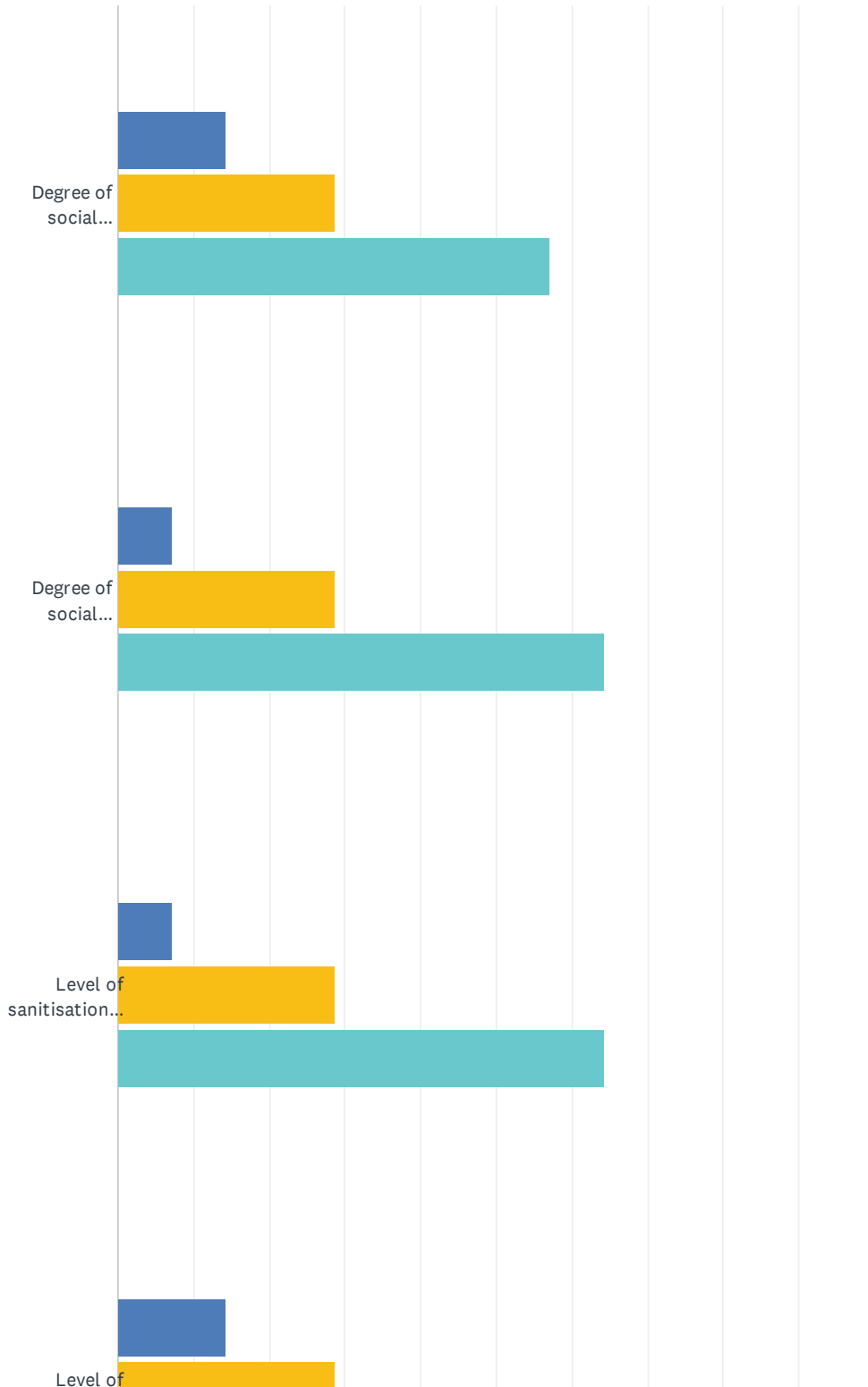
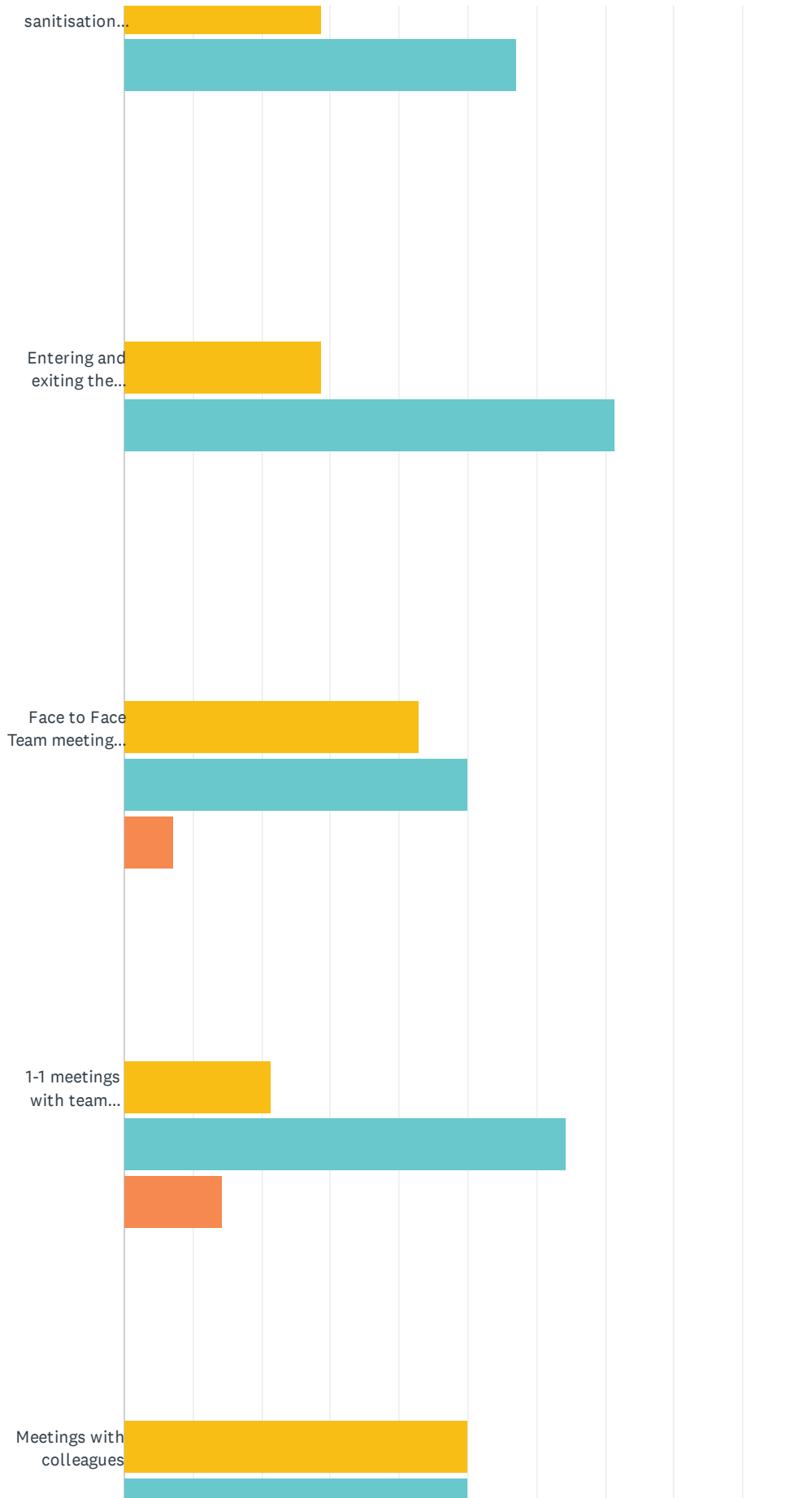


Q1 Thinking about the period when we were delivering face to face service. Rank the degree of risk you felt from COVID on the following aspects: Some may not be applicable to your role:

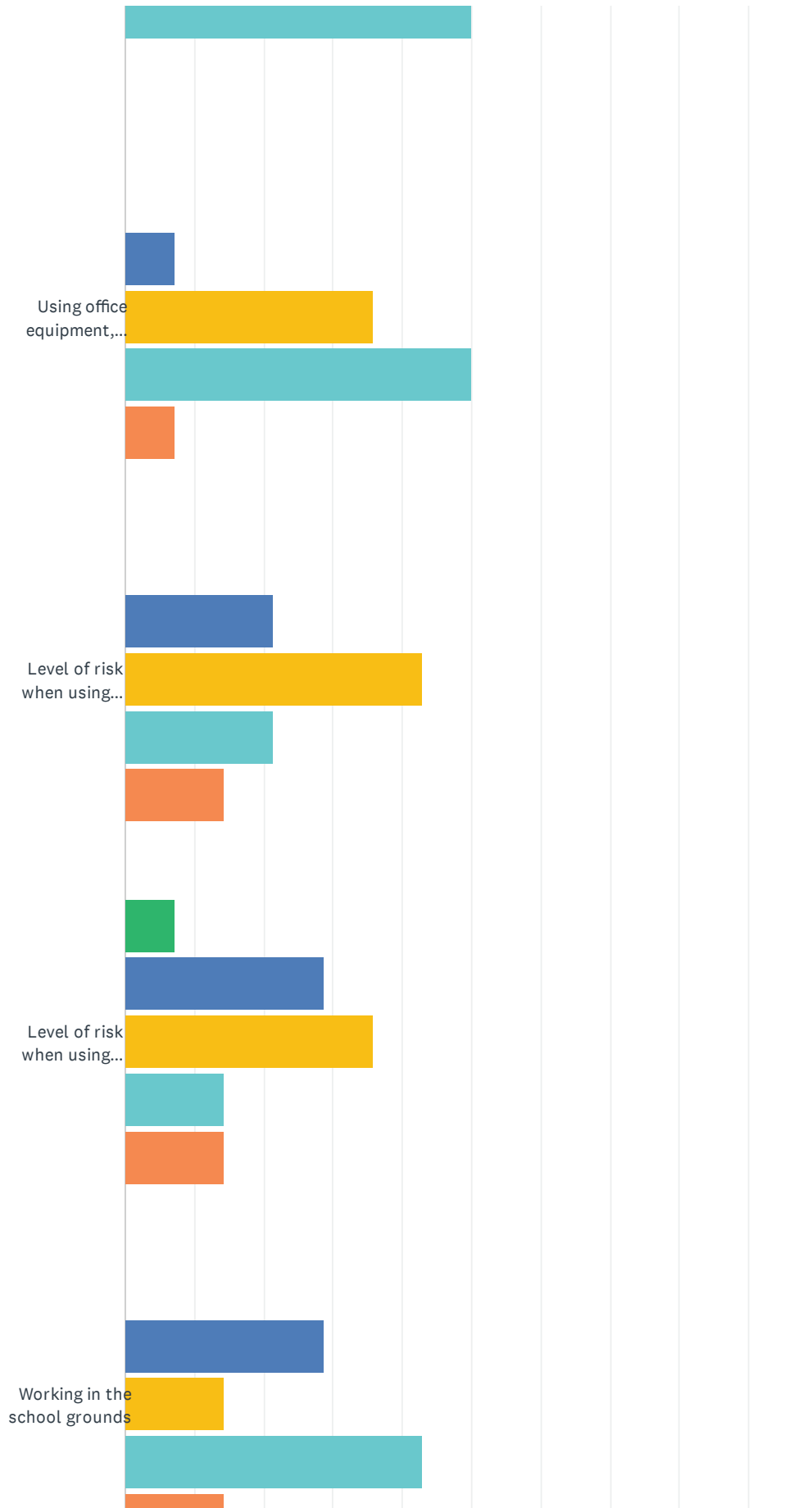
Answered: 14 Skipped: 0



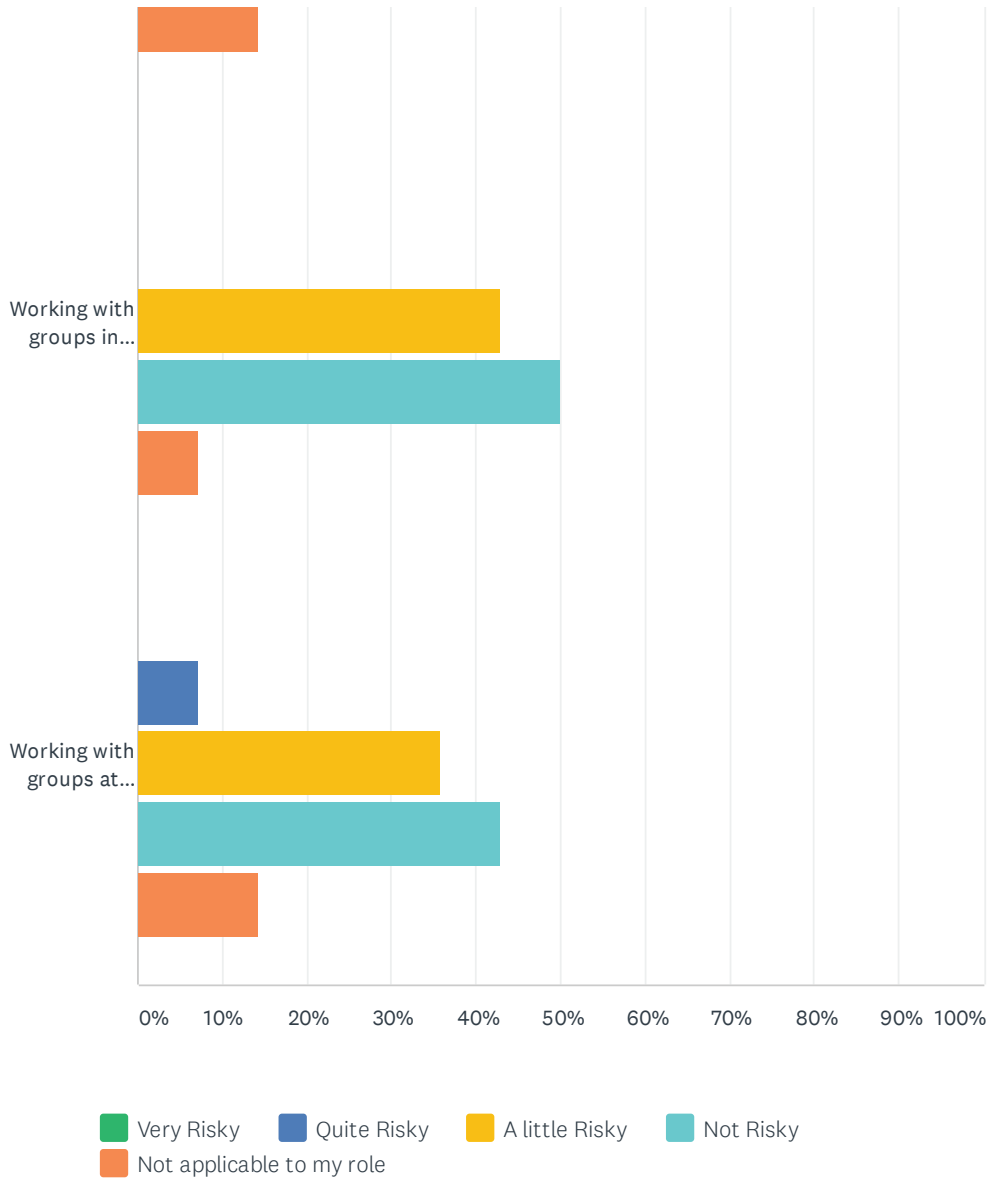
Staff Survey 2020 /21



Staff Survey 2020 /21



Staff Survey 2020 /21



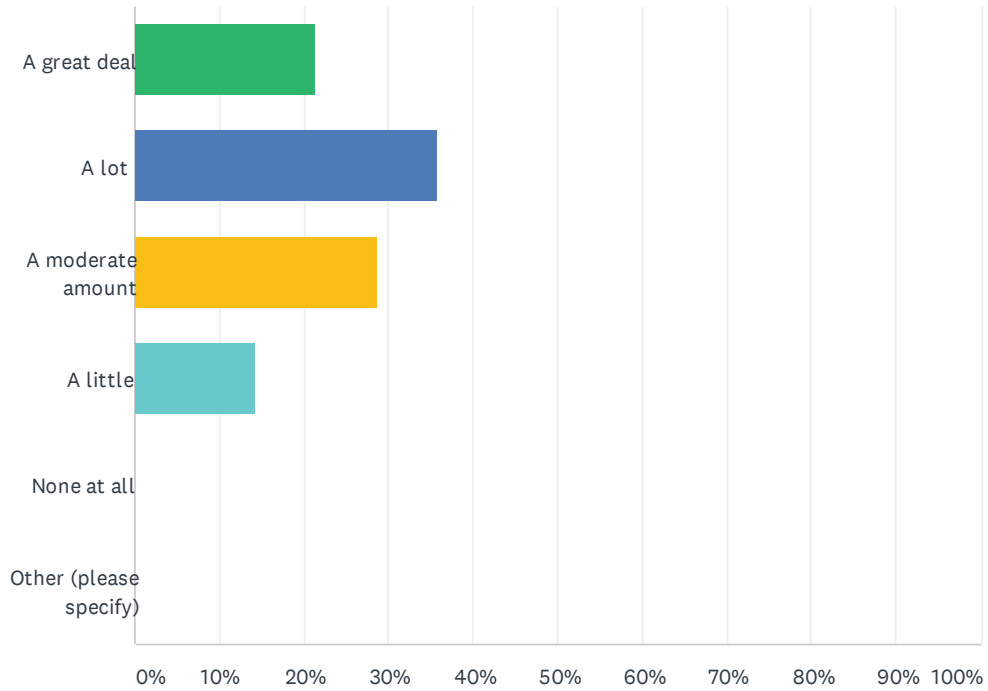
Staff Survey 2020 /21

	VERY RISKY	QUITE RISKY	A LITTLE RISKY	NOT RISKY	NOT APPLICABLE TO MY ROLE	TOTAL	WEIGHTED AVERAGE
Degree of social distancing when at work station	0.00% 0	14.29% 2	28.57% 4	57.14% 8	0.00% 0	14	3.43
Degree of social distancing walking through building	0.00% 0	7.14% 1	28.57% 4	64.29% 9	0.00% 0	14	3.57
Level of sanitisation/cleanliness of work station	0.00% 0	7.14% 1	28.57% 4	64.29% 9	0.00% 0	14	3.57
Level of sanitisation/cleanliness of toilets / changing	0.00% 0	14.29% 2	28.57% 4	57.14% 8	0.00% 0	14	3.43
Entering and exiting the building	0.00% 0	0.00% 0	28.57% 4	71.43% 10	0.00% 0	14	3.71
Face to Face Team meetings / briefing	0.00% 0	0.00% 0	42.86% 6	50.00% 7	7.14% 1	14	3.64
1-1 meetings with team leaders or managers	0.00% 0	0.00% 0	21.43% 3	64.29% 9	14.29% 2	14	3.93
Meetings with colleagues	0.00% 0	0.00% 0	50.00% 7	50.00% 7	0.00% 0	14	3.50
Using office equipment, tools or activity equipment	0.00% 0	7.14% 1	35.71% 5	50.00% 7	7.14% 1	14	3.57
Level of risk when using centre transport with staff	0.00% 0	21.43% 3	42.86% 6	21.43% 3	14.29% 2	14	3.29
Level of risk when using centre transport with groups	7.14% 1	28.57% 4	35.71% 5	14.29% 2	14.29% 2	14	3.00
Working in the school grounds	0.00% 0	28.57% 4	14.29% 2	42.86% 6	14.29% 2	14	3.43
Working with groups in remote locations	0.00% 0	0.00% 0	42.86% 6	50.00% 7	7.14% 1	14	3.64
Working with groups at Blairvadach or Pinkston	0.00% 0	7.14% 1	35.71% 5	42.86% 6	14.29% 2	14	3.64

#	OTHER (PLEASE SPECIFY)	DATE
1	Felt a little risky only when I miss judged a situation and I realise I'm standing in a small corridor with 20 kids and a few adults. But totally avoidable with forethought.	3/4/2021 8:16 PM
2	I would say for all of these things their is a little risk involved, as no system is foolproof, best way to protect yourself is to always think everything is potentially contaminated and wash hands and equipment after using	3/3/2021 9:46 PM

Q2 The global pandemic had a huge impact on our lives in 2020. Did you feel your voice was considered as part of the services COVID response?

Answered: 14 Skipped: 0

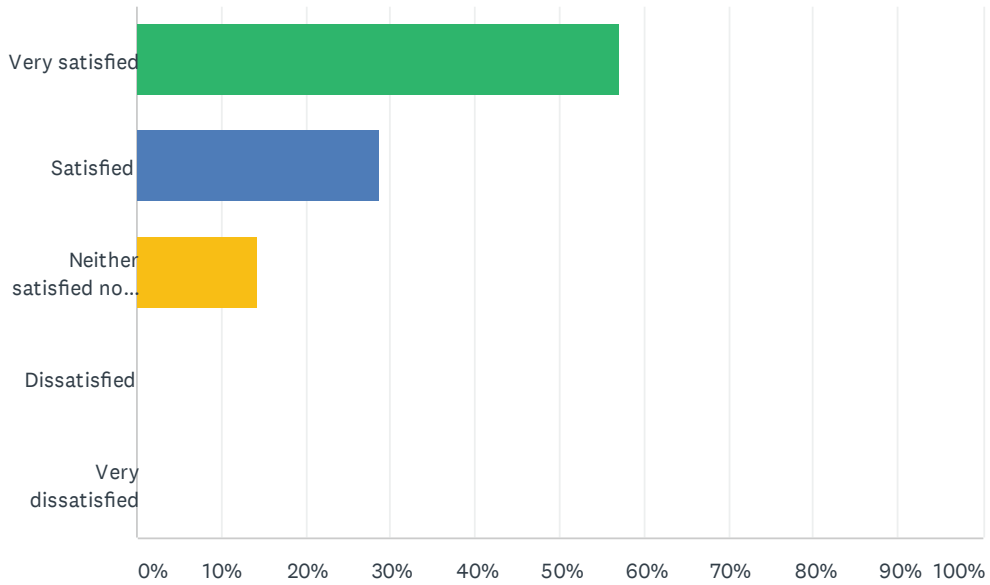


ANSWER CHOICES	RESPONSES	
A great deal	21.43%	3
A lot	35.71%	5
A moderate amount	28.57%	4
A little	14.29%	2
None at all	0.00%	0
Other (please specify)	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q3 One control measure for managing the impact of the pandemic was the supply of PPE. How satisfied were you with the supply of PPE for your role?

Answered: 14 Skipped: 0

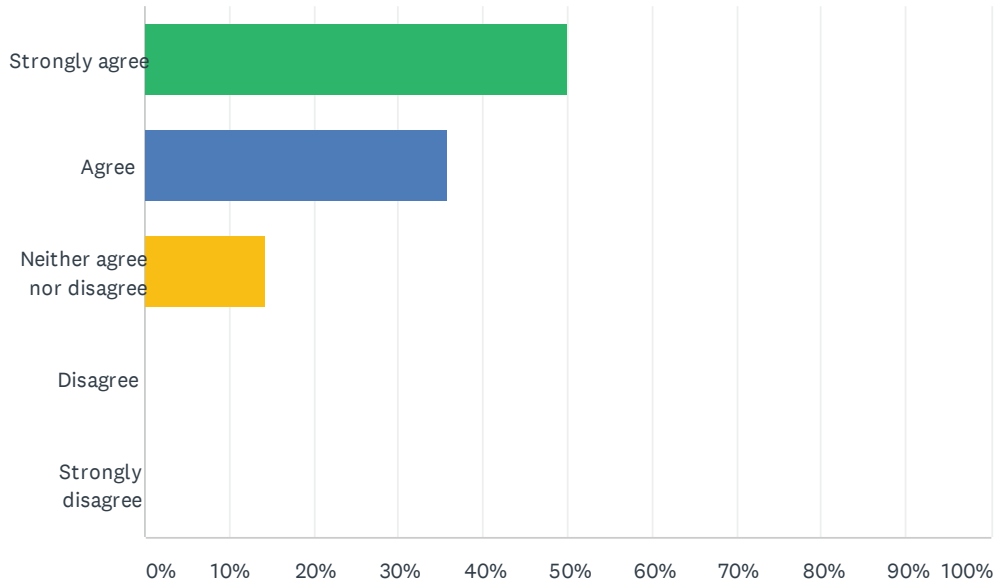


ANSWER CHOICES	RESPONSES	
Very satisfied	57.14%	8
Satisfied	28.57%	4
Neither satisfied nor dissatisfied	14.29%	2
Dissatisfied	0.00%	0
Very dissatisfied	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
1	There was more PPE available than I felt the need to use for some activities.	3/4/2021 9:42 AM

Q4 My work gives me a feeling of personal accomplishment

Answered: 14 Skipped: 0

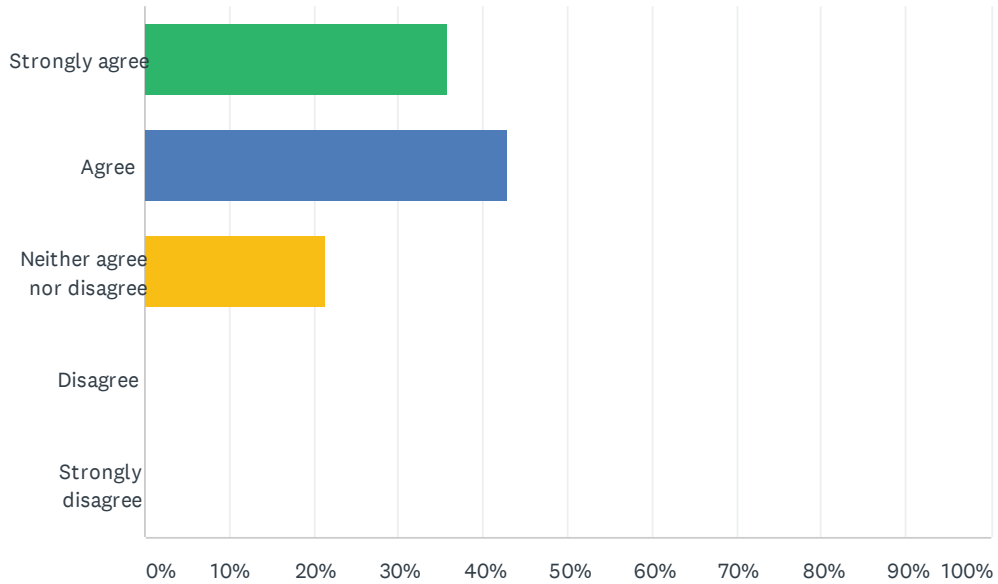


ANSWER CHOICES	RESPONSES	
Strongly agree	50.00%	7
Agree	35.71%	5
Neither agree nor disagree	14.29%	2
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
1	I feel good about what we do/achieve, but I did feel uneasy that the 'covid model' was going to be adopted as a workable model for the future 'post covid'	3/4/2021 8:16 PM
2	When working from home it does on occasion but if find it very hard. When doing work in schools or at centre I strong ly agree.	3/3/2021 5:24 PM

Q5 I feel encouraged to come up with new and better ways of working

Answered: 14 Skipped: 0

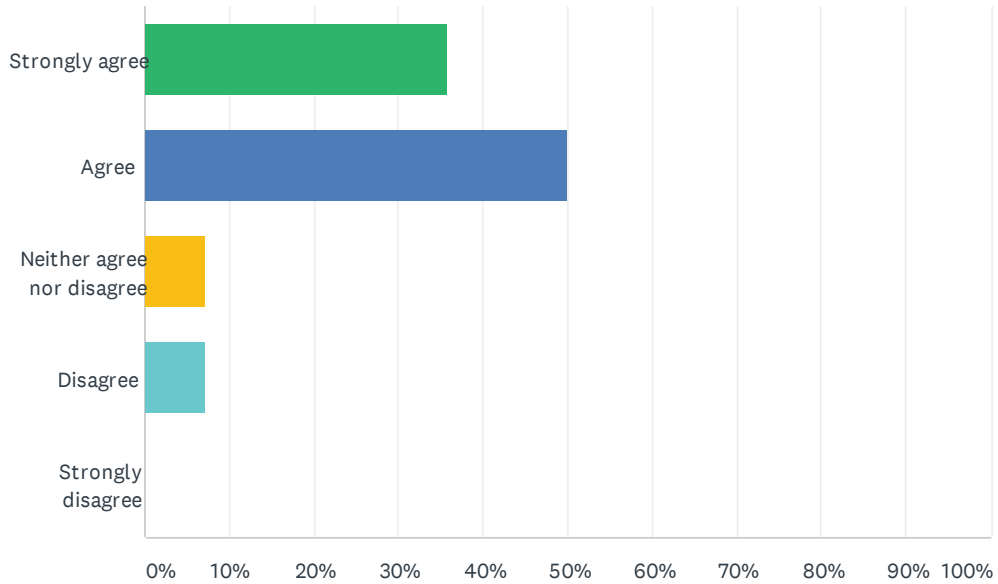


ANSWER CHOICES	RESPONSES	
Strongly agree	35.71%	5
Agree	42.86%	6
Neither agree nor disagree	21.43%	3
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
1	No one views our sessions... Especially during COVID delivery, zero monitoring	2/24/2021 10:52 AM

Q6 I have the tools and resources to do my job well

Answered: 14 Skipped: 0

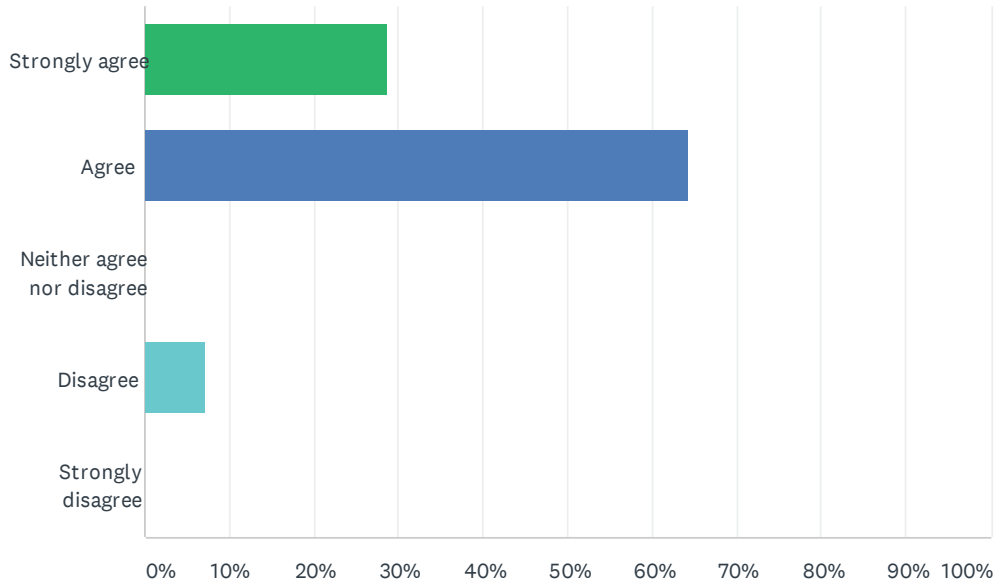


ANSWER CHOICES	RESPONSES	
Strongly agree	35.71%	5
Agree	50.00%	7
Neither agree nor disagree	7.14%	1
Disagree	7.14%	1
Strongly disagree	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
1	I have only been able to complete the working from home tasks and Teams meetings by using my personal IT equipment.	3/4/2021 9:42 AM
2	Having to use own computers and devices for majority of the work since lockdown	3/3/2021 9:46 PM
3	Lack of access to it support to get remote working done	2/23/2021 1:20 PM

Q7 My job makes good use of my skills and abilities

Answered: 14 Skipped: 0

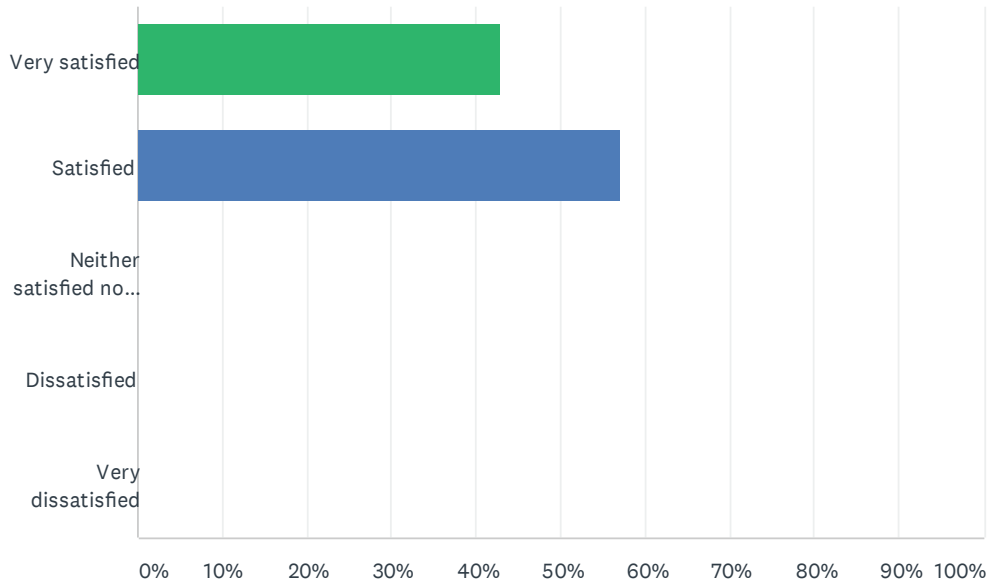


ANSWER CHOICES	RESPONSES	
Strongly agree	28.57%	4
Agree	64.29%	9
Neither agree nor disagree	0.00%	0
Disagree	7.14%	1
Strongly disagree	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
1	And forced me to learn new ones this year	3/4/2021 8:16 PM
2	Whilst home working I have been able to use skills and abilities (with IT/design/online) that are not normally called upon when working with groups. There are many skills and abilities that have suffered due to Covid19 and I would value an opportunity to refresh them prior to working with groups (in watersports for example) again.	3/4/2021 9:42 AM
3	It's been fun to learn and use new and different technologies over the last year	3/3/2021 9:46 PM
4	Repetitive work doesn't allow all skills to be used	2/24/2021 10:52 AM

Q8 How satisfied are you with the information you receive from management on what is going on?

Answered: 14 Skipped: 0

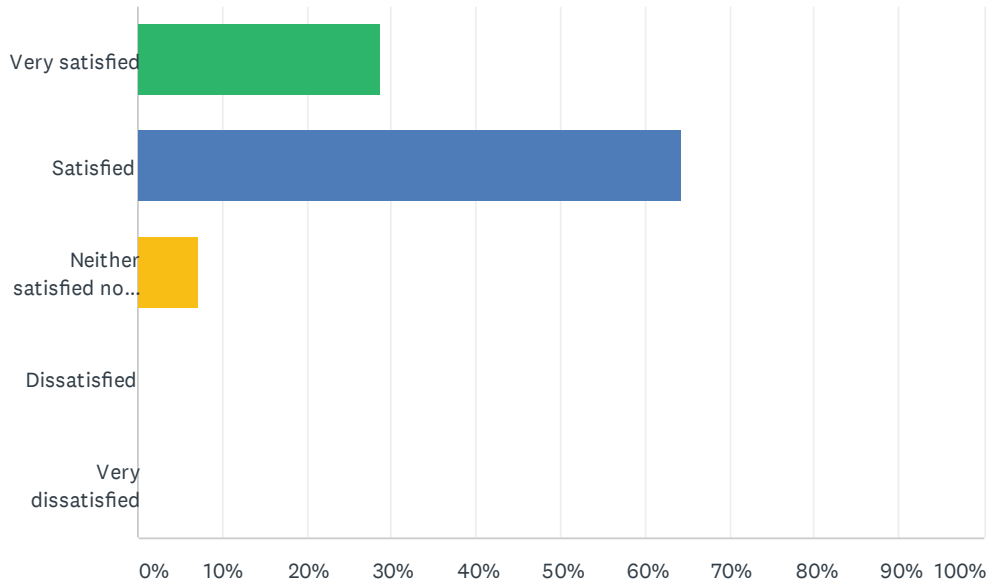


ANSWER CHOICES	RESPONSES	
Very satisfied	42.86%	6
Satisfied	57.14%	8
Neither satisfied nor dissatisfied	0.00%	0
Dissatisfied	0.00%	0
Very dissatisfied	0.00%	0
TOTAL		14

#	COMMENTS	DATE
1	Continually updating and re-briefing all staff in what has been a very difficult year to keep people up to date with ever moving peramiters.	3/4/2021 8:16 PM
2	The mapping project has been great but no meeting as the mapping team since the initial meetings, would of been good to off had a catch up once in a while.	3/3/2021 9:46 PM
3	Not everyone attends every meeting. Could information that is given in these meetings be passed on when it's important.	3/3/2021 5:24 PM
4	Regular team meetings throughout the lock down period gave me all the relevant updates on what was going on in the wider education community. My management contact was always available to chat things through over the phone and kept in regular contact with me either by email or phone.	3/3/2021 2:29 PM

Q9 How satisfied are you with your involvement in decisions that affect your work?

Answered: 14 Skipped: 0

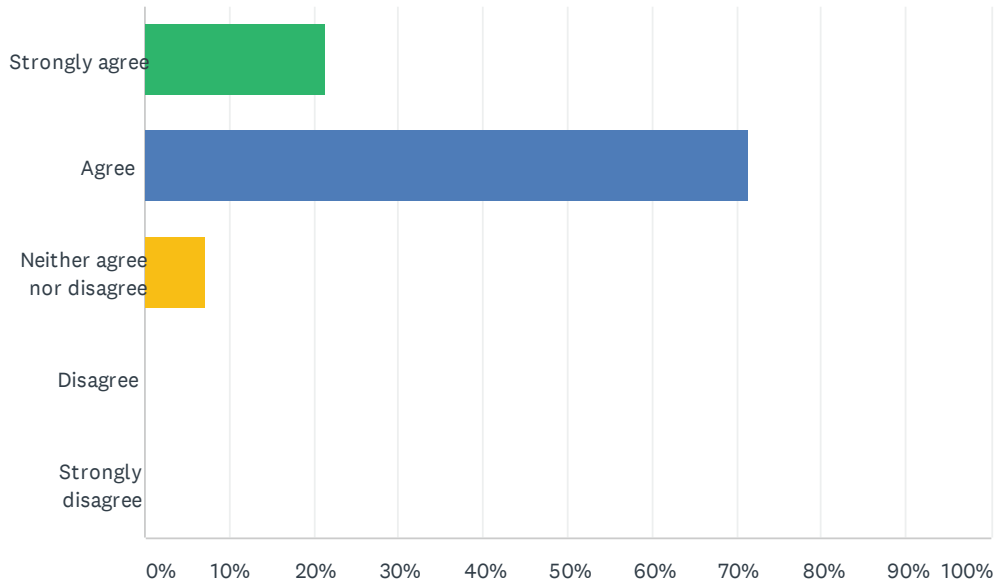


ANSWER CHOICES	RESPONSES	
Very satisfied	28.57%	4
Satisfied	64.29%	9
Neither satisfied nor dissatisfied	7.14%	1
Dissatisfied	0.00%	0
Very dissatisfied	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
1	There are decisions being made about the future of the centre which will have the largest affect on my work since I've started. I don't feel that these are decisions that I (or indeed anyone at the centre) can influence.	3/4/2021 9:42 AM

Q10 I experience personal growth such as updating skills, learning and training?

Answered: 14 Skipped: 0

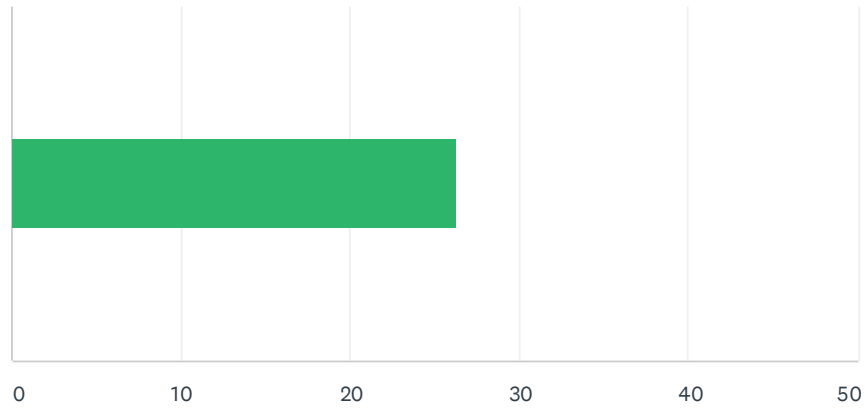


ANSWER CHOICES	RESPONSES
Strongly agree	21.43% 3
Agree	71.43% 10
Neither agree nor disagree	7.14% 1
Disagree	0.00% 0
Strongly disagree	0.00% 0
TOTAL	14

#	OTHER (PLEASE SPECIFY)	DATE
1	I have completed many online trainings / workshops over this year. I appreciated that when I kept asking for CPD days/allowance back in lockdown#1 it was not available, so I used my initiative and just booked myself onto things that fitted with my timetable of parenting and were interesting/useful for me.	3/4/2021 9:42 AM
2	I have learnt new skills on technology front this year	3/3/2021 9:46 PM

Q11 In 2020/21 to what degree has your development been self led or centre driven?

Answered: 13 Skipped: 1



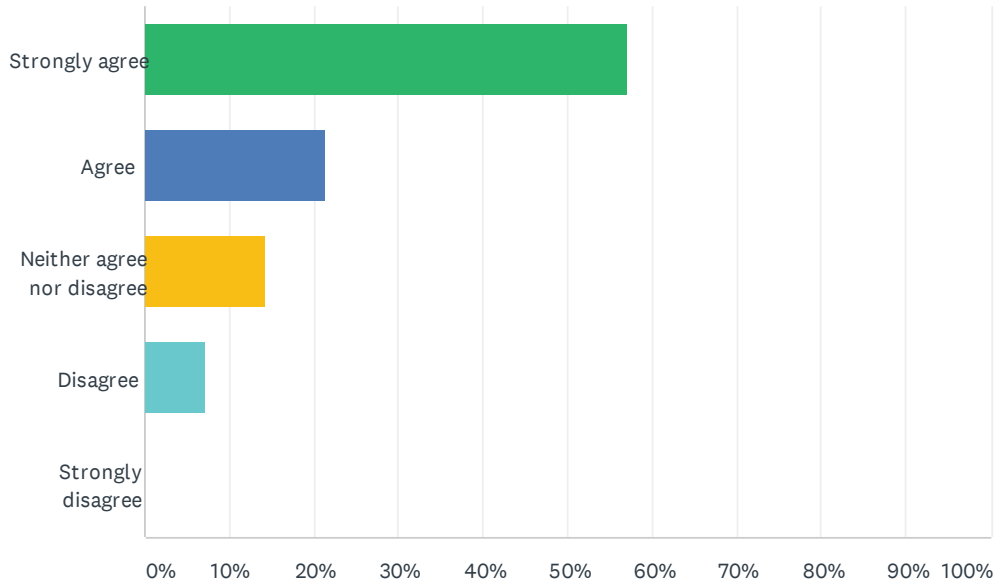
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	26	341	13

Total Respondents: 13

#		DATE
1	80	3/4/2021 8:16 PM
2	24	3/4/2021 7:47 PM
3	1	3/4/2021 9:42 AM
4	0	3/3/2021 9:46 PM
5	21	3/3/2021 5:24 PM
6	27	3/3/2021 2:57 PM
7	0	3/3/2021 2:29 PM
8	50	3/3/2021 1:44 PM
9	50	2/25/2021 12:33 PM
10	50	2/25/2021 10:21 AM
11	0	2/24/2021 10:52 AM
12	0	2/23/2021 1:20 PM
13	38	2/23/2021 11:42 AM

Q12 Management encourage me to do my best.

Answered: 14 Skipped: 0

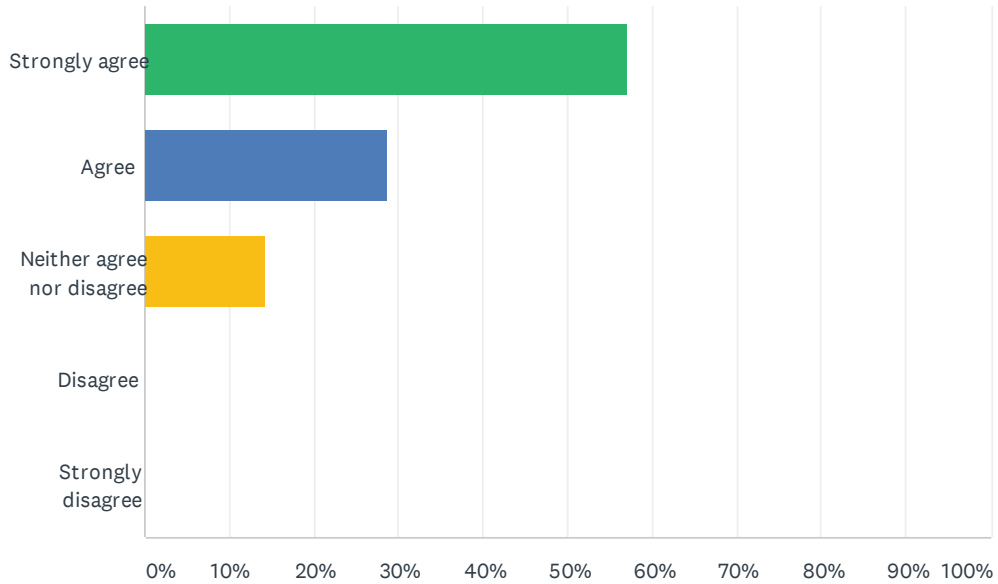


ANSWER CHOICES	RESPONSES	
Strongly agree	57.14%	8
Agree	21.43%	3
Neither agree nor disagree	14.29%	2
Disagree	7.14%	1
Strongly disagree	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
1	I feel an excellent ballance has been struck by management between asking/encouraging people to do work, against understanding (and critically, accepting) that people have very different situations/demands on their time and resources at home during	3/4/2021 8:16 PM
2	It would be a bit odd if we were encouraged to do anything other than our best!?! I believe there is an expectation that we will all (being mature professional instructors) strive to do our best - but how encouraged are we? I think it has been difficult this year for management to 'encourage' us to do our best, whilst at the same time being supportive of people's personal circumstances and childcare situations. There has in my view been a very good balance struck here this year. I have felt encouraged to 'do what I can when I can' which has been appreciated as further 'encouragement to do my best' might have felt like pressure to achieve things in an already stressful time. So whilst I don't think I've been encouraged to do my 'best' this year, I am very grateful for that as it has lead to a reduction in my stress levels and greater wellbeing.	3/4/2021 9:42 AM
3	Very little accountability on if work is done by self or others such is very discouraging	2/23/2021 1:20 PM

Q13 I feel respected and valued by the management at Blairvadach

Answered: 14 Skipped: 0

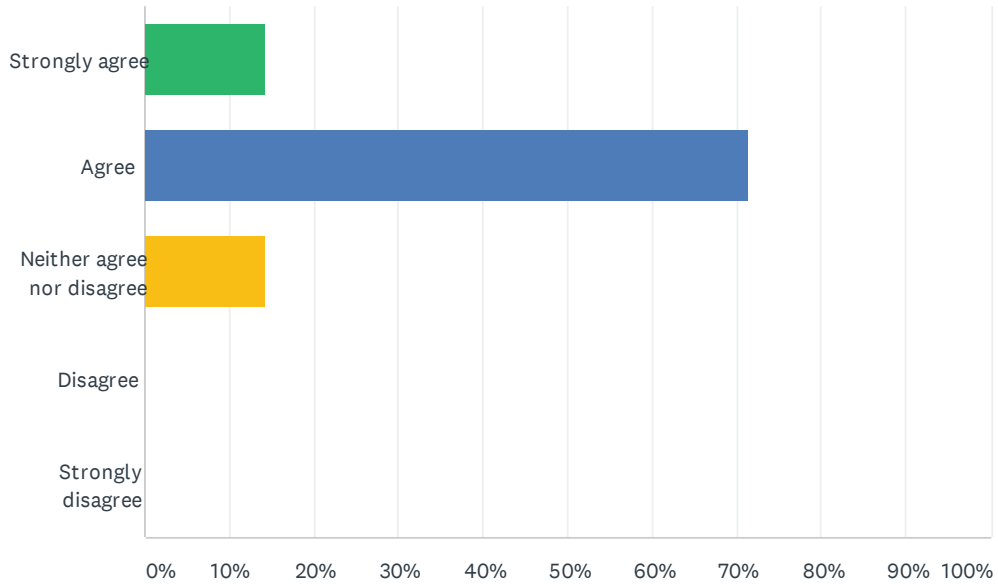


ANSWER CHOICES	RESPONSES	
Strongly agree	57.14%	8
Agree	28.57%	4
Neither agree nor disagree	14.29%	2
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
1	€Sense of disconnect because of remote working without regular checks by management as regards well-being/status of work felt demotivating.	2/23/2021 1:20 PM

Q14 I feel respected and valued by my teammates at Blairvadach?

Answered: 14 Skipped: 0

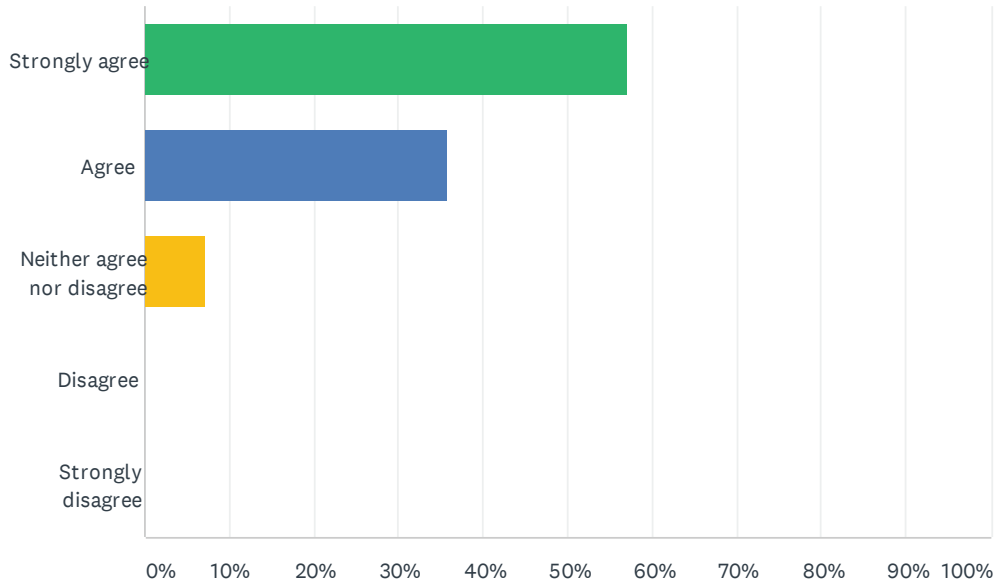


ANSWER CHOICES	RESPONSES	
Strongly agree	14.29%	2
Agree	71.43%	10
Neither agree nor disagree	14.29%	2
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
1	Most of them yes.	3/4/2021 9:42 AM
2	Although there is one exception to that	3/3/2021 9:46 PM
3	Sometimes.	3/3/2021 5:24 PM
4	Hard to judge because of the nature of the majority of work during the year.	2/23/2021 1:20 PM

Q15 I am proud of the service that I provide

Answered: 14 Skipped: 0

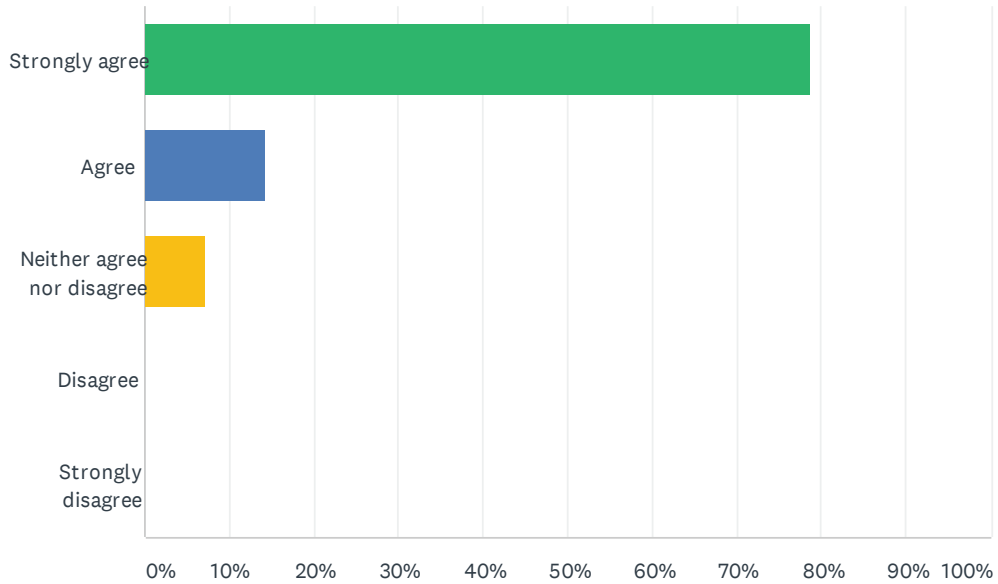


ANSWER CHOICES	RESPONSES	
Strongly agree	57.14%	8
Agree	35.71%	5
Neither agree nor disagree	7.14%	1
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
1	Happy with the work that was managed outside of lockdown, but hard to keep motivated with remote work tasks.	2/23/2021 1:20 PM

Q16 I feel proud of the service Blairvadach provides

Answered: 14 Skipped: 0

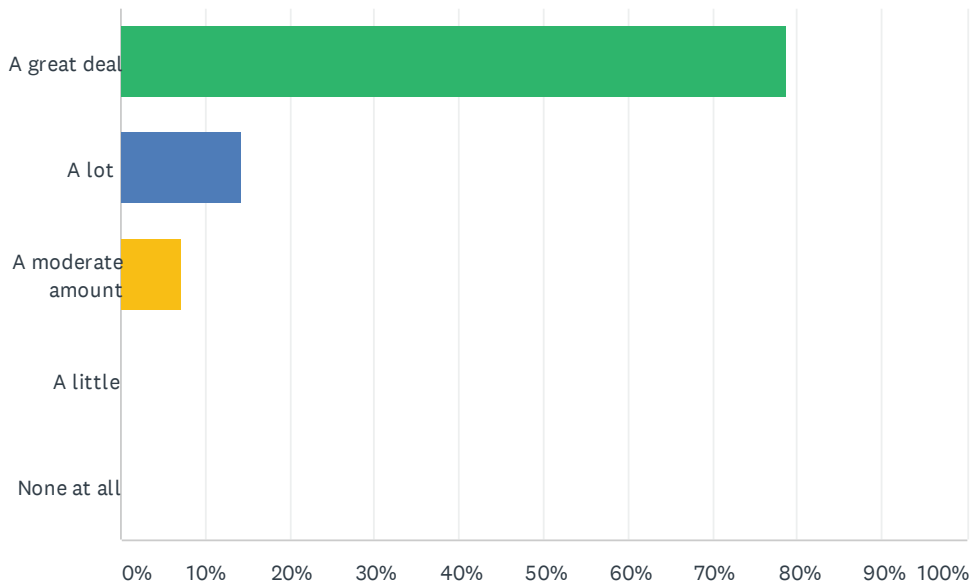


ANSWER CHOICES	RESPONSES	
Strongly agree	78.57%	11
Agree	14.29%	2
Neither agree nor disagree	7.14%	1
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
1	I think the service that we have managed to provide this year has been beyond what most thought possible.	3/4/2021 9:42 AM
2	In normals times yes, in current times the lack of the ability to provide a service stresses me out.	2/23/2021 1:20 PM

Q17 How flexible is Blairvadach with respecting your caring / family responsibilities?

Answered: 14 Skipped: 0

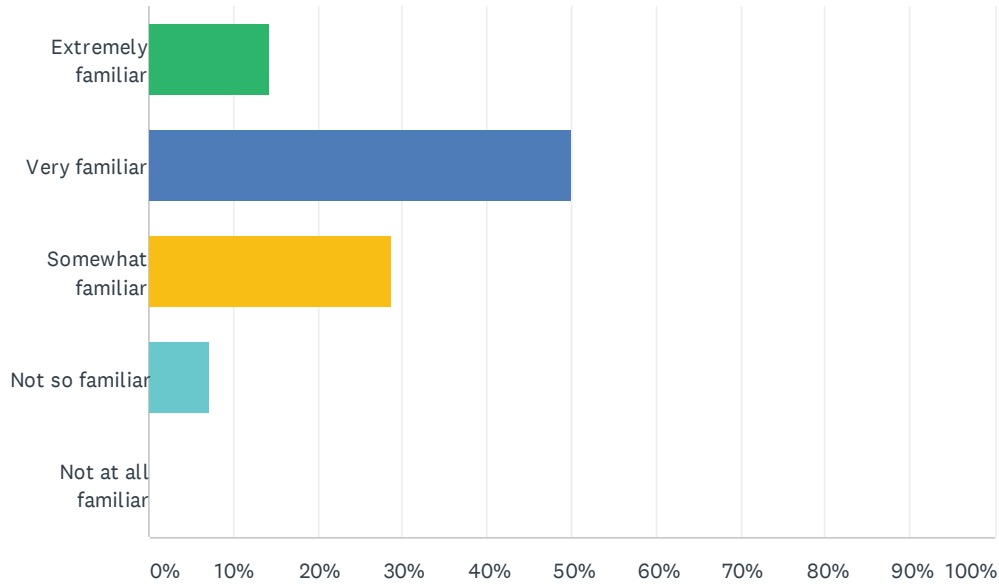


ANSWER CHOICES	RESPONSES	
A great deal	78.57%	11
A lot	14.29%	2
A moderate amount	7.14%	1
A little	0.00%	0
None at all	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
1	As mentioned previously, management couldn't have been more understanding, flexible and caring.	3/4/2021 8:16 PM
2	See previous comment about doing the best we can when we can. I am very grateful for the flexibility and care for our wellbeing during this difficult time.	3/4/2021 9:42 AM
3	Never had any issues	2/24/2021 10:52 AM
4	Almost too flexible as the lack of deadlines felt demotivating.	2/23/2021 1:20 PM

Q18 Are you familiar with the goals and strategies of Blairvadach

Answered: 14 Skipped: 0

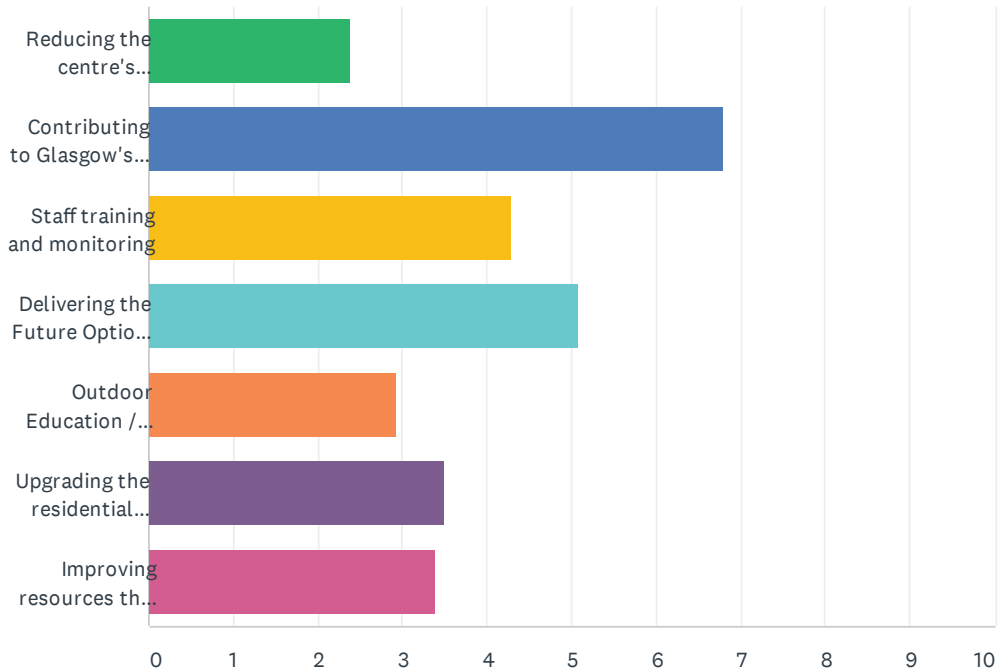


ANSWER CHOICES	RESPONSES	
Extremely familiar	14.29%	2
Very familiar	50.00%	7
Somewhat familiar	28.57%	4
Not so familiar	7.14%	1
Not at all familiar	0.00%	0
TOTAL		14

#	OTHER (PLEASE SPECIFY)	DATE
1	Only slightly as I feel that the centre is undergoing a stage of transformation in what is expected of it with regards to 'The Working Group' needing to be seen to offer up alternative visions. This is compounded by the year of trying to deliver some form of service to Glasgow during Covid.	3/4/2021 8:16 PM
2	I am aware of the many goals and strategies that have been put forward to the working group, who knows which (if any) of these will be chosen by the councillors and progressed?	3/4/2021 9:42 AM

Q19 Below are 7 of the main workstreams for 2020/21 at Blairvadach. Please rank them in order of importance to you. 1 = highest importance

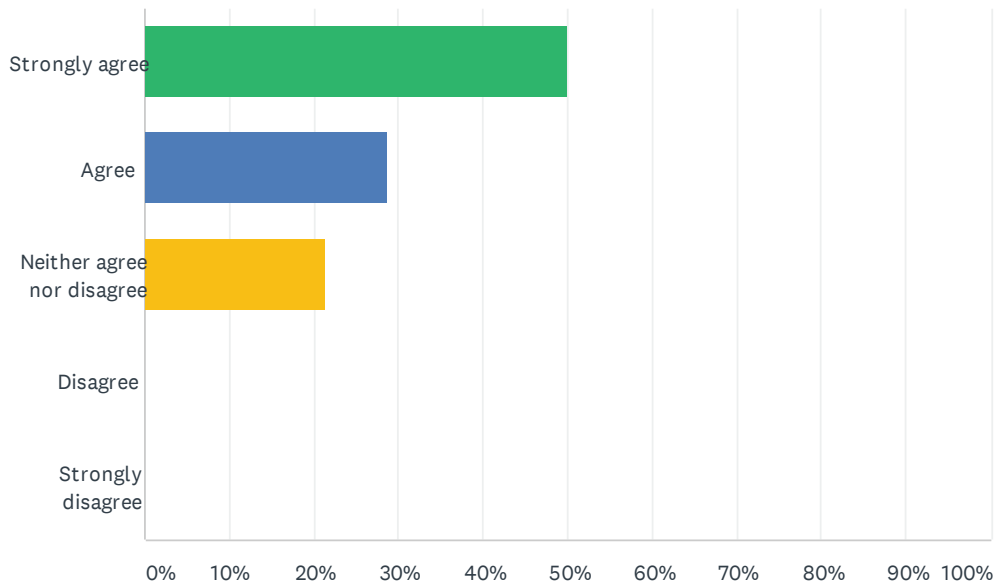
Answered: 14 Skipped: 0



	1	2	3	4	5	6	7	TOTAL	SCORE
Reducing the centre's environmental impact	0.00% 0	7.69% 1	0.00% 0	7.69% 1	15.38% 2	46.15% 6	23.08% 3	13	2.38
Contributing to Glasgow's Education COVID Recovery Programme.	78.57% 11	21.43% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	14	6.79
Staff training and monitoring	0.00% 0	7.14% 1	35.71% 5	35.71% 5	21.43% 3	0.00% 0	0.00% 0	14	4.29
Delivering the Future Options Solution for Blairvadach going forward	15.38% 2	53.85% 7	0.00% 0	0.00% 0	23.08% 3	0.00% 0	7.69% 1	13	5.08
Outdoor Education / Learning training for teachers	0.00% 0	0.00% 0	21.43% 3	21.43% 3	7.14% 1	28.57% 4	21.43% 3	14	2.93
Upgrading the residential centre	7.14% 1	7.14% 1	21.43% 3	14.29% 2	14.29% 2	14.29% 2	21.43% 3	14	3.50
Improving resources that highlight curricular links to the products we offer	0.00% 0	7.69% 1	23.08% 3	23.08% 3	15.38% 2	7.69% 1	23.08% 3	13	3.38

Q20 I feel included in the creation and reviewing of the Safety Management System that effect my role?

Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	50.00% 7
Agree	28.57% 4
Neither agree nor disagree	21.43% 3
Disagree	0.00% 0
Strongly disagree	0.00% 0
TOTAL	14

#	OTHER (PLEASE SPECIFY)	DATE
1	These have been communicated well this year where updates have been issued and we have been working remotely.	3/4/2021 9:42 AM
2	I'm unaware of our 'Safety' management system	2/24/2021 10:52 AM

Q21 Comment on one item / area of your work that could be improved to benefit customers, colleagues, you or the centre as whole.

Answered: 13 Skipped: 1

#	RESPONSES	DATE
1	Investment in the building of Blairvadach. The outside front of the building looks awful and uninviting, the entrance area is dark and unwelcoming. Accommodation in corridor 1 and 2 is not fit for purpose (too hot and too small, especially for older students).	3/4/2021 8:16 PM
2	I don't know how to fix it, but the time spent driving during the period August-December 2020 was not sustainable in my opinion. I was frequently driving back to the centre feeling fatigued and not as alert as I would like to be. If there was a magic money tree then the answer is simple - get the school coached to Blairvadach for all the days so we don't need to drive into the city. The worst days are when we drive in for 1 hour, drive to a venue for 30 mins, back to school for 30 mins then back to the centre for 1 hour (1+.5+.5+1=3 hours driving). To drive for 3 hours for a 4 hour session (10:30-14:30) is an awful lot and when described like this I'm not surprised I was struggling to concentrate on the way back to the centre some days.	3/4/2021 9:42 AM
3	Train colleagues up so that they can understand/ teach Bikeability	3/3/2021 9:46 PM
4	NA	3/3/2021 5:24 PM
5	More staff monitoring.	3/3/2021 2:57 PM
6	I feel the centre should consider modernisation of some of its equipment to allow us to deliver more advanced courses. Considering some of the City based venues where we have been delivering and building collaborative partnerships.. E. G Forestry and Land Scotland at Cuningar loop.	3/3/2021 2:29 PM
7	I don't have any particular comments at this time.	3/3/2021 1:44 PM
8	.	2/25/2021 12:33 PM
9	Keeping current with all aspects of my role through continued training and support will benefit everyone.	2/25/2021 10:21 AM
10	Obeying Covid-19 rules! At all times. Examples 2m distancing, masks, cleaning equipment before and after use, ensuring groups hand hygiene before interacting with an obstacle or common touch point	2/24/2021 10:52 AM
11	Despite the difficult year we have all had, and the challenges we have had to deal with, the morale and level of positivity has been relatively high over the last 10 months. I feel we must strive to keep this positive attitude and deal with conflict and negativity in a more effective way to secure the future as a successful team that can work together. Fairness and effective necessary action needs to filter down from the top, I hope that colleagues efforts and sacrifices, or lack of them, are dealt with and acknowledged appropriately in the months to come.	2/24/2021 10:08 AM
12	More sense of responsibility for all staff in delivering and producing work that is not solely focused on service delivery.	2/23/2021 1:20 PM
13	Delivery of future options	2/23/2021 11:42 AM

Q22 Comment on one item /area of your work that you feel really proud of this year.

Answered: 12 Skipped: 2

#	RESPONSES	DATE
1	That generally, all the staff at Blairvadach and Pinkston have been able to continually change and adapt to the ever changing situation so that some form of service has been able to be provided to the young people, teachers and schools of Glasgow (and much further afield).	3/4/2021 8:16 PM
2	I am proud of the online content that we as a team have been able to deliver. I had a greater impact on the 'stay at home workbook' and the website pages that host much of the content. I am also proud that my idea around short youtube clips has really taken off and many of my colleagues have really got into it and the products are generally of high quality. I am also proud that we were able to achieve the work that we did with schools from August - December, whilst the driving was incredibly difficult as I mentioned in Q21, we were able to offer those young people something rather than nothing and I think that was a really great thing to be able to do.	3/4/2021 9:42 AM
3	The adaptability of the centres management and staff to be able to continue to deliver during a year of constant change to the paramaters	3/3/2021 9:46 PM
4	Blairvadach workbook, 30 day challenge and the amount of work we have managed to do with young people in schools and centre by being flexible and adapting.	3/3/2021 5:24 PM
5	I am most proud of the centre staff who have sought solutions to challenges and contributed tirelessly to service delivery and production of valuable resources.	3/3/2021 2:57 PM
6	Seeing such a positive response to the delivery within Glasgow of our online learning resources and materials have given me a great sense of team work and achievement.	3/3/2021 2:29 PM
7	Being involved with the deliver of work via social media platforms	3/3/2021 1:44 PM
8	Online content /video resources	2/25/2021 12:33 PM
9	I feel proud to have been part of a team that has constantly adapted and reinvented its delivery methods to stay current and safe, whilst putting Glasgow's children first.	2/25/2021 10:21 AM
10	N/A - takes away from anonymity	2/24/2021 10:52 AM
11	The ability to adapt, re adapt and be able to contribute to fresh, new beneficial projects supporting Glasgow young people and the wider outdoor community	2/24/2021 10:08 AM
12	Pandemic response by the whole team. Ability to move away from our core product and be agile.	2/23/2021 11:42 AM