

ASCOT-Workforce

1. Thinking about your current role and the difference you are able to make to people's lives, which of the following statements best describes how you feel?

By making a difference, we mean how far you are able to support people to lead the lives they want.

Please tick (✓) one box

- | | |
|---|--------------------------|
| I am able to make as much of a difference as I'd like to people's lives | ☐ |
| I am able to make some difference to people's lives | ☐ |
| I am able to make some difference to people's lives, but not enough | ☐ |
| I am not able to make any difference to people's lives | ☐ |

2. Thinking about your relationships with people who have care and/or support needs, which of the following statements best describes how you feel?

Please think about your contact with people drawing on care and support and the quality of those relationships.

Overall, my relationships with people drawing on care and support are:

Please tick (✓) one box

- | | |
|------------------------------|--------------------------|
| As good as I want them to be | ☐ |
| Good enough | ☐ |
| Not as good as I would like | ☐ |
| Not at all good | ☐ |

ASCOT-Workforce

- 3. Think about how much freedom and independence you have to make decisions and carry out tasks as part of your day-to-day work. Which of the following statements best describes how you feel?**

Please think about making decisions and carrying out tasks in your everyday work.

Please tick (✓) one box

I have as much freedom and independence as I want at work	☐
I have adequate freedom and independence at work	☐
I have some freedom and independence at work, but not enough	☐
I have no freedom and independence at work	☐

- 4. Thinking about the time you need to do your job well, which of the following statements best describes how you feel?**

Please think about all of the tasks you are required to do within your role and your ability to do them well within paid hours. Depending on your role, this might include direct care and support, paperwork, supervision and management.

Please tick (✓) one box

I have the time I need to do my job well	☐
I have adequate time to do my job well	☐
I do not have enough time to do my job well	☐
I do not have time to do my job well, and it is having a negative effect on me	☐

ASCOT-Workforce

5. Which of the following statements best describes how much you worry about work outside of working hours?

If you have multiple jobs, please focus only on your social care job(s). Think about how much you worry about the people you care for or support, and all of the tasks you need to do in your working hours.

Outside of working hours:

Please tick (✓) one box

I hardly ever worry about work	☐
I occasionally worry about work	☐
I often worry about work	☐
I constantly worry about work	☐

6. Thinking about looking after yourself at work, which of the following statements best describes how you feel?

By 'looking after yourself at work', we mean having comfort breaks and time to eat, drink and rest.

Please tick (✓) one box

I am able to look after myself as well as I want at work	☐
I am able to look after myself well enough at work	☐
Sometimes I am not able to look after myself well enough at work	☐
I am rarely able to look after myself well enough at work	☐

ASCOT-Workforce

7. Which of the following statements best describes how safe you feel at work?

By 'feeling safe at work', we mean how safe you feel doing your job. This includes fear of physical harm (e.g., from lifting and handling, risk of infection, physical abuse) and psychological harm (e.g., verbal or emotional abuse).

Please tick (✓) one box

I feel safe at work	☐
I feel adequately safe at work	☐
I feel less than adequately safe at work	☐
I don't feel at all safe at work	☐

8. Thinking about your professional relationships with people you work with, which of the following statements best describes how you feel?

Depending on your role, the people you work with may include colleagues, other health and social care professionals and family carers.

Overall, my professional relationships with the people I work with are:

Please tick (✓) one box

As good as I want them to be	☐
Good enough	☐
Not as good as I would like	☐
Not at all good	☐

ASCOT-Workforce

9. Thinking about how supported you are in your role, which of the following statements best describes how you feel?

By 'supported' we mean the extent to which you feel respected and encouraged by your manager(s).

Please tick (✓) one box

I feel highly supported by my manager(s)	☐
I feel adequately supported by my manager(s)	☐
I do not feel as supported as I would like by my manager(s)	☐
I do not feel at all supported by my manager(s)	☐

10. Thinking about the skills and knowledge you need to do your job well, which of the following statements best describes how you feel?

Skills and knowledge might have been obtained through training, education, personal or life experience and shadowing other people.

Please tick (✓) one box

I have the skills and knowledge I need to do my job well	☐
I have adequate skills and knowledge to do my job well	☐
I have some skills and knowledge to do my job well, but not enough	☐
I do not have the skills and knowledge I need to do my job well	☐

11. Thinking about your career aspirations and how you would like to develop and progress in social care, which of the following statements best describes how you feel?

To develop and progress in my social care career:

Please tick (✓) one box

I have as many opportunities as I would like	☐
I have adequate opportunities	☐
I have some opportunities, but not enough	☐
I have no opportunities	☐

ASCOT-Workforce

12. Thinking about how your role in social care is valued by other people, which of the following best describes how you feel?

Think about other people 'overall', including the public, people you know and views expressed in the media

Please tick (✓) one box

My role is highly valued by others	☐
My role is adequately valued by others	☐
My role is not as valued as I would like by others	☐
My role is not at all valued by others	☐

13. Thinking about your financial security which of these statements best describes how you feel?

By 'financial security', we mean whether your household income meets your and your dependents' needs. Please think about pay and other benefits (e.g. pension, sick pay).

Please tick (✓) one box

I have as much financial security as I want	☐
I have enough financial security	☐
I do not have enough financial security	☐
I do not have any financial security	☐

© London and South East University Group, all rights reserved.

This questionnaire was developed by the Care and Outcomes Research Centre (CReC, formerly the PSSRU) and the Centre for Health Services Studies (CHSS) at the University of Kent part of the London and South East University Group (LASE), United Kingdom (UK). The study was funded by the Department of Health and Social Care (C114300). LASE is the sole owner of the copyright in these materials. LASE authorises non-commercial use of this questionnaire on the condition that anyone who uses it completes the following licence form (<https://research.kent.ac.uk/ascot/licensing/>) to enable LASE to track authorised non-commercial use. LASE does not automatically authorise commercial use of this questionnaire. Anyone wishing to obtain a licence for commercial use of any of the ASCOT materials should complete the for-profit licence form from this page: (<https://research.kent.ac.uk/ascot/licensing/>).