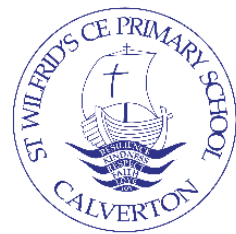


# St Wilfrid's CE Primary School

'Learning and Growing Together; Striving for life in all its fullness' John 15:1-17 /John 10:10

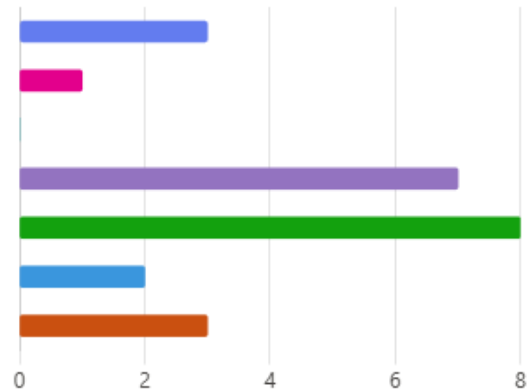


## Staff Survey Response Spring 2025

We aim to lead the best school possible - where all staff are happy, empowered, feel valued and work seamlessly to help everyone achieve their best! To help in this, we asked you to let me know your views about the school. The response has been overwhelmingly positive and we thank you for your continued support, your hard work and commitment to school.

Out of the 32 staff members, we had 24 responses (75%). Each person is worth 4%.

Office inc site staff	3
Midday Supervisor	1
Kitchen	0
Teaching Partner	7
Teacher	8
Senior Leader	2
S Club Staff	3



Questions	Yes – it is always striving to improve	It has maintained its high standards	No – a little worse	No – lot worse	
Do you think this school has improved since it was last inspected?	88%	12%			
	<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
I am proud to be a member of staff at this school.	79%	17%	4%		
Pupils are safe at this school.	75%	25%			
<b>Behaviour and Attitudes</b>					
Staff consistently manage the behaviour of pupils well.	42%	58%			
The pupils' behaviour is at least good at this school.	54%	46%			

<b>Leaders support staff well in managing behaviour.</b>	67%	33%			
<b>The school deals with any cases of bullying of pupils effectively (bullying includes persistent name-calling, online or prejudice-based bullying).</b>	71%	29%			
<b>Leadership and Management</b>					
<b>Leaders use professional development to encourage, challenge and support teachers' improvement.</b>	58%	42%			
<b>Leaders do all they can to ensure the school has a motivated, respected and effective teaching staff.</b>	71%	29%			
<b>Leaders have created a climate in which teachers are trusted to take risks and innovate in ways that are right for the pupils.</b>	58%	38%	4%		
<b>This school has a culture that encourages calm and orderly conduct and is aspirational for all pupils.</b>	58%	42%			
<b>The school challenges all pupils to make at least good progress.</b>	54%	46%			
<b>This school is well led and managed.</b>	75%	25%			
<b>Leaders and managers take workload into account when developing and implementing policies and procedures so as to avoid placing unnecessary burdens on staff.</b>	58%	42%			
<b>I feel well supported working in this school.</b>	75%	25%			
<b>All staff are treated fairly and with respect at this school.</b>	71%	25%	4%		
<b>Leaders and managers are considerate of my well-being.</b>	75%	21%	4%		
<b>I enjoy working at this school.</b>	79%	21%			

## **Comments**

### **I enjoy working at our school:**

- I love Working at St Wilfrids. And honestly, can't see me leaving, ever
- If I did not enjoy, I would not work here.
- There are many reasons that I enjoy working at St Wilfrid's: personal fulfillment, professional impact and the relationships with my colleagues. I find so much joy in developing and shaping young minds and having a positive impact on the growth of children's academic as well as social and emotional development. Ensuring every pupil has the best possible start in life is extremely rewarding. I enjoy mentoring and motivating staff members, enabling them to grow in their roles. Contributing to creating a positive and collaborative staff culture brings me much satisfaction.
- It's the best.
- The staff make this school special. The current leadership has made a massive impact on the moral of the staff team and have made the building feel a happy place to work in again.
- It's so refreshing to have bosses that consider us as a midday, with previous leadership I always felt we didn't matter and were never included as part of the staff, it felt like we didn't matter, we didn't have a voice or opinion as why should we and it allay felt very exclusive like them and us but now that's all turned around and it's nice to feel like a member of staff at last.
- This is my 31st year of working at St. Wilfrid's and I would not want to work anywhere else. The staff are amazing as are the children.
- The school has such a warm and friendly atmosphere that feels great to be a part of.
- Last academic year, I began to look for ways to move out of teaching - having been plagued with a bad year of Migraine and sporadic periods of absence, I felt the way to feel well was to find another career path. I do not consider this to be the case at the moment. Teaching is manageable and enjoyable for the majority of the time now, which has meant my longest period of non-migraine days in a very long time. Staff morale feels high and staff social events are back on the calendar, which is lovely.
- Having worked here for many years I'm once again enjoying being here. I feel valued and well supported.
- I feel supported and valued and I'm enjoying working in a new SLT. There also seems to be more of a staff team spirit - I can't believe we are only just over half way through the year as it feels like a lot has been achieved and improved.
- School is a happy place to be - a special community which I am proud to be a part of. Thank you.
- I always feel appreciated which in turn gives me great job satisfaction
- 100% love working here at St Wilfrid's and being a part of Miss Cousin's team

### **I am proud to be a member of staff at this school:**

- I'm very proud to be a member of staff and will stand by St Wilfrid's.
- Proud is not a word I use lightly. I think it's a good school and improving under new head, which I have advocated in public, something I've never done before.
- School is a caring, nurturing environment for everyone within it - all staff work together as a team to give children the best possible experiences.
- I have always felt valued and appreciated.
- Very proud to be a part of this school and the staff I work with.

### **Leaders do all they can to ensure the school has a motivated, respected and effective teaching staff:**

- The SLT are amazing. All are Trustworthy, honest, open and understanding.
- Can't really comment but I would imagine they do.
- Recognising and celebrating success, building strong relationships, providing effective professional development and CPD opportunities, recognising workload and giving time to achieve, giving teachers autonomy and showing trust in staff, supporting wellbeing with yoga classes, acknowledging workload, time to achieve, time to go to

- appointments etc.
- Mental health check-ins.
  - There is a wonderful atmosphere of mutual respect. It feels easy to seek support when needed.
  - Staff are provided with 'time to achieve' and regular training opportunities.
  - School days can be tough, but leaders show empathy and support at all times.
  - Lovely messages on the group chat several times a week, free yoga for teacher wellbeing, open door policy (can always pop in for a chat), leaders listen and offer support with planning, classroom politics and parent meetings.
  - I feel very valued and therefore want to do my very best for the school. My motivation to do that is very high at the moment.
  - Staff feel and are valued and respected, they are treated fairly and supported, this in turn has improved motivation and effectiveness. Achievements are also celebrated, which is lovely.
  - Encouraged to attend training events and supported with CPD, positive and caring SLT who regularly check in with staff and are present and supportive every day, Staff meetings are positive, and staff are asked their opinions and ideas - SLT take on board what the staff suggest and listen.
  - There is a no-nonsense approach to what could be achieved with the help and support from the SLTs who always strive to ensure staff are mentored using their best qualities to achieve what is right for them and the children they influence or inspire.
  - Leaders are well supportive and encouraging. Whilst still focusing on staff wellbeing, they support staff in achieving their best.
  - Our School Leaders are dedicated to creating a supportive and inspiring environment for all staff and children. They work tirelessly to ensure we are motivated, feel valued, and work in a positive environment.
  - Leaders are always positive and are more than willing to help if approached.

**Leaders have created a climate in which teachers are trusted to take risks and innovate in ways that are right for the pupils:**

- Whenever I have suggested something that I think would promote the school or help the students I've always been encouraged to carry on.
- Can't really comment but I would imagine they do.
- Giving staff confidence to try new ideas and have autonomy with their own teaching style. Providing a wealth of high quality CPD opportunities for staff to take advantage of if they wish. Supporting teachers in their planning and sharing ideas for effective practice.
- I feel my experience is valued and new ideas are considered seriously - trying new things is positively encouraged.
- The head trusts staff to do their job and supports them where needed.
- Feel trusted to make decisions but also accountable.
- When teaching, we are trusted to use our instincts and have the freedom to adapt lessons to ensure the class engagement, learning is meaningful, gaps are plugged, and challenge is given.
- We are always asked our opinion and are trusted to do what we think is right for the children in our care.
- Headteacher trusts staff and supports staff in their decision making for their own classes, respecting that they know their classes and the corresponding needs and interests.
- On a recent AI course I attended - SLT were interested in the feedback I gave and I have been allowed to trial some of the new ideas in my classroom – eg. We are in the very early stages of using the Seesaw App - Year 1 are trialling it this term to feedback to other staff. SLT have supported me in English and Phonics work and we have the freedom to choose new texts and books as writing stimulus.
- To have full trust and be able to use our initiative and adapt planned things to suit the needs of the children.

**This school has a culture that encourages calm and orderly conduct and is aspirational for all pupils:**

- Everybody seems to be working from the same sheet meaning pupils know what is and what is not acceptable.
- Yes always witnessed encouragement of calmness and good conduct. We live in hope that it will be aspirational for all pupils.
- Developing an ethos within school in which the values are lived out as virtues. Following the behaviour policy and

giving pupils time to reflect on their actions. Providing a wealth of enrichment opportunities for pupils; opening the door to what is on offer for example careers week, residential and trips, extra curricular clubs, visitors in school, aiming for 100% of pupils participating in sport and representing the school, performance opportunities for the creative arts, taking part in initiatives and competitions such as poetry writing and Spirited arts, providing workshops such as Rubicon.

- Since September, the school is certainly calmer and more orderly - the bar has been set high for all.
- Expectations for behaviour are high in school and expectations that all pupils will achieve the best of their ability is in place.
- School constantly works on encouraging pupils to be their best.
- Daily worship, school song, prayer, opening and closing of worships, lunch prayers, end of day prayers and celebrating achievements both in and outside of school has all children striving to be and do the best they can.
- There are lots of opportunities for children to experience new things. Order and calm are encouraged but some more challenging children struggle with this.
- This has improved so much - worship is a fantastic example of this. The reason I have put agree rather than strongly agree is because I think we could improve calm and orderly conduct at lunchtime.
- Whole School Worship is such a calm, peaceful time of the school day - children listen attentively, behaviour is incredible and children really do reflect and think about each worship - Year 1 children will often talk about worship in the classroom and follow up with their thoughts. Staff have clear rules and expectations and this helps all children to know what is expected of them all the time. School is aspirational for all children and I love the way each child is encouraged and supported to achieve their best.
- Personal experience echoing the schools ethos.
- The schools leaders calm and positive outlook creates a nurturing environment.

#### **Leaders and managers take workload into account when developing and implementing policies and procedures so as to avoid placing unnecessary burdens on staff:**

- Staff are consulted and workload is carefully considered. Time to achieve is given to help the staff manage their workloads.
- Pretty much every policy and new procedure that has been implemented this academic year has been purposeful and managed in a way that seeks to have minimal impact on workload. Where there has been a larger amount to be done, plenty of time has been given and time out of the classroom offered.
- While admin can feel onerous, leaders share and explain its value and provide time to achieve.
- We have been given 'time to achieve', which means there is less work that I take home. We are also given clear advanced warning of deadlines and task list has been really useful to keep me on track.
- Workload is constantly taken into account by HT giving time to achieve to all staff and planning and using staff meeting time effectively for developing/ implementing policies and procedures.
- Time is given to complete tasks. I feel that if I was ever struggling, there would be someone to support me - the Headteacher has created a kind, caring atmosphere within school and is frequently offering to come and teach my class or support me and give me time to complete any additional work. Just knowing that this is available if needed has a really positive impact.
- Knowing staff's strength and willingness also guiding them in what is best for their situation to achieve a common objective.

#### **I feel well supported working in this school:**

- Always had support when needed
- Since starting St Wilfrid's, I have felt valued and respected. My workload is considered and I am given support in developing within my role. The open door policy creates a sense of collaboration and trust and I feel listened to.
- Support is given from every level of SLT, whether this with planning, teaching, non-contact time, trips or general wellbeing.
- Leaders always offer to help where they can.
- I feel that anything I mention or talk about within school it is listened to, noted and taken on board and acted upon

and not brushed under the carpet or ignored like in the past.

- I feel that the leadership team have a good balance of supporting pupils and parents whilst ensuring staff are also considered.
- If I have needed support with parents, senior staff have been amazing at giving me the support. I have had advice and support from subject leaders, which has supported planning and teaching. I also feel like everyone is working as a team - it does not feel disjointed.
- All SLT are very supportive, approachable and caring.
- Headteacher supports everyone in all areas of the job! Be it parents, behaviour, clarity of something we're unsure about, providing cover for missed PPA or time to achieve. This is also the most I have ever been encouraged to improve my work life balance and am particularly grateful for that.
- I always feel that I have the attention needed to support any shortcomings that arise with my own inabilities to carry out certain tasks.
- Well supported by all members of staff.
- Their reassurance presence helps us all with confidence, full respect, kindness and leading with positivity all the time.
- I'm always supported when I need advice and leaders are always available to help when needed. Even outside school hours.

#### **All staff are treated fairly and with respect at this school:**

- From what I've seen and heard all staff are treated with respect and in a fair manner.
- Obviously can't comment on everyone's experiences but I expect they are.
- There doesn't feel like there is a hierarchy and everyone is valued and respected for the role that they play.
- I have had no cause to feel disrespected.
- Everyone is an integral part of the day-to-day running of the school, therefore everyone is treated equally
- Again, if there is something we need to talk about we are listened to and not ignored because I felt like we are only middays we don't have an opinion.
- There is an open honest culture in school that makes staff feel appreciated.
- I feel like the school is working as a whole and all staff are heard.
- I feel very respected and valued.
- We feel valued, respected and I think everyone is treated fairly. Friday night What's Apps of thanks show this!
- There is a feel of inclusivity - the other week, the school cook was in worship giving out a lunchtime award. Teachers and SLT support lunchtime staff and are always present at lunchtime.
- We all have our strengths and weaknesses but ultimately we move forward as a fully supported team.
- I feel 100% valued and made to feel my opinion matters.

#### **Leaders and managers are considerate of my well-being:**

- Lauren Cousin is very mindful of our mental health and often reminds us to take mental health breaks and switch off from work. Especially during school holidays and weekends.
- The leaders who I have interacted with have been considerate.
- Leaders genuinely notice staff and their wellbeing. There have been some lovely check-ins that have been sensitive and supportive.
- Leaders are mindful about ensuring there is enough time available to do work that is requested instead of bombarding us with additional tasks and expecting it to be wedged into already busy schedules.
- Again, as previous questions and it helps that we have leadership that is considerate of how we feel and not looked over.
- Leaders are always considerate of any hospital/doctors' appointments I have, especially since my Breast Cancer diagnosis.
- I feel supported and able to share even when I am experiencing professional or personal challenges.
- With my medical condition, I feel well supported - if I'm having a 'dizzy' day, people check in on me and if I'm bad, people don't make me feel guilty for having to leave to sleep my migraine off. Also, I have been really enjoying the

staff yoga sessions.

- STL go out their way to see how you are.
- Provision of staff yoga, support for work life balance, little check-ins like - have you had lunch?!
- Regular 'check-ins', encouraged not to work or mark books at home, kind ethos across school - compliments given by SLT.
- Constant concern for my mental health and anxieties I may not have expressed but have not gone unnoticed.
- I feel fully supported and SLTs always check-in with staff and offer to help if I'm struggling with workload or personal matters. I don't feel anxious anymore seeking support from any of our SLTs.