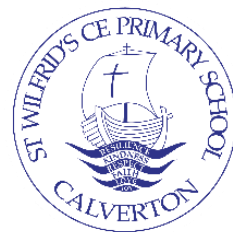


St Wilfrid's CE Primary School

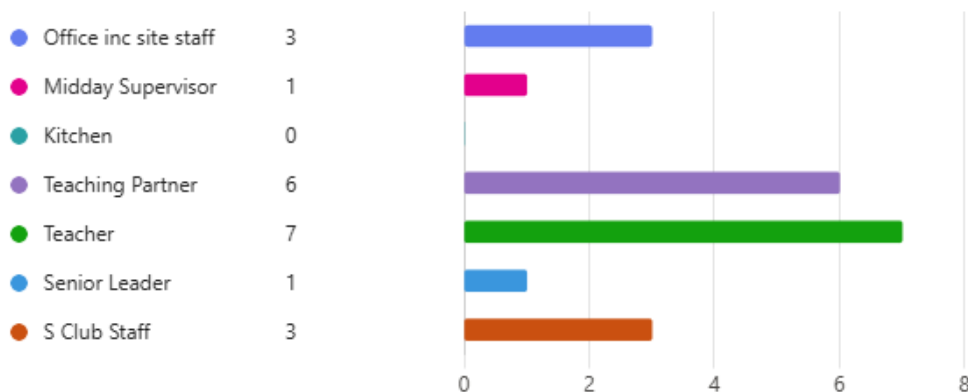
'Learning and Growing Together; Striving for life in all its fullness' John 15:1-17 /John 10:10



Staff Survey Response Autumn 2024

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 21 responses (66%). Each person is worth 5%.



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?	71%	29%			
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I am proud to be a member of staff at this school.	62%	29%	10%		
Pupils are safe at this school.	52%	48%			
Behaviour and Attitudes					
Staff consistently manage the behaviour of pupils well.	29%	57%	14%		
The pupils' behaviour is at least good at this school.	14%	76%	10%		
Leaders support staff well in managing behaviour.	57%	38%	5%		

The school deals with any cases of bullying of pupils effectively (bullying includes persistent name-calling, online or prejudice-based bullying).	43%	52%	5%		
Leadership and Management					
Leaders use professional development to encourage, challenge and support teachers' improvement.	14%	67%	19%		
Leaders do all they can to ensure the school has a motivated, respected and effective teaching staff.	57%	33%	10%		
Leaders have created a climate in which teachers are trusted to take risks and innovate in ways that are right for the pupils.	19%	62%	14%	5%	
This school has a culture that encourages calm and orderly conduct and is aspirational for all pupils.	48%	52%			
The school challenges all pupils to make at least good progress.	24%	71%	5%		
This school is well led and managed.	57%	43%			
Leaders and managers take workload into account when developing and implementing policies and procedures so as to avoid placing unnecessary burdens on staff.	43%	38%	19%		
I feel well supported working in this school.	67%	33%			
All staff are treated fairly and with respect at this school.	57%	38%	5%		
Leaders and managers are considerate of my well-being.	57%	43%			
I enjoy working at this school.	57%	38%	5%		

NB where 'neither agree nor disagree' or 'disagree' has been selected, it is not a member of teaching staff and the following comments have been made, "This question is not relevant to me."

Comments

I enjoy working at our school:

- The atmosphere around school has a real buzz this year, it makes me happy to come to work!
- I have worked at this school for 30 years. It has grown and developed into an amazing place to work and for children to learn in. Our foundations here at primary school make and all rounded child that eventually leaves us for senior school.
- Despite recent events both in school and outside school presenting a challenge, I have felt supported by leadership in this school.
- Love, love, love work at St Wilfrid's.
- On the whole, this school is a really enjoyable place to work. There is a family feel about our staff team and we always make an effort to ensure everyone feels included and welcomed.
- I have always felt part of the team and as such I enjoy doing things additional to my main responsibilities.
- The school has a different 'feel' about it. Everyone seems more positive and smiley.
- I love the family feel the school offers and the aspirations held by leadership.
- I feel that the year has started with many positives and look forward to the year ahead.
- I have been at this school for many years and was always immensely proud to work here. However, in recent years I hadn't felt like that. Since our change of SLT I feel proud to be here and am enjoying my job again.
- The staff at St Wilfrid's all work hard and are supportive of each other. Everyone is kind and helpful to each other. The children are well behaved and I love how some of the older children genuinely want to help the younger pupils in school.
- I absolutely love my job! My pastoral, ELSA, DRAWING AND TALKING role is my dream role. To put my trauma and bereavement training into practice to support our children. All our nurture children feel safe and happy which makes a difference and is vital to all children's development.
- I enjoy my role as a playworker & feel we provide a valuable service within the school.

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

- The whole school works hard as a team to deliver to the diverse needs of the children and community it serves - what's not to be proud of.
- I am now once again proud to be part of this school.
- I am proud of being a member of staff at this school & always try to do my job to the best of my ability.

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

- I personally feel more motivated this year, as opposed to the last few years as I feel more supported and there is a better atmosphere around school.
- The new Headteacher is much more supportive and motivating than in recent years. I feel more valued as a member of staff and there is a definite buzz around school.
- Strong sense of SLT supporting me.
- The team moral has been lifted, a lot since the start of the school year. SLT listen to you and are always checking in and thanking us. It means a lot to us all.
- Since September, staff morale has improved dramatically. Yes the job is still intense but that is teaching! The previous 3 years have knocked us all for six so it is refreshing to now feel supported, respected and included. I feel much happier coming to work nowadays.
- Regular meetings ensure everyone is on the same page, offers of training and support are always

- available and ideas and suggestions are listened to.
- Staff are consulted with day to day issues, are asked their opinion and are involved in the decision process.
 - There is huge positivity and motivated staff in school presently.
 - The leadership style is modelling by good example, showing appreciation to all staff and supporting where-ever possible.
 - I feel that I am once again valued for the role that I do. I am thanked for the work that I do which absolutely goes a long way to make me feel motivated.
 - Leaders are positive, cheerful and always available to listen and help when needed. I feel supported and respected and the messages and words of thanks and appreciated are lovely to receive. In my opinion, staff seem happy and enthusiastic to come to school every day - I certainly am. I appreciate the support, guidance and lovely feedback I have been given this half term.

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

- I feel that I could take more risks with my teaching, especially taking the class off site and trying new things with them to support their learning.
- I believe that there is now the scope for more innovative and risky practice which the children would find helpful.
- My teacher (part of SLT) allows me to try different things to assist the students.
- I was supported in my ideas to amend the behaviour policy slightly to suit the age and needs of the children. My views were listened to and taken on board. I also felt comfortable to put forward my ideas which I wouldn't have done last academic year.
- Since having our new Head I feel I am finally being trusted to do my job and that I can be trusted to make decisions that are appropriate for the children I teach.
- The climate is changing and teachers, I believe feel that they are able to now make decisions and take risks more freely.
- I feel the SLT trust staff to do their job and therefore there is no need to micromanage people.
- I feel I have been allowed time to get to know the new year group and have been trusted to adapt the curriculum for the needs of my class, some with very challenging learning and behaviour difficulties. I feel trusted to create the balance the children need transitioning between foundation and year 1 and have been allowed to provide both play and written tasks. I like that we are able to take the children out for an afternoon break when and if we feel it is needed.

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

- Leaders are quick to support staff with managing challenging behaviour and are consistent in their approach. This has led to clear improvements in behaviour across the school in a short amount of time.
- There is robust safeguarding in place that is efficiently monitored, staff receive regular safeguarding training, the site is securely fenced, health and safety and risk assessments are taken seriously and implemented effectively.
- I feel there is a lot of emphasis on how children are around the school site, the children seem more eager to please and earn rewards such as being noticed for a value.
- The children seem much more eager to engage in tasks, which seem to have become very varied and interesting and to earn rewards like our values..
- Each day has it's challenges but the message of calm and orderly conduct is always present.
- Everyone knows what is expected and roles it out to students.

- Worship assemblies have meaning to them, routine and a clear structure that brings everyone together in a lovely united way.
- We have put a lot more emphasis on celebrating the good in school which has made for a more positive environment on the whole.
- Great to see expectations of children maintained not only in the classroom, but in all areas of the school - in worship, walking around school, in the playground.
- I feel this is improving week on week
- This is greatly improved.
- All poor behaviour is addressed and staff are fully supported with this.
- School has always encouraged good conduct.
- Children appear to move around school in a calm manner - worship time is special and children are constantly reminded and praised for positive behaviour.
- On the whole I think this school gives every child a chance to be the best they can.

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

- We have been encouraged to not work too late into the evenings and at weekends.
- Work life balance is strongly reinforced by our head teacher.
- Teaching naturally has a high workload but I don't feel there has been unnecessary boxes to tick / paper work to fulfil this academic year.
- Work that is required of us is now meaningful and purposeful as opposed to just ticking boxes.
- Workload is thought about and this is very much appreciated.

I feel well supported working in this school:

- I feel well supported and my health has been taken into consideration, which has been greatly appreciated.
- I feel I would be able to go and raise any concerns I have with our headteacher and that she would listen and try and come up with a solution that would benefit all.
- SLT have shown that they are supportive and responsive to my conversations with them.
- I know that I have people to talk to whether it's professionally or personally, I feel there's always someone there that's willing to help.
- The main reason I continue to travel 45 minutes plus each end of the day after 15 years of doing so is down to the supportive staff I work alongside. We are very lucky to have a kind and caring team that have your back and will always offer support and help if needed.
- I have been offered training when needed, support with mental health and wellness.
- Staff workload and mental health are always considered.
- Support comes from all areas - the school staff feel like a real team where everyone whatever their role is happy to help - this very much comes from feeling valued.
- Headteacher has an open door policy, non-contact time is protected, positive responses received when asked for support, Headteacher supports in all areas.
- All SLT are genuinely concerned about their staff and will actively support them in any way they can.
- Supported by my immediate leaders and Office. Limited interaction (understandably) with senior leaders.
- The Headteacher has fully supported me with the behaviour of a few of the children. When there have been specific incidents, she has supported me by providing the child with time out of the classroom and either helping me with what to share with parents or contacting parents herself. This support has been refreshing and so helpful.

- Miss Cousin shows great empathy and understands me, my motivations and passion and any concerns I may have and also more importantly the children's too.
- I always feel I can go to someone for support if I need it.

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

- Additional staff are sometimes not given the same treatment as teachers.
- I feel very respected working with the staff I do.
- Since September, I would say 100% yes.
- As a school I feel we work as a team and therefore we are all equally important.
- Strongly agree that all staff have a responsibility and are appreciated for what they achieve.
- Respect and appreciation of all staff.
- Every member of staff is treated equally and even though there is a hierarchy in school, it doesn't feel like it.
- We are all treated fairly and equally and I personally feel heard!
- I would say that teachers have more respect from the children than say a midday, but from a staff point of view, yes all show respect to each other.

Leaders and managers are considerate of my well-being:

- Yoga has been a great addition for staff. I also feel like my health problem has been taken seriously and adjustments have been made where needed to ensure I can be in school as much as possible.
- My health problems have been taken into consideration when I have raised any problems e.g. swimming.
- Wellbeing for staff has clearly been prioritised.
- Always checking in on me and feels like they actually, care about you as a member of staff.
- We receive messages of support and thanks which are appreciated. The dominoes pizza went down especially well!
- For me personally, sometimes it can feel that unless you escalate a matter through a formal meeting, or you are visibly upset and in tears, it can get interpreted as you just having a grumble, and if you are not a person who cries much or likes to make a big deal out of things, this can feel frustrating. On the whole though, if you are in a negative place, the staff team as a general is supportive.
- Constant check-ins and reassurance.
- It's nice to be asked how you are and that it is genuine, not just 'lip service'.
- Yoga sessions have been a lovely addition to wellbeing, along side having opinions valued, being listened to and people simply checking in when you might not be feeling your best.
- Staff yoga, encouraged to balance work/homelife.
- We have staff yoga now at school which is great for your mental health.
- I have always been supported through difficult times.
- Leaders will regularly 'check in' and ask how things are going - I have been advised not to respond to dojo messages out of working hours - I have been told not to stay too late at work when it is after 5.30pm. As a part time teacher, I have worked extra inset days that fall on a day I don't usually work; leader's recognition of this and the days back in lieu are appreciated.
- Miss Cousin's kindness, encouragement and support over the past few months have personally meant so much to me. To feel appreciated and be recognised as an equal staff member, feeling valued.
- I have had plenty of support when I've needed it.