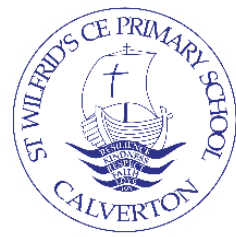


# St Wilfrid's CE Primary School

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

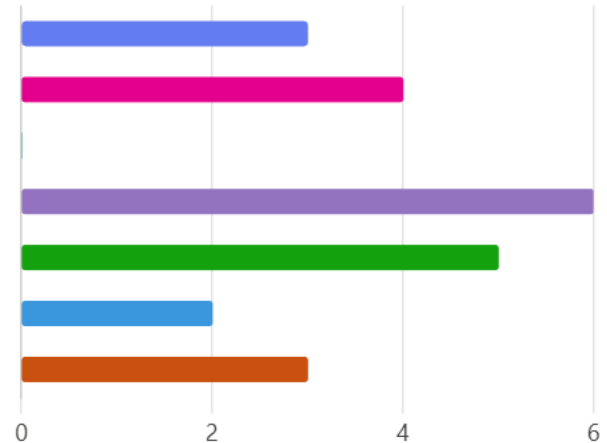


## Staff Survey Response Autumn 2025

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 23 responses (72%). Each person is worth 4%.

- Office inc site staff 3
- Midday Supervisor 4
- Kitchen 0
- Teaching Partner 6
- Teacher 5
- 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?	83%	17%				
	<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.	83%	17%	0%			
Pupils are safe at this school.	78%	22%				
<b>Behaviour and Attitudes</b>						
Staff consistently manage the behaviour of pupils well.	39%	61%	0%			
The pupils' behaviour is at least good at this school.	26%	74%	0%			

<b>Leaders support staff well in managing behaviour.</b>	74%	26%	0%		
<b>The school deals with any cases of bullying of pupils effectively (bullying includes persistent name-calling, online or prejudice-based bullying).</b>	61%	39%	0%		
<b>Leadership and Management</b>					
<b>Leaders use professional development to encourage, challenge and support teachers' improvement.</b>	43%	35%	22%		
<b>Leaders do all they can to ensure the school has a motivated, respected and effective teaching staff.</b>	65%	22%	13%		
<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>	48%	35%	17%		
<b>This school has a culture that encourages calm and orderly conduct and is aspirational for all pupils.</b>	57%	39%	4%		
<b>The school challenges all pupils to make at least good progress.</b>	57%	43%			
<b>This school is well led and managed.</b>	74%	22%	4%		
<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>	57%	30%	9%	4%	
<b>I feel well supported working in this school.</b>	74%	17%	9%		
<b>All staff are treated fairly and with respect at this school.</b>	70%	22%	8%		
<b>Leaders and managers are considerate of my well-being.</b>	65%	26%	9%		
<b>I enjoy working at this school.</b>	69%	28%	3%		

*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:

- After over 30 years at this school I would not like to work anywhere else!
- I love coming to work everyday- St Wilfrid's is such a special place to be!
- I love working here and can't imagine working anywhere else. Love the staff and the children and am proud to be part of it.
- It's a good environment to be in.
- I enjoy coming to work, being around the staff and the children, there is a positive atmosphere around school and a real sense of family.
- It's a relatively relaxed environment to work in which is also a fun place to be but we get the work done.
- I enjoy working at this school because I respect leaders and also feel respected in my role. I feel that our staff team is supportive and am glad we had such a positive OFSTED earlier this year which we can all feel so proud of.
- I genuinely enjoy working at this school because I feel trusted and empowered to follow my own intuition and develop my ideas. There is a strong sense of professional freedom, which allows me to contribute creatively and confidently. I also feel valued as a key member of staff, and it is clear that my role makes a meaningful impact on both the leadership and day-to-day running of the school. Most importantly, I feel that the work I do directly contributes to improving the lives and experiences of the children in our care. Being part of a team where my contributions matter and where I can see the difference we make makes this a truly rewarding place to work.
- It's an amazing school.
- I love my job and feel passionate in my role. Working at this school is very rewarding thanks to the supportive leadership and positive, collaborative environment!
- Refreshing Leadership that I feel supported and part of a positive environment
- I wouldn't want be anywhere else!
- Staff are friendly and supportive. There is positive atmosphere around school and always lots of laughter and humour. I feel lucky to work here!
- I LOVEEEE working at this school, it has always been my dream to be a teacher and work in a school and I couldn't have asked for a better group of aspirational people who are so willing to show me the way and encourage me to achieve my goals. I feel sooo unbelievably lucky to be able to call this my job and to have such amazing inspiring role models to look up to who not only go above and beyond to help me but to go above and beyond to shape the future generation into the best people. I truly can't put into words how unbelievably grateful I am for this opportunity and to be inspired every single day by such lovely warm welcoming people who are so genuinely passionate about what they do. It motivates me to never give up on my dream and to be just as passionate.

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

- Refreshing changes.
- I enjoy working at the school

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

- Support is always given to ensure that each pupil has the support, encouragement and help they need to flourish and to work effectively within the classroom setting.
- All staff are treated with respect and are valued and we are made to feel that we are part of one large team all working together to give the children the best experience they can have at school.
- SLT always offer a range of training opportunities to improve CPD. The SLT puts in lots of effort to make sure staff respected and supported. They're always there to listen and help.
- We are kept up to date with relevant information, our ideas are heard and encouraged, we receive messages of encouragement, congratulations and thank yous regularly.
- SLT support all staff and show how valued everyone is by words and actions and this helps to motivate staff.
- Consistently modelled from the top, headteacher supports every role in school which helps motivate and show respect for staff
- Motivate staff by leading by example, providing opportunities for CPD. Respectful by listening to opinions and considering others when making decisions. Providing support and coaching so that teaching is as effective as possible.
- The Leaders have built an environment where staff feel respected and valued We are more committed, confident and willing to go the extra mile.
- I don't feel staff always feel motivated when there is constant pressure and asks
- As a Teaching Assistant, I genuinely feel that leaders work hard to ensure staff are motivated, respected and able to be effective in their roles.
- Inclusive in my role around School Life
- I feel listened to and genuinely cared for by senior leaders - I feel they are approachable and make time to listen which is really appreciated. Being able to take PPA at home when needed is really helpful. I feel staff meetings are positive and useful.
- I feel listened to, and it is great that if there is cause for celebration of any kind, staff and pupil alike, then it is recognised. I feel like I am being given the autonomy to spread my wings and specialise with close encouragement from SLT.

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

- Active learning trails within the classroom to get those children who don't always engage fully to participate more fully.
- I have always felt trusted to do my job and my ideas and suggestions have always been acknowledged and supported.
- We are allowed to teach, the way we teach and advice is given if things don't quite go to plan. I feel comfortable going to other staff members for advice, including school leaders for advice.
- Staff are not micromanaged by SLT but are trusted to do absolutely the right things for the children.
- Teachers are told they are trusted and this is supported by the positive climate we work in (without micro-management)
- Everyone's viewpoint is considered and teachers are encouraged to try out ideas and follow their own intuition and ideas. Staff are regularly told that they are trusted.
- We have a 'safe to fail' climate within school where taking risks is encouraged and practice is reflected upon. Staff are supported rather than reprimanded!
- Year 1 flexibility of formal learning and continuous provision is encouraged.
- I think teachers do as much as they can within the physical parameters that they are given,(ie rules, regulations, safeguarding etc.)

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

- The children are rewarded for their calm and orderly behaviour within school, they are used as role models for other students who hopefully will copy their behaviour.
- Strong school values are instilled in the children and I feel that the children as a whole are proud to be a part of such a lovely school. The children are aware that there are consequences to unwanted behaviour and the staff are aware of the different techniques to use to encourage positive behaviours from children with different needs.
- Children follow our values and this is reflected in the culture across school.
- Children move around school in an orderly manner. The children are noticed for their behavior and rewarded with values fish in our Golden Box worships.
- Any unwanted behaviour is challenged creating a calmer environment in which to learn and flourish. This is most definitely modelled by the SLT.
- All staff are encouraged to contribute to the calm and orderly conduct by leading by example, supporting pupils by giving positive praise and picking out low level, disruptive behaviour. There is a wealth of enrichment opportunities to inspire the pupils such as trips, visitors into school, worships, themed events (careers' week, spirited arts), residential, extra curricular clubs. All pupils are encouraged to participate in extra curricular clubs and all pupils represent the school in a sporting event.
- Staff at school consistently promote a calm, orderly environment where pupils understand expectations and feel safe to learn. It is also clear that staff encourage high aspirations for every pupil, creating a culture where all pupils are supported to achieve their best.
- In my role as a Teaching Assistant, I see daily how the school promotes a calm, orderly and supportive environment for all pupils. Expectations are clear and consistent, and staff work together to model positive behaviour. The culture is genuinely aspirational-every pupil is encouraged to aim high, feel safe, and believe in their potential. This approach creates a school atmosphere where pupils can thrive both academically and emotionally
- I see this while supporting on trips and driving the school mini bus
- Small behaviours are noticed so that they do not become big behaviour problems.
- All pupils know what is expected of them - our school values are talked about and shared every day through worship.
- SLT are always visible at lunchtime - helping and organising, The Headteacher knows all the children well and celebration worships are positive and so lovely.

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

- It is lovely to receive the texts from Lauren on a daily basis telling us what a great job we are doing and encouraging us to switch off and have time to ourselves. It is always nice to hear that we are appreciated and that we are valued.
- I feel our School Leaders are mindful of staff workload when introducing any new policies and procedures. They are open to supporting this, if at all possible, with time and space away to do things, if we are struggling. BUT this can be to the detriment of our Head not getting a lunch break because of the amount of covering for everyone she does!
- I feel that leaders are considerate of my workload. Their support helps ensure I carry out my role effectively without unnecessary pressure and I feel valued and respected as part of the school team
- New tasks are given dates to achieve by which is helpful. New initiatives are discussed in staff meetings and reasons behind why they need doing are given and shared. If I need more time or support with something I feel that the SLT would do their best to help me.

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

- Following three bereavements in the last four months, I feel very supported by all the staff. being able to share my grief and feelings has been and is still being a great comfort to me.
- As an ECT, I don't think I could be supported more. As well as Fran, every member of staff is happy to help and support me..... nothing is ever too much to ask!
- I feel valued and appreciated and there is always a kind word when needed. I know that I can talk to other staff members and the SLT if and when I need to and my feeling and opinions are valued and heard
- I have an excellent team teacher and feel we work well together to support one another.
- I feel I could ask advice from any member of staff and they would all be willing to help. Leaders are happy to help if we need some time out of the classroom and everyone is willing to adapt to the changing situations in school.
- This is not only true for work but privately as well. The SLTs are kind and caring and will ask how people are if they're having a tough time.
- Time given when needed or offered to ensure we get entitled time out if missed due to training/ other events. Feel that I can ask all colleagues for support if needed , which shows what a good and supportive staff team we have.
- I feel genuinely supported in my role as Deputy Head, particularly by my Head, Lauren. She is incredibly personable and consistently considers the needs of my family as well as my professional responsibilities. Her trust in me has helped me grow in confidence, and she has guided me through many aspects of senior leadership with kindness, encouragement, and empathy. She regularly acknowledges my achievements and offers praise when I have done something well. Lauren is also very mindful of my workload and checks in frequently to ensure my wellbeing is prioritised. The wider staff team has also played a significant role in helping me feel settled as a newer member of the school. Their willingness to offer support, share knowledge, and make me feel welcome has been invaluable.
- I feel well supported at school because the staff are helpful, caring, and always there when I need them
- As a Teaching Assistant, I feel extremely well supported (personally and professionally) within this school. The leadership team and colleagues foster a collaborative, caring and respectful environment where I feel valued, encouraged and able to do my best for our pupils.
- Support comes from every member of staff. SLT 'see' what is happening and reach out, TAs and offer staff are always happy to go above and beyond and the staff room table is rarely empty!
- Headteacher available to come and teach / support the class if needed. The children love seeing her and ask if they can show their work to her, If there is any negative behaviour from a pupil, SLT are supportive. An example of this was when the DHT phoned one of the parents in the class after I asked her if she would as she had dealt with an incident at lunchtime.
- I genuinely feel that if I have any problems either professional or personal, then all would be done in order to help resolve it.
- All the staff are so welcoming and helpful and willing to answer any questions I have. I also always appreciate constructive criticism on how to better myself and the staff are so amazing at doing that.

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

- Children and staff are all encouraged to respect each other, this is fundamental when trying to make a positive relationship with both children and colleagues.
- This is what makes the school so wonderful!

- All staff are appreciated and treated equally, with compassion and understanding, and are valued as part of the team.
- I feel that staff are treated fairly and that we are all heard.
- Everyone is valued and respected regardless of what your role is.
- People feel genuinely listened to, and the overall atmosphere within the school is friendly, supportive, and respectful. The Senior Leadership Team is consistently approachable and provides a safe space for staff to share worries or concerns, offering a thoughtful sounding board as well as practical guidance. When issues arise, particularly those involving parents. SLT step in promptly, taking responsibility and supporting staff in the professional decisions they have made. This creates a culture where colleagues feel valued, protected, and confident in their roles.
- I feel that all staff are treated fairly and with respect because everyone is listened to, valued, and supported equally
- All our SLT's treat me with the same respect as teaching staff and I feel my opinion is valued!
- I feel supported working at St Wilfrid's and the respect shown by SLT Team
- Whole staff whatsapp group with lovely positive messages, open invitation to staff meetings and briefing, staff are thanked for work they do and are told that it is appreciated.

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

- The support following my mothers and mother in laws death was very much appreciated. I am also aware that my physical wellbeing is taken into consideration when planning trips and events too.
- SLT are so fantastic at ensuring workload and wellbeing are prioritised!
- There are always kind words, check ins and support when needed
- Always there if you need them.
- Yoga, PPA form home (if we want to), positive messages sent regularly, staff check in with each other.
- The headteacher remembered about a medical appointment I had and went out of her way to ask how I was. This meant such a lot to me.
- I feel that leaders and managers are considerate of my wellbeing because they check in regularly, offer support, and make sure workloads are manageable
- I feel that our leader and SLT's are genuinely considerate of my wellbeing. I am extremely grateful for the personal support, encouragement and understanding they provide, which allows me to feel valued and able to give my best in supporting others around school
- All leaders are considerate of my well-being.
- My well being has never been better supported or acknowledged.
- Being able to take time to attend a couple of drs appointments this term, being allowed to take PPA at home.