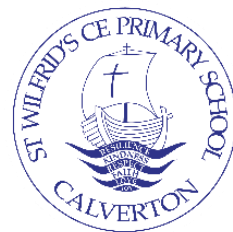


St Wilfrid's CE Primary School

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

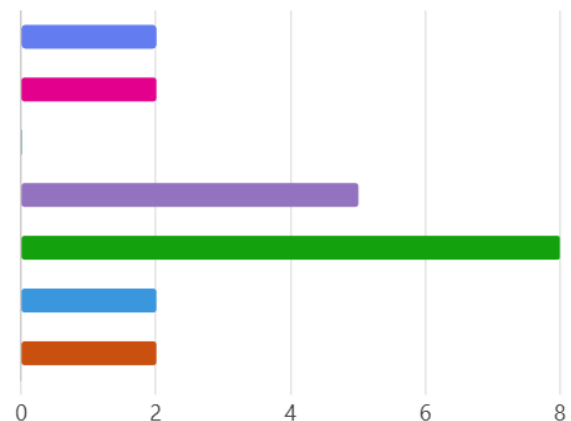
Staff Survey Response Summer 2026



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 (67%). Each person is worth approx. 5%.

Office inc site staff	2
Midday Supervisor	2
Kitchen	0
Teaching Partner	5
Teacher	8
Senior Leader	2
S Club Staff	2



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?	86%	14%			
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I am proud to be a member of staff at this school.	81%	19%			
Pupils are safe at this school.	86%	14%			
Behaviour and Attitudes					
Staff consistently manage the behaviour of pupils well.	52%	48%			
The pupils' behaviour is at least good at this school.	62%	38%			

Leaders support staff well in managing behaviour.	81%	19%			
The school deals with any cases of bullying of pupils effectively (bullying includes persistent name-calling, online or prejudice-based bullying).	81%	19%			
Leadership and Management					
Leaders use professional development to encourage, challenge and support teachers' improvement.	76%	24%			
Leaders do all they can to ensure the school has a motivated, respected and effective teaching staff.	81%	19%			
Leaders have created a climate in which teachers are trusted to take risks and innovate in ways that are right for the pupils.	71%	24%	5%		
This school has a culture that encourages calm and orderly conduct and is aspirational for all pupils.	67%	33%			
The school challenges all pupils to make at least good progress.	52%	48%			
This school is well led and managed.	81%	19%			
Leaders and managers take workload into account when developing and implementing policies and procedures so as to avoid placing unnecessary burdens on staff.	67%	24%	10%		
I feel well supported working in this school.	76%	24%			
All staff are treated fairly and with respect at this school.	67%	33%			
Leaders and managers are considerate of my well-being.	76%	24%			
I enjoy working at this school.	81%	19%			

Comments

I enjoy working at our school

- I love working here! Although I do love the holidays, I am always a bit sad at the end of each term as I love coming to work.
- I would not want to work anywhere else.
- St Wilfrid's is a great place to work, leaders are supportive, colleagues are friends and we all work together to give the children the best start to their education.
- St Wilfrid's is a special place to work - I am very happy in my job and love coming to school each day.
- I love working here. Love my job, my colleagues and adore the children.
- Never been happier!
- St Wilfrid's is a great place to work with a team that is committed to providing children with the best education and school experience possible.
- Love working here. Feel supported, respected and motivated. Never regret my decision to leave my previous school. Feel really proud to work here.
- Yes I do
- The culture of this school, the support given and the relationships built between staff and pupils makes it a unique and fantastic place to work.
- As for the past two years - I LOVE MY DREAM ROLE and I love how then DEN room has become a safe haven for many children who often tell external professionals this. I would also like to thank Lauren and the Governors for their support and vision in helping to make my pastoral role everything I hoped it could be. Their willingness to support the introduction of Bernie-Bear as our school dog has had a hugely positive impact on both pupils and staff. What started as a dream has become a reality, and Bernie is now a valued and much-loved member of the St Wilfrid's family. I feel incredibly fortunate to work in a school where new ideas that benefit children's wellbeing are embraced and supported. The trust and encouragement shown by Lauren and the Governors, alongside our leadership team, have allowed me to develop a role that I genuinely love and one that makes a real difference to the children!
- I feel very happy and supported here, and I wouldn't want to be anywhere else.

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

- After more than 32 years service to St. Wilfrid's I can honestly say that this is like a second home to me and my colleagues are my second family.
- I love the values and ethos of the school and am proud to be a part of it. Our work with parents, church and the local community is strong and the variety of experiences we give the children is incredible.
- Always 100%

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

- All the SLT show so much kindness and respect, and have given me CPD, training and feedback in a supportive way. As an ECT, Fran has supported me to become a more effective teacher. She has helped me to better plan units of work and helped me with my marking and feedback.
- There is a great atmosphere around school. Each day is different and can be changed at a moment's notice but I always feel supported by my colleagues. If I have a problem I can ask anyone and they will always try to help in whatever way they can.
- Staff are consulted about decisions to do with curriculum, briefings and staff meetings are used effectively, messages of thanks are sent out to staff.
- I feel extremely valued working at this school. Leaders take genuine interest and time to talk to me. I feel I am able to offer opinions and ideas during staff meetings and that these are always listened to with respect. Leaders take the time to ask how I am and check in if I need anything. Leaders are always willing and keen to come into the classroom and help out wherever they can. If I ask, I know one of them will do their best to support me - this

happened earlier in the year when I asked for some help taking the class to the library - the head teacher immediately offered to take the class for me and that was really appreciated. Leaders are always visible to staff and pupils - any extra worships or playground duties are covered by the leaders and if I was not feeling well or needed any extra time, I know they would offer to cover one of my duties. Leaders regularly send kind messages, thanking staff, sharing positive feedback or checking in with us - thank you!

- Leaders always encourage and motivate the staff and let them know how much they are appreciated.
- Support is incredible. Teachers are valued for their individual skills as well as the professionals they are. They are included in decisions made and places where they will best serve the school and its pupils.
- There is a strong culture of recognition and support that helps maintain a motivated teaching team.
- Providing appropriate CPD opportunities, strong relationships amongst staff, mutual respect for all staff members, recognition for when people have achieved something or gone above and beyond, supporting staff when needed.
- Our school leaders work hard to support and value staff ensuring all Staff feel respected and appreciated. All this has a huge positive impact on staff morale and our wellbeing!
- I agree that school leaders work hard to create a positive and supportive environment for all staff. They are approachable, provide clear direction, and recognise the efforts of teachers and support staff.

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

- Very supportive of trying new things/initiatives
- Feel trusted by HT
- We are encouraged to try new things, and to give the children new opportunities as and when we can.
- We are trusted to plan and deliver our curriculum to suit our children, leaders are happy to advise and give support if we are unsure of anything.
- I feel that teachers are given flexibility and ownership over the curriculum as much as possible. We are actively encouraged to do what is best for the pupils and the needs of the children in our class. Leaders trust teachers to set their classrooms and timetables in a way that works for them and the children.
- Teachers are able to teach their lessons as they feel would be best received and digested by their pupils.
- I feel trusted by leaders to try new approaches and adapt my teaching to meet the needs of my pupils.
- Teachers are trusted to do what they need to do in order to teach the curriculum to their class. Teachers are listened to. We learn from each other and SLT don't think that they are the experts in everything.
- To have complete full backing and trust From Lauren and our senior Leaders. Supporting my many ideas offering tailored support/ interventions. Helping me scale my ideas into actionable, measurable plans.
- Staff are trusted to use their professional judgement. This helps create an environment focused on meeting the needs of pupils.

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

- The children are encouraged to be respectful and to follow the school rules and values.
- Children move around the school in an orderly fashion and are challenged by staff if they are not doing so. Classrooms encourage learning in different ways, but when quiet is expected, quiet is what we get from most children.
- Whole school worship, especially on a Friday is extremely special and unique. The children's singing and music is lovely to hear. From what I know in Key Stage 1, playtimes are calm and nurturing - children are happy, safe, calm and well behaved. Our school values are embedded in staff and children and these are really noticed and seen on a day-to-day basis.
- Behaviour policy and expectations are in place. Children know what is expected of them re: behaviour
- Children are happy to be children but are showing greater respect in the way they conduct themselves. Visitors rarely leave without mentioning this.

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

- The day offered for report writing is very much appreciated, as was the wellbeing day earlier in the year. If I need any time for anything or am struggling to complete a task, I know support from leaders is always available - they are approachable and I feel they would be kind and help me. Teachers are given achievable deadlines for work to be completed.
- No new initiative is undertaken without consideration and those that are, have so far proved to be worth it.
- Leaders are mindful of staff workload and make efforts to reduce unnecessary pressures by offering to cover classes/give people non-contact time when needed.
- Staff workload is always taken into consideration.
- Lauren can carry any child's or adults' burden, carrying the stress and emotional weight of the whole school/building at any cost - including many times her not having any lunch breaks!
- I agree that leaders are mindful of staff workload when introducing new policies and procedures.

I feel well supported working in this school:

- Any problems can be addressed with SLT and they are sorted. I have a particularly good relationship with 4 members of staff and if I have a personal problem that may affect my work, I know that I can always talk to them. Mental health is always thought about and considered.
- Regular check-ins with different colleagues, feel I can ask for help when I need it.
- The staff team is positive, friendly and fun. I feel very lucky to be part of such a happy workplace, supported by everyone, whatever role in school they do. I hope other people feel I support and help them as much as they do me!!
- I know that if I was struggling or had a problem, I would be supported and heard.
- There is always an offer of support from SLT - often before they've been asked. There is a great awareness of what staff are coping with. In addition, there is a culture of support amongst all staff.
- I feel lucky to work alongside many supportive colleagues who are always there for me.
- Lauren, Nic and Fran are always incredibly supportive and protective of staff wellbeing. It has given me more confidence to address tricky parents without fear of a lack of backing from leadership.
- Lauren is extremely approachable. All staff offer support- kind and caring and actually seem interested and bothered about life in and out of school. Feels like a strong team with lots of support for each other and cheerleading one another.
- SLT have always been extremely supportive.
- I feel very supported by our Head Lauren and Senior Leadership Team. They are always approachable, visible, and genuinely care about the wellbeing of all staff. They regularly personally acknowledge the hard work and dedication of our team, listen to concerns, and provide support when needed. Their positive leadership helps create a respectful and motivating working environment where we feel valued and able to do our best for the children.
- I feel very well supported in my role and value the positive working relationships with all staff throughout the school.
- 'Simply The Best' SLT Team

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

- Staff are always treated with respect, consideration and compassion.
- Staff are listened to by senior colleagues, staff support one another.
- As far as I know..... all staff are made to feel welcome, valued and listened to. Everyone works hard and I feel this is respected and appreciated.
- I feel that I am a valued member of the team.
- All staff are treated with respect and fairness.
- Equal opportunities. Plenty of CPD. Playtimes, worships etc rota so that it is fair. Everyone has a voice and it is

listened to.

- There is a fantastic culture of mutual respect and teamwork within the school.
- Respect and 100% trust!
- The school promotes a positive, inclusive culture where everyone feels valued and supported.

Leaders and managers are considerate of my well-being:

- Lauren is always thinking about staff wellbeing. I have never been made to feel stressed or anxious about coming to work. She is always offering to cover lessons to give us time to do tasks such as report writing.
- After several bereavements this last school year I am aware that I am checked in with to make sure that I am ok which is very reassuring and thoughtful.
- Yoga, check-ins after illness absences (which have reduced), asked about holidays etc.
- Thank you for checking in with me - little things like asking how a drs appointment went, or how my family are shows really care and kindness, thank you!
- Support is always available
- Yoga! Ensuring time is given to complete tasks. Checking in regularly.
- All leaders are very supportive, easy to approach and keep to help and advise whenever needed.
- I have felt supported with personal problems. Opportunities to work from home for PPA, management time - supports my wellbeing. Yoga offered.
- I feel my wellbeing is always considered in every aspect of working in the school.
- I strongly agree that our school leaders are considerate of my wellbeing. Lauren, Nic and Fran are incredibly supportive, both professionally and personally. They take the time to listen and offer support when I am dealing with personal challenges, and they recognise when I am feeling overwhelmed. What stands out most is that they don't just offer words of support, they take practical action. They are always willing to give me the time and space I need and will help by taking on some of my workload, even when they have demanding workloads of their own. Their kindness, understanding and genuine care make me feel valued as a member of St Wilfrid's staff and contribute greatly to a positive and supportive working environment.
- I strongly agree that leaders and managers are considerate of all staff wellbeing.