

St George's Hanover Square C of E Primary School

Staff Questionnaire May 2024

We gather the views of staff in a number of different ways throughout the school year:

- discussions at morning briefings
- professional development meetings
- 1-1 professional development days
- anonymous 'post 'it' sessions
- annual questionnaire

Staff views help us to move the school forward and are an effective way of checking that we are getting things right. School leaders take them into account when we are planning for the future of our school.

As always, staff are invited to talk to senior leaders if they are worried about anything, have a question or have a great idea.

We were very heartened by the huge number of positive staff comments about our school.

Staff comments

Many staff told us that they value high levels of communication which helps every member of staff to be kept up-to-date. Staff highlighted the daily morning briefing, the morning book, the week to view, weekly whole-staff PDMs and weekly support staff meetings as helpful means of communicating what is happening in school. Staff commented that it was helpful that they 'understood why decisions were made'.

Staff felt that managing workload is a priority in the school and this helps staff to carry out their jobs well because unreasonable work is not burdening staff. Support through working with colleagues across the partnership and having a 'well-planned curriculum' which 'supports teachers' development' were examples given of helping to manage workload and ensure 'high quality teaching'.

Many staff commented on the professionalism of staff and that the school is a place where 'fosters effective communication' and 'maintains a collaborative and supportive work environment'. One member of staff said that a strength of the school was the 'communication of the school vision and how this permeates everything the school does'.

Staff were appreciative of school standard operating systems that support them such as the behaviour policy. Many staff commented on the effectiveness and consistency of the implementation of behaviour policy throughout the school, and with high expectations for all pupils. Many staff commented on the helpfulness in 'being able to go and speak with leadership together if any issues arise' and also commented on how 'leadership are encouraging' and use a positive coaching model to support staff 'at all levels'.

Many staff commented on 'feeling valued for their work' and the regular opportunities for professional development at all levels.

Some members of support staff said that their timetables were very busy. Teaching Assistants roles have developed significantly since being 'helpers' in one class and are now targeted at supporting pupils with SEND across the school as well as supervising breaks and lunchtimes so that class teachers can prepare for their next lessons. We are grateful to support staff for adapting to the school's needs and will always help when something is identified as not working. We will use our weekly support staff meetings to regularly review timetables so that they remain efficient.

Thank you for helping us with this. 😊

14 staff responses

		Strongly agree	Agree	Disagree	Strongly disagree
1	I am proud to be a member of staff at this school	79% (100% positive)	11%	0%	0%
2	My contribution to the school is valued	64% (100% positive)	36%	0%	0%
3	I know what we are trying to achieve as a school	86% (100% positive)	14%	0%	0%
4	Leaders use professional development to encourage, challenge and support my improvement	79% (100% positive)	21%	0%	0%
5	The school is well led	86% (100% positive)	14%	0%	0%
6	Line managers listen to me if I have a concern	64% (100% positive)	36%	0%	0%
7	The school runs smoothly on a daily basis	64% (100% positive)	36%	0%	0%
8	Children are safe in this school	93% (100% positive)	7%	0%	0%
9	Any unacceptable behaviour from pupils is consistently well managed	86% (100% positive)	14%	0%	0%
10	Any unacceptable behaviour from parents is consistently well managed	86% (100% positive)	14%	0%	0%
11	Leaders support staff well in managing behaviour	86% (100% positive)	14%	0%	0%
12	The school deals with any cases of bullying of pupils effectively	93% (100% positive)	7%	0%	0%
13	The school challenges all pupils to make at least good progress	93% (100% positive)	7%	0%	0%
14	Leaders take workload into account so as to avoid placing unnecessary burdens on staff.	64% (93% positive)	29%	7% (1 person)	0%
15	Leaders and managers are considerate of my well-being as a member of staff	64% (100% positive)	36%	0%	0%
16	All staff are treated fairly and with respect at this school	64% (100% positive)	36%	0%	0%