

St Mary's C of E Primary School

Staff Questionnaire Summer term 2025

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 were keen to tell us that the communication between SLT and other members of staff is excellent. Many staff commented on how this helps 'the school run smoothly on a daily basis' 'and that they appreciate that they 'always know what will be happening during the day' , even when there are changes. 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 were appreciative of school standard operating systems commenting that they 'ensure that there are consistently high standards' throughout the school. Many staff commented on the helpfulness of access to senior leaders in ensuring that 'everyone is on the same page'. One member of staff noted how they appreciate how senior leaders respond to issues that occur commenting that, 'when new situations arise they are dealt with and considered in the future.'

Many staff commented on the inclusive nature of the school and that 'reasonable adjustments are made to help all children be successful' and to 'achieve their potential'. One member of staff commented on how staff have a 'good understanding of SEN needs' and another commented on how helpful it is that senior leaders and other staff 'know pupils so well that it they are able to effectively support even those with the most complex needs'.

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. Staff appreciate the termly calendar and 'being given lots of advance notice about upcoming events'. A teacher commented that they appreciate not having to do break and lunch duty as this helps them 'effectively prepare for lessons' and that it is helpful that 'INSET days are used to meet with parents' rather than having lengthy parents evenings after school following full days of teaching.

Staff said that there is effective teamwork and that 'staff are working together to fulfil the vision'. A member of staff commented on how they appreciate that 'staff do not just think about their own class' and that 'everyone supports each other and all of the children.'

Many staff said that there was nothing that the school needs to do even better. We are pleased that many staff think this, however, we know that we can always make things even better.

One member of staff asked if there could be more time to prepare for After School Enrichment Clubs. We agree that it is necessary to have enough time to set up resources in advance of clubs in order to ensure that everything is well prepared to help clubs run effectively. We have planned time for this in support staff timetables but appreciate that some clubs require more preparation time than others. We will look at support staff timetables again to try and make sure that there is enough time allocated for this.

Another member of staff asked for more time to speak with agency supply staff about after school admin jobs in order to avoid them being completed incorrectly. We understand that it can be frustrating when usual members of staff are absent as supply staff do not have the same level of understanding about the school or the children. Even with additional time to talk to supply staff, it is unlikely that supply staff will complete jobs to the same standard as our staff due to them not having received the same level of training. Staff at St Mary's are very good at supporting each other when there is staff absence and helping each other with admin tasks. Do come and speak to senior leaders if you think you might need more support with this.

Another member of staff asked if more notice could be given by other members of staff when resources need to be ordered so that there is enough time for things to arrive before they are needed. The office staff at St Mary's are extremely efficient and want to support staff to have all the resources that they need to do their job well. In order to help with this, all staff must look ahead and ask for things to be ordered well in advance. Our termly calendars and detailed curriculum unit plans help to make this a lot easier, as it is always possible to know what is coming next.

Thank you for helping us with this. 😊

24 staff responses

		Strongly agree	Agree	Disagree	Strongly disagree
1	I am proud to be a member of staff at this school	92% <i>(100% positive)</i>	8%	0%	0%
2	My contribution to the school is valued	80% <i>(100% positive)</i>	20%	0%	0%
3	I know what we are trying to achieve as a school	92% <i>(100% positive)</i>	8%	0%	0%
4	Leaders use professional development to encourage, challenge and support my improvement	75% <i>(100% positive)</i>	25%	0%	0%
5	The school is well led	83% <i>(100% positive)</i>	17%	0%	0%
6	Line managers listen to me if I have a concern	88% <i>(100% positive)</i>	12%	0%	0%
7	The school runs smoothly on a daily basis	75% <i>(100% positive)</i>	25%	0%	0%
8	Children are safe in this school	100% <i>(100% positive)</i>	0%	0%	0%
9	Any unacceptable behaviour from pupils is consistently well managed	54% <i>(100% positive)</i>	46%	0%	0%
10	Any unacceptable behaviour from parents is consistently well managed	83 % <i>(100% positive)</i>	17%	0%	0%

11	Leaders support staff well in managing behaviour	71% 29% (100% positive)	0%	0%
12	The school deals with any cases of bullying of pupils effectively	88% 12% (100% positive)	0%	0%
13	The school challenges all pupils to make at least good progress	88% 12% (100% positive)	0%	0%
14	Leaders take workload into account so as to avoid placing unnecessary burdens on staff.	67% 33% (100% positive)	0%	0%
15	Leaders and managers are considerate of my well-being as a member of staff	80% 20% (100% positive)	0%	0%
16	All staff are treated fairly and with respect at this school	83% 17% (100% positive)	0%	0%