

St Patrick's Catholic Primary School

Staff Questionnaire April 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 were keen to tell 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 and communication books as helpful means of communicating what is happening in school.

The daily running of the school and the timetables are well thought through and easily changed. As a middle leader it is helpful to be able to book whole days out of class. This gives the opportunity to complete tasks properly.

Many staff commented on being able to depend on others and helping each other out. They feel like part of a team that support each other. The Head of School is on top of behaviour, which means that everything is dealt with properly.

Staff also commented that we all want the best for our school and children. The partnership curriculum works well and challenges the children. Children also feel safe to speak with adults about any issues with their peers or out of school.

Staff were appreciative of school standard operating systems that support them such as the safeguarding procedures and weekly Health and Safety walk. Staff felt they are able to voice concerns at all points of the day.

Staff felt that workload is very manageable and really supports work-life balance.

Many staff commented positively about having a Site services Officer on site all the time. If anything needs fixing it is done straight away. They also said that office staff are efficient and extremely helpful.

Some suggestions for what we can do to make the school even better were:

More support staff, but we are aware of the financial restraints particularly as the school is not full.

Training for all members of staff, including specialist teachers would benefit behaviour management. We ensure that copies of the behaviour policy are available in the staff room and PowerPoints used during training are available on the staff shared area of the network.

Unacceptable physical behaviour from pupils towards staff are addressed consistently. When staff let the leadership team know, in line with the school behaviour policy, children are given sanctions and removed from class if needed. Unacceptable physical assaults also lead to pupils being suspended for a fixed-term if needed.

More resources are needed for teaching humanities/foundation subjects. Teachers know to request orders in the order book, which is overseen by the Head of School. Resources are always ordered if they are needed to support the teaching of subjects.

One member of staff suggested that the extra 30 minutes of reading every day can be difficult in EYFS. We need to balance the importance of reading as 'access to the rest of the curriculum' but this can be built up from September rather than an expectation at the start of the first term.

One member of staff suggested that parents are more involved in supporting their children's learning. We offer Parents Working Alongside Children sessions, where parents can join their children in class to see our pedagogical approach so they can continue this at home when helping their children with their homework.

Thank you for helping us with this. 😊

There were 20 responses

		Strongly agree	Agree	Disagree	Strongly disagree
1	I am proud to be a member of staff at this school	40% <i>(95% positive)</i>	55%	5%	0%
2	My contribution to the school is valued	40% <i>(95% positive)</i>	55%	5%	0%
3	I know what we are trying to achieve as a school	55% <i>(95% positive)</i>	40%	5%	0%
4	Leaders use professional development to encourage, challenge and support my improvement	40% <i>(95% positive)</i>	55%	0%	5%
5	The school is well led	50% <i>(100% positive)</i>	50%	0%	0%
6	Line managers listen to me if I have a concern	40% <i>(100% positive)</i>	60%	0%	0%
7	The school runs smoothly on a daily basis	45% <i>(100% positive)</i>	55%	0%	0%

8	Children are safe in this school	95%	5%	0%	0%
		(100% positive)			
9	Any unacceptable behaviour from pupils is consistently well managed	35%	50%	15%	0%
		(85% positive)			
10	Any unacceptable behaviour from parents is consistently well managed	45%	50%	5%	0%
		(95% positive)			
11	Leaders support staff well in managing behaviour	45%	35%	20%	0%
		(80% positive)			
12	The school deals with any cases of bullying of pupils effectively	60%	40%	0%	0%
		(100% positive)			
13	The school challenges all pupils to make at least good progress	70%	30%	0%	0%
		(100% positive)			
14	Leaders take workload into account so as to avoid placing unnecessary burdens on staff.	42%	32%	26%	0%
		(74% positive)			
15	Leaders and managers are considerate of my well-being as a member of staff	55%	15%	30%	0%
		(70% positive)			
16	All staff are treated fairly and with respect at this school	55%	25%	15%	5%
		(80% positive)			