

St George the Martyr C of E Primary School

Staff Questionnaire April 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 shared with us that communication between SLT and other staff members is excellent. Staff highlighted that the daily morning briefings, termly calendar and the newsletters are helpful means of communicating what is happening in school. Many members of staff also added that they feel able to approach the leaders with questions or any problems. They noted *'senior leaders listen to any concerns or worries'*, *'leaders are open-minded, supportive and encouraging'* and *'concerns are listened to and dealt with by the leaders.'*

Staff were appreciative of the school's standard operating systems that support them, such as the clear behaviour policy. Many staff commented on the effectiveness and consistency of the implementation of the behaviour policy throughout the school sharing that *'all staff and pupils understand the expectations'* and *'the clear policy leads to a positive environment and culture for learning.'*

Many staff commented that they also feel supported by the senior leaders when dealing with challenging pupil behaviour. A member of staff stated that *'leadership support with behaviour of all pupils, brainstorming ideas to find solutions to tackle unacceptable behaviour together'*. Staff also shared that the implementation of Smile Charts and the Golden Rules enable them to manage behaviour in a positive manner with lots of praise given to the children.

Staff noted that professional development is a strength at St George the Martyr, including the high-quality PDMs and feedback provided on professional development days. A member of staff stated *'feedback is actionable allowing teachers to 'tweak' their practice and become even better.'* Staff further commented that *'there is praise and recognition of work between members of staff'* and *'I feel challenged, but supported to improve my teaching.'*

One staff member shared that they would like further opportunities to see good practice, such as looking at books from other year groups or watching modelled lessons. Where appropriate, these opportunities will be built in to further PDMs and staff training. We know that learning from one another is hugely valuable and an excellent tool for professional development.

Two staff members noted that it would be helpful for an additional member of staff to be timetabled for the EYFS/KS1 lunch on Wednesdays. Senior leaders reviewed this and made an immediate adjustment to the timetables to enable this to happen.

One member of staff mentioned that some of the links on the unit plans are outdated and so no longer work. The Science and Geography plans are currently being adjusted and any old links are being updated for the new academic year.

One member of staff shared that when there are shorter half terms, the number of extra events and deadlines planned in should be carefully considered. Where possible, we look to provide as much notice as possible to allow staff to prepare in a timely manner. The termly calendar is displayed in the staffroom and acts as a 'roadmap' for the term, giving staff an overview of what is coming up. Deadlines are carefully planned as leaders are mindful of particularly busy times for teachers.

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

Thank you for helping us with this. 😊

21 staff responses

		Strongly agree	Agree	Disagree	Strongly disagree
1	I am proud to be a member of staff at this school	76% (100% positive)	24%	0%	0%
2	My contribution to the school is valued	71% (95% positive)	24%	5% (1 person)	0%
3	I know what we are trying to achieve as a school	81% (100% positive)	19%	0%	0%
4	Leaders use professional development to encourage, challenge and support my improvement	76% (100% positive)	24%	0%	0%
5	The school is well led	67% (100% positive)	33%	0%	0%
6	Line managers listen to me if I have a concern	81% (95% positive)	19%	5% (1 person)	0%
7	The school runs smoothly on a daily basis	67% (100% positive)	33%	0%	0%
8	Children are safe in this school	95% (100% positive)	5%	0%	0%
9	Any unacceptable behaviour from pupils is consistently well managed	81% (100% positive)	19%	0%	0%
10	Any unacceptable behaviour from parents is consistently well managed	57% (100% positive)	43%	0%	0%
11	Leaders support staff well in managing behaviour	76% (100% positive)	24%	0%	0%
12	The school deals with any cases of bullying of pupils effectively	81% (100% positive)	19%	0%	0%
13	The school challenges all pupils to make at least good progress	81% (100% positive)	19%	0%	0%

14	Leaders take workload into account so as to avoid placing unnecessary burdens on staff.	48% (95% positive)	47%	5% (1 person)	0%
15	Leaders and managers are considerate of my well-being as a member of staff	67% (100% positive)	33%	0%	0%
16	All staff are treated fairly and with respect at this school	71% (100% positive)	19%	5% (1 person)	0%