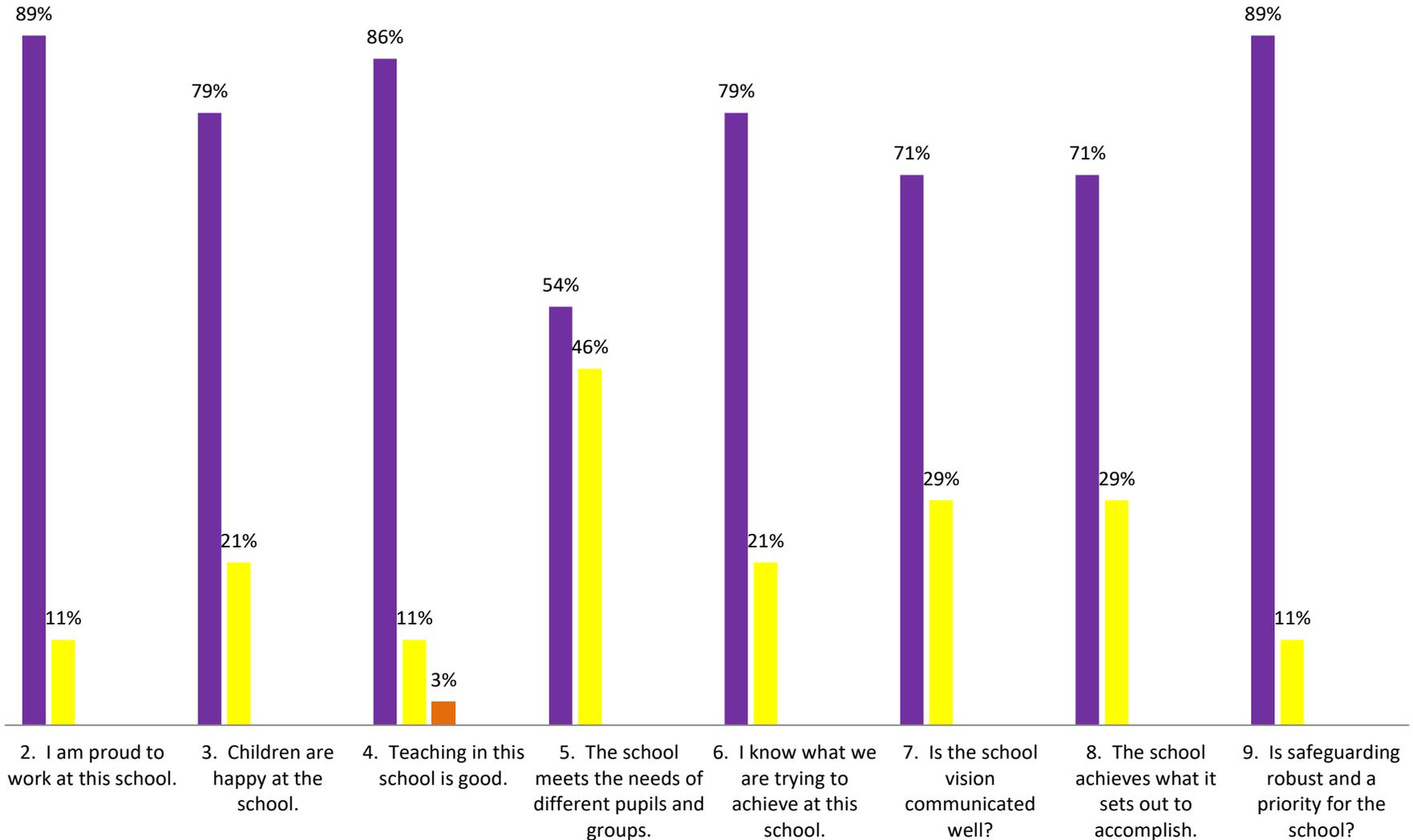


STAFF QUESTIONNAIRE FEEDBACK- 2017/18.

In July 2018 all members of staff were invited to complete an online questionnaire to take into account the views of all staff that we can incorporate into our school planning to improve and grow. Staff were asked to respond to 18 questions in total. As with the parental questionnaire there were five choices of response being; strongly agree, agree, not able to answer, disagree, strongly disagree. For 3 of the questions staff were offered the opportunity to give more qualitative feedback. The responses from the 28 members of staff (17 from support staff, 8 from teachers and 3 from senior leaders) that completed the survey are summarised below.

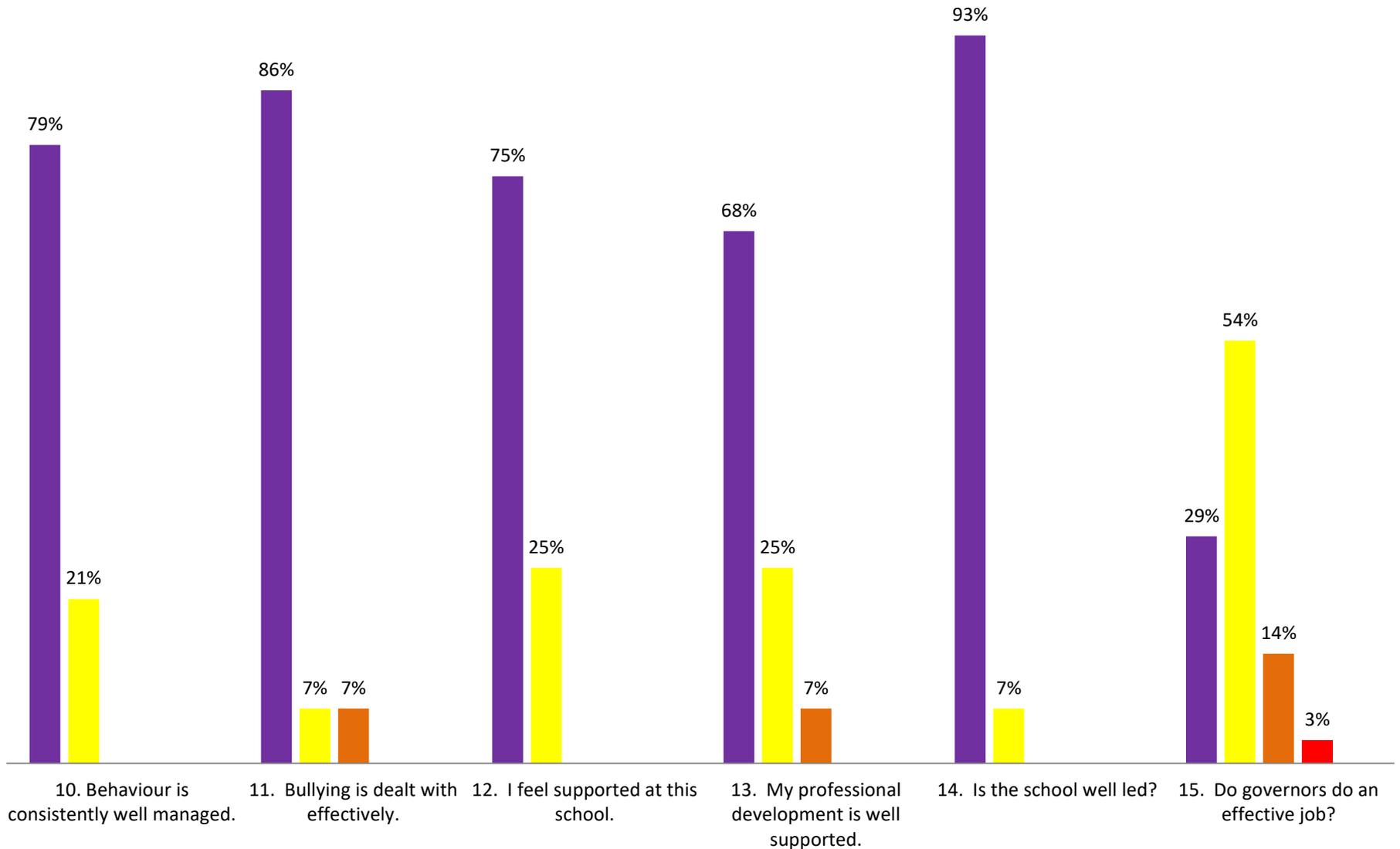
Southfield Park Staff Survey 2018

Strongly Agree Agree Don't know Disagree Strongly Disagree



Southfield Park Staff Survey 2018

Strongly Agree Agree Don't know Disagree Strongly Disagree



Staff Feedback.

- ❖ 100% of respondents agreed they were proud to work at the school (89% strongly agreeing). Staff agreed that children are happy at the school (79% strongly agreeing) with 100% also agreeing that safeguarding arrangements are robust and a priority for the school.
- ❖ The quality of teaching is viewed very positively with 96% (one response said they were unable to answer) agreeing the quality of teaching is good, 86% strongly agreeing. This was confirmed by staff, with 100% agreeing this was the case, 54% strongly agreeing.
- ❖ Staff feel positive about the communication of the aims of the school, with 100% agreeing they know what the school is trying to achieve (79% strongly) and that the school vision is well communicated (71%strongly agreeing).
- ❖ In analysis of how well the school achieves it's goals, 100% agreed that the school achieves what it sets out to accomplish (71% strongly).
- ❖ Staff overwhelmingly agree that behaviour is good with 100% saying behaviour is consistently well managed (79% strongly agreeing) and similarly when evaluating how effectively bullying is dealt with, 93% agree bullying is dealt with effectively, 86 % strongly so (7% said they were not able to answer).
- ❖ All staff who completed the questionnaire agreed they felt supported at the school (75% strongly) and 93% agreed their professional development is well supported, 68% strongly agreeing (7% said they were not able to answer).
- ❖ When considering school leadership, 100% agreed the school is well led, with 93% strongly agreeing.
- ❖ Considering the effectiveness of Governors, 83% agreed Governors do an effective job, with 29% strongly agreeing. (15% responded that they were unable to answer and 3 % disagreed.)

Summary of responses to specific questions.

Staff were also invited to give qualitative feedback in response to three additional questions; what are the 3 greatest strengths of the school, what could the school improve on in the next 12 months and any further comments that would be helpful. The responses were again very positive.

3 greatest strengths of the school

- The most common strengths (one of which was mentioned in 50% of the responses) were teamwork, leadership, quality of teaching, child centred focus and the nurturing/ caring environment.
- Other key themes emerging were consistency, friendliness and the happiness of the staff and children.

Examples of comments

‘Outstanding teachers, amazing children, strong leadership.’

‘The way staff support one another, the effort everyone puts into teaching and looking out for the children.’

‘Dedicated team, caring culture, inclusivity.’

‘Communication, teamwork, standards’

‘How the staff support each other, every child matters, creativity’

‘Encouraging each child to fulfil their potential, vast range of activities offered, all staff working towards one goal.’

What could the school improve on in the next 12 months?

Suggestions were varied but included:

- Build on wellbeing strategies developed and continue with mindfulness opportunities for children and staff.
- Provide more informal opportunities for staff, at all levels, to observe each other so they can build their skills and develop professionally.
- Consistency in managing behaviour in junior playground so all staff understand expectations.
- Manage interventions so children focus on one key area a term so don't miss out on class activities.
- Continue to provide training and staff development opportunities but space initiatives out so that each new process can be implemented or consolidated.
- Continue to develop creativity and broader subject coverage and some different theme weeks, e.g. Art weeks.

Further comments

- Invite some music groups, quartets etc. to visit school to perform.
- Positive comments about how staff enjoy working at Southfield Park,
 - 'I feel lucky to be part of such a happy, vibrant, affirming, and celebratory community'
 - 'I love working at this school!'
 - 'This is a brilliant school and I couldn't be prouder to work here.'
 - 'I absolutely love being a teacher at Southfield Park, it is a brilliant place to work.'

Action Points from staff feedback

- ❖ Consider, and build in, wider opportunities for wellbeing opportunities for staff.
- ❖ Identify opportunities for Governors to raise their profile by working alongside staff, so that staff have Staff to work.
- ❖ Continue with 'triad style' observation opportunities for teachers and develop a model that would work for support staff.
- ❖ Revisit playground procedures in TA meetings so there is a shared understanding of routines and expectations.