

# Questionnaire for school staff

**2024-25** – updated 05/06/2024

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
- occasional anonymous 'post 'it' sessions where we talk about things that are going well and things that make us fed up
- support staff meeting discussions
- 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.

## Staff comments: June 2025

Many staff mentioned that they were proud to be part of such a positive team of people all pulling in the same direction, all with children's best interests at heart. Some also commented that school goes above and beyond to encourage not just learning but a love of learning e.g. maths club, nature club, lots of trips. Staff said that children's education is excellent and that children's individual needs are thought about carefully and that teachers meet those needs well. Every child is cared for and no learning opportunities are lost.

Staff commented on the positive environment created at St Eugene's which enables them to teach well and to have good outcomes for pupils. Staff noted that the pupils feel valued and love learning. Many staff mentioned their colleagues and the brilliant teaching team at St Eugene's. More than one said that their teaching colleagues were caring and very skilful teachers. Staff described their colleagues as "professional, caring and passionate about education". Staff said that the leadership was helpful and caring, but other staff too were always on hand to support each other. Staff spoke positively about the staff caring about the education and well-being of the children and everyone having the best interests of the children at heart. Staff said that the behaviour policy helps children to succeed. It was also mentioned that staff and children all feel safe in our school.

Staff said that they felt valued, that there was teamwork, a supportive environment and that there is an upbeat atmosphere in the school. Staff mentioned the friendly and approachable leadership and that they felt listened to. Staff mentioned the staff weekly training, the planning and curriculum support at St Eugene's as being very helpful and effective.

Good communication; including daily briefings, assemblies, safeguarding briefings and staff meetings were all mentioned as positive, helpful and informative.

In things to work on, staff mentioned that they would like the opportunity to watch others teach e.g. teachers visiting another teacher's lesson to learn from them in a collegiate way. We will put this into place in the next academic year to develop subject knowledge and pedagogy. There was one comment about children being sent to the office who do not need first aid. It is always wise to err on the side of caution when sending pupils to be checked by first aiders. We know that we also have first aid trained staff in the playground and dinner hall. Staff also mentioned wanting more support from teaching assistants. Our support staff have a full timetable of support with the children being first in line for help. Wherever possible we will aim to give teachers any support they need and if there are specific issues e.g. individual care for a child or a trip or visit, we will prioritise giving teachers support from school staff.

Thank you for completing our questionnaire

## Questionnaire for school staff

		Strongly agree	Agree	Disagree	Strongly disagree
1	I am proud to be a member of staff at this school	88% (100% positive)	12%	0%	0%
2	My contribution to the school is valued	75% (100% positive)	25%	0%	0%
3	I know what we are trying to achieve as a school	82% (100% positive)	18%	0%	0%
4	Leaders use professional development to encourage, challenge and support my improvement	70% (100% positive)	30%	0%	0%
5	The school is well led	88% (100% positive)	12%	0%	0%
6	Line managers listen to me if I have a concern	75% (100% positive)	25%	0%	0%
7	The school runs smoothly on a daily basis	70% (100% positive)	30%	0%	0%
8	Children are safe in this school	82% (100% positive)	18%	0%	0%
9	Any unacceptable behaviour from pupils is consistently well managed	75% (100% positive)	25%	0%	0%
10	Any unacceptable behaviour from parents is consistently well managed	63% (100% positive)	37%	0%	0%
11	Leaders support staff well in managing behaviour	82% (100% positive)	18%	0%	0%
12	The school deals with any cases of bullying of pupils effectively	82% (100% positive)	18%	0%	0%
13	The school challenges all pupils to make at least good progress	88% (100% positive)	12%	0%	0%
14	Leaders take workload into account so as to avoid placing unnecessary burdens on staff.	63% (100% positive)	37%	0%	0%
15	Leaders and managers are considerate of my well-being as a member of staff	75% (100% positive)	25%	0%	0%
16	All staff are treated fairly and with respect at this school	82% (100% positive)	18%	0%	0%

We thank the staff for all of their helpful comments.

Thank you for completing our questionnaire