

## Staff Survey Results Spring 2025

|                                                             | <b>Yes</b> | <b>No</b> |
|-------------------------------------------------------------|------------|-----------|
| Were you working at this school when it was last inspected? | 69%        | 31%       |

|                                                                                          | <b>Yes – a lot better</b> | <b>Yes – a little better</b> | <b>Neither better or worse</b> | <b>No – a little worse</b> | <b>No – a lot worse</b> |
|------------------------------------------------------------------------------------------|---------------------------|------------------------------|--------------------------------|----------------------------|-------------------------|
| If you were working here at the last inspection do you think it has improved since then? | 30%                       | 35%                          | 35%                            | -                          | -                       |

| <b>Statements</b>                                                          | <b>Strongly agree</b> | <b>Agree</b> | <b>Neutral</b> | <b>Disagree</b> | <b>Strongly disagree</b> | <b>Positive responses 2024</b> | <b>Positive responses 2025</b> |
|----------------------------------------------------------------------------|-----------------------|--------------|----------------|-----------------|--------------------------|--------------------------------|--------------------------------|
| I am proud to be a member of this school                                   | 93%                   | 7%           | -              | -               | -                        | 100%                           | 100%=                          |
| Pupils are safe at this school                                             | 83%                   | 17%          | -              | -               | -                        | 100%                           | 100%=                          |
| Staff consistently manage the behaviour of pupils well                     | 69%                   | 31%          | -              | -               | -                        | 96%                            | 100%↑                          |
| The pupils' behaviour is at least good at this school                      | 52%                   | 48%          | -              | -               | -                        | 88%                            | 100%↑                          |
| Leaders support staff well in managing behaviour                           | 69%                   | 31%          | -              | -               | -                        | 96%                            | 100%↑                          |
| The school deals with any cases of bullying effectively                    | 62%                   | 28%          | 10%            | -               | -                        | 92%                            | 90%↓                           |
| Leaders use training to encourage, challenge and support staff development | 55%                   | 45%          | -              | -               | -                        | 100%                           | 100%=                          |

|                                                                                             |     |     |    |   |   |      |       |
|---------------------------------------------------------------------------------------------|-----|-----|----|---|---|------|-------|
| Leaders do all they can to ensure the school has a motivated, respected and effective staff | 76% | 24% | -  | - | - | 92%  | 100%↑ |
| Leaders have created a climate in which teachers and staff are trusted                      | 69% | 31% | -  | - | - | 92%  | 100%↑ |
| The school has a culture that encourages calm and orderly conduct                           | 66% | 34% | -  | - | - | 96%  | 100%↑ |
| The school challenges all pupils to make at least good progress                             | 62% | 38% | -  | - | - | 100% | 100%= |
| The school is well led and managed                                                          | 72% | 28% | -  | - | - | 100% | 100%= |
| Leaders take workload into account                                                          | 72% | 28% | -  | - | - | 96%  | 100%  |
| I feel well supported working here                                                          | 59% | 34% | 7% | - | - | 100% | 93%↓  |
| All staff are treated fairly and with respect                                               | 76% | 24% | -  | - | - | 96%  | 100%↑ |
| Leaders are considerate of my well-being                                                    | 69% | 31% | -  | - | - | 100% | 100%= |
| I enjoy working at this school                                                              | 90% | 10% | -  | - | - | 100% | 100%= |

**24 responses received in 2024 compared to 29 responses received in 2025**

21.

Any further comments and please comment further if you disagreed with a question.

12 responses **12** Responses

**ID    Name                    Responses**

|   |           |                                                                                                                                                                                                                                                                                                             |
|---|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | anonymous | I feel proud to be a member of SMB. It has such a lovely atmosphere and everyone helps each other out. Leaders are caring and understanding of personal circumstances and will accommodate you whenever possible. Most importantly, everyone really cares about the wellbeing and progress of the children. |
| 2 | anonymous | Anita is a brilliant headteacher who always supports my wellbeing and I am proud to work at SMB.                                                                                                                                                                                                            |

| ID | Name      | Responses                                                                                                                                                                                                                       |
|----|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3  | anonymous | All staff members here get on very well with each other, nothing is ever too much trouble. If I need help, advise I've found staff members to be very welcoming and always able to help me and give advice when I've needed it. |
| 4  | anonymous | As I have said previously, this is, by a distance, the school where I have felt most supported in every aspect.                                                                                                                 |
| 5  | anonymous | All staff are really supportive of each other. It's like being in a big family who all care for the well-being of each other, the children and the families in the school community                                             |
| 6  | anonymous | More adult support for some of our challenging children.                                                                                                                                                                        |
| 7  | anonymous | I love working here and feels like a family wouldn't want to work anywhere else                                                                                                                                                 |
| 8  | anonymous | I love working in the school and would love to be back working in nursery as a TA if the opportunity arises.                                                                                                                    |
| 9  | anonymous | A great place to work. Staff are so thoughtful and genuinely care for the children and other members of staff.                                                                                                                  |
| 10 | anonymous | A lot of staff development this year has focussed on SEND and a lot of the online courses have not been the most challenging beyond what most staff are already aware of and implementing                                       |

#### 1. Role in school

|                                                                  |    |
|------------------------------------------------------------------|----|
| ● Leadership Team                                                | 3  |
| ● Class teacher                                                  | 5  |
| ● Classroom support (TA)                                         | 12 |
| ● Other support staff (office, premises, lunchtime, cleaner etc) | 9  |

