



### St Michael with St Thomas - Staff Survey Results Dec 2022

<b>1. The breakdown of staff who participated in the survey are as follows:</b>					
Senior Leader	Middle Leader	Teacher	Support staff- Teaching	Support staff- Other	Other
<b>2. Were you working at the school when it was last inspected?</b>					
Yes	12.5%		No	87.5%	
<b>3. Do you think this school has improved since it was last inspected?</b>					
Yes- a lot better	Yes- a little better	Neither better nor worse	No- a little worse	No- a lot worse	
100% (8)					
<b>4. I am proud to be a member of staff</b>					
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
100% (16)					
<b>5. Pupils are safe at this school</b>					
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
94%(15)	6%(1)				
<b>6. You have said that pupils may not be safe at this provider. Please can you tell us why this is?</b>					
- Communication between MDAs and teachers could be improved					
<b>7. Staff consistently manage the behaviour of pupils well</b>					
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
81% (13)	19% (3)				
<b>8. The pupils' behaviour is at least good at this school</b>					
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
94% (15)	6% (1)				
<b>9. Leaders support staff well in managing behaviour</b>					
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
100% (16)					
<b>10. You've said that leaders do not support staff in managing behaviour well. Please would you share the reasons for your answer?</b>					
<b>11. The school deals with any cases of bullying of pupils effectively (bullying includes persistent name-calling, online or prejudice-based bullying)</b>					
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
100% (16)					
<b>12. Leaders use professional development to encourage, challenge and support teachers' improvement</b>					
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
94% (15)	6% (1)				
<b>13. Leaders do all they can to ensure the school has a motivated, respected and effective teaching staff</b>					
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
87% (14)	13% (2)				



<b>14. Leaders have created a climate in which teachers are trusted to take risks and innovate in ways that are right for the pupils</b>				
<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
81% (13)	19% (3)			
<b>15. This school has a culture that encourages calm and orderly conduct and is aspirational for all pupils</b>				
<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
94%(15)	6%(1)			
<b>16. The school challenges all pupils to make at least good progress</b>				
<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
94%(15)	6%(1)			
<b>17. This school is well led and managed</b>				
<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
100% (16)				
<b>18. Please would you share the reasons for your answer?</b>				
<ul style="list-style-type: none"> <li>• School has such an amazing culture and ethos where all staff are valued and appreciated – love our team!</li> <li>• I know I can talk to any of the senior leaders if there is an issue or I need support. I feel well equipped and prepared for things upcoming.</li> <li>• Headteacher is always present around the school</li> <li>• School leader is very supportive and approachable. I feel I can talk to her regarding any issues.</li> <li>• Support offered everyday as well as CPD</li> <li>• School leaders are open, approachable and very supportive</li> <li>• School leaders inspire staff and share their vision expertly and set high standards for all</li> <li>• There is a clear vision which is clearly communicated to all staff keeping the safety, happiness and education of pupils at its heart.</li> <li>• Positive working relationships with great support and advice</li> <li>• They imbed ethos, Christian values and mission statement within our learning</li> <li>• Effective and positive approach to teaching and learning</li> <li>• SLT staff always available to support</li> <li>• SLT staff are always there to help and support you with any concerns and guidance that is needed</li> <li>• Decisions are made with purpose. I, alongside other subject leaders, have been given time to design a purposeful curriculum for pupils, which is exciting to teach. They are always present and visible leaders for pupils, parents and staff. They are honest and kind, and clear when giving feedback on performance.</li> </ul>				
<b>19. Leaders and managers take workload into account when developing and implementing policies and procedures so as to avoid placing unnecessary burdens on staff.</b>				
<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
75% (12)	25% (4)			
<ul style="list-style-type: none"> <li>• Shared planning and PPA at home</li> <li>• Workload is taken into account and when concerns are raised regarding workload, effective strategies are put into place to support.</li> </ul>				
<b>20. I feel well supported working in this school</b>				
<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
87% (14)	13% (2)			
<b>21. All staff are treated fairly and with respect at this school</b>				
<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
94%(15)	6%(1)			



<b>22. Leaders and managers are considerate of my well-being</b>				
<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
94%(15)	6%(1)			
<b>23. I enjoy working at this school</b>				
<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
100% (16)				