

Our Lady's Catholic Primary School

Staff Questionnaire Outcomes 2024/25

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

Staff tell us that the school's curriculum is very strong. The curriculum has been written and developed by teachers within our school partnership and unit plans are updated regularly. This helps with managing teacher work load.

Teachers tell us that curriculum coverage is good and we teach beyond the National Curriculum. Teachers actively engage pupils through interactive lessons, and a variety of different strategies, which helps to make learning enjoyable and meaningful for the children.

Staff tell us that safeguarding training is effective and ongoing making them confident in reporting concerns and getting feedback. There is also a strong sense of safety and support throughout the school.

Staff tell us that the school's standard operating systems ensure consistency within the school, which benefits both adults and children. Communication is key and staff enjoy having a daily morning briefing. This ensures all staff are made aware of everything that is happening in the school. We can also problem solve effectively together. Staff also tell us that the senior leadership team are very easy to approach and offer support. They feel listened to. Staff also feel that they are trusted in their judgments and views.

Staff tell us that there are high expectations of pupil behaviour from all members of staff in the school. Routines are in place and consistent structural support for behaviour ensures that the expectations of staff are achievable for the children. The school leaders are attentive and deal with any ongoing issues efficiently.

Staff tell us that one of the school's biggest strengths is teamwork. We always support and complement each other and staff are dedicated in wanting the best for all children. This ensures that the school is a very pleasant environment to work in. Everyone is very welcoming and friendly to new members of staff.

A member of staff said that, "The thing that works well above all else is the complete and total collective expression of respect that flows through staff and towards the student's and vice versa."

Staff tell us that everyone is well supported and encouraged to be themselves in order to deliver a safe and productive environment for the children.

Some suggestions for what we can do to make the school even better were to continue the relentless work to continue to improve pupil attendance. One member of staff said that parents need to understand the link between pupil attendance and their child's later life chances. We reward good attendance in our celebration assembly every week and have introduced termly attendance badges for the children that attend school every day in each term. School leaders also closely monitor absence and meet parents to discuss persistent absence every term.

Portion sizes for school dinners were mentioned by some staff – some year 6 children would like more. We have changed the order in which the children are served their lunch – year 6 are now last. This means that they can be given larger portion sizes if they ask. This will also help with reducing food waste, which one member of staff thought was quite high.

One member of staff asked if staff could be given an extra day off in the year e.g., Christmas shopping day; finishing term one day early to catch a flight. Generally, the public do not sympathise with teachers because, unlike most people, we have twelve weeks holiday each year. As public sector workers, people already see teachers' long holidays as being paid for by their taxes so it wouldn't help our professional standing to have additional days. Although we sympathise with school staff as flights and holidays cost more during the school holidays, we find the best way to support staff wellbeing is to help manage their workload and have systems in place that make staff feel valued and supported.

Thank you for helping us with this. ☺

There were 18 responses

		Strongly agree	Agree	Disagree	Strongly disagree
1	I am proud to be a member of staff at this school	72% 100%	28% positive	0%	0%
2	My contribution to the school is valued	44% 92%	50% positive	6%	0%
3	I know what we are trying to achieve as a school	67% 100%	33% positive	0%	0%
4	Leaders use professional development to encourage, challenge and support my improvement	50% 100%	50% positive	0%	0%
5	The school is well led	61% 100%	39% positive	0%	0%
6	Line managers listen to me if I have a concern	50% 100%	50% positive	0%	0%
7	The school runs smoothly on a daily basis	33% 84%	55% positive	12%	0%
8	Children are safe in this school	61% 100%	39% positive	0%	0%
9	Any unacceptable behaviour from pupils is consistently well managed	22% 83%	72% positive	6%	0%
10	Any unacceptable behaviour from parents is consistently well managed	45% 100%	55% positive	0%	0%
11	Leaders support staff well in managing behaviour	50% 92%	44% positive	6%	0%
12	The school deals with any cases of bullying of pupils effectively	56% 100%	44% positive	0%	0%
13	The school challenges all pupils to make at least good progress	61% 100%	39% positive	0%	0%
14	Leaders take workload into account so as to avoid placing unnecessary burdens on staff.	39% 100%	61% positive	0%	0%
15	Leaders and managers are considerate of my well-being as a member of staff	50% 100%	50% positive	0%	0%
16	All staff are treated fairly and with respect at this school	55% 100%	45% positive	0%	0%