

St Luke's C of E Primary School

Staff Questionnaire Outcomes Summer 2025

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 felt that managing workload was a high priority in the school and that it helps them carry out their jobs well because unreasonable work is not a burden. Some staff commented on the ways workload is taken into account e.g. additional time out of class to write reports.

Some staff commented that they valued the high level of communication which helps keep them up to date. Staff noted that they feel well-informed about the day/week due to whole-staff morning briefings, PDMs and weekly support staff meetings. They felt this was a very helpful way of communicating what is happening in the school.

Many staff commented that they felt the school was well run and that the systems in place were consistent which meant day to day operations run smoothly. Some felt that school leaders were 'supportive' and were available to offer assistance/ advice where needed.

Staff commented on the positive environment and atmosphere in the school. The school was described as a 'nurturing environment', staff commented that they 'feel valued', they feel 'supported by others' and that all staff were respectful to each other.

Many staff felt that behaviour management was a priority in the school. Some staff commented on the 'consistency' of the behaviour systems across the school and that any negative incidents of behaviour are dealt with appropriately by senior leaders.

Some suggestions for what we can do better included an additional TA out in the playground to help manage behaviour. Senior leaders have reviewed the support staff timetables and an additional adult is now present during KS2 break and lunch times.

Another staff member commented that there could be alternatives for sports and activities in the playground. Leaders look at alternative games and activities that can be offered. We will discuss your suggestions in our weekly support staff meeting as well as ask children.

Another staff member suggested that staff be given a day before the start of a new term to organise the classroom and any resources. Schools get 5 INSET days in an academic year. St Luke's uses 3 of those INSET days for Academic Review Days instead of parents' evenings. This is a way the school takes teacher workload into account, rather than have exhausted teachers talk to parents late into the evening, they meet with parents within school hours. The

other 2 INSET days are at the very beginning of the school year where all staff undertake regular training updates e.g. safeguarding.

One member of staff suggested that there could be a review of planning, to check that website links in unit plans still work and that page numbers of text books also match the editions referenced in the planning. This will be addressed and subject leaders will be asked to check planning before the start of each half term.

Thank you for helping us with this. 😊

		Strongly agree	Agree	Disagree	Strongly disagree
1	I am proud to be a member of staff at this school	88% <i>(100% positive)</i>	13%		
2	My contribution to the school is valued	63% <i>(100% positive)</i>	38%		
3	I know what we are trying to achieve as a school	94% <i>(100% positive)</i>	6%		
4	Leaders use professional development to encourage, challenge and support my improvement	94% <i>(100% positive)</i>	6%		
5	The school is well led	94% <i>(100% positive)</i>	6%		
6	Line managers listen to me if I have a concern	94% <i>(100% positive)</i>	6%		
7	The school runs smoothly on a daily basis	81% <i>(100% positive)</i>	19%		
8	Children are safe in this school	100% <i>(100% positive)</i>			
9	Any unacceptable behaviour from pupils is consistently well managed	69% <i>(100% positive)</i>	31%		
10	Any unacceptable behaviour from parents is consistently well managed	94% <i>(100% positive)</i>	6%		
11	Leaders support staff well in managing behaviour	81% <i>(100% positive)</i>	19%		
12	The school deals with any cases of bullying of pupils effectively	94% <i>(100% positive)</i>	6%		
13	The school challenges all pupils to make at least good progress	81% <i>(100% positive)</i>	19%		
14	Leaders take workload into account so as to avoid placing unnecessary burdens on staff.	63% <i>(100% positive)</i>	38%		
15	Leaders and managers are considerate of my well-being as a member of staff	63% <i>(100% positive)</i>	38%		
16	All staff are treated fairly and with respect at this school	75% <i>(100% positive)</i>	25%		