COBHAM PRIMARY SCHOOL

Caring,Proud,Successful!

Staff Survey - February 2018

20 members of the team completed the survey.

11 had been working at Cobham during the last inspection. 9 were recruited since!

1. Were you working at the school during its last inspection?				
Yes - 55%			No -45%	
2. Do you think this school has improved since it was last inspected?				
Strongly Agree 70%	Agree 20%	Neither Agree or Disagree 10%	Disagree	Strongly disagree
3. I am proud to be a member of the staff at this school.				
Strongly Agree 95%	Agree 5%	Neither Agree or Disagree	Disagree	Strongly disagree
4. Pupils are safe at this school				
Strongly Agree 75%	Agree 25%	Neither Agree or Disagree	Disagree	Strongly disagree
5. If you have said that pupils may not be safe at this provider. Please can you tell us why this is?				
• Children are as safe as we can make them within the constraints of the site				
6. Staff consistently manage the behaviour of pupils well				
Strongly Agree 65%	Agree 35%	Neither Agree or Disagree	Disagree	Strongly disagree
7. The pupils' behaviour is at least good at this school				
Strongly Agree 95%	Agree 5%	Neither Agree or Disagree	Disagree	Strongly disagree
8. Leaders support staff well in managing behaviours				
Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly disagree

70%	25%	5%		
9. If you've said that leaders do not support staff in managing behaviour - please would you share the reasons for your answer?				
10. The school deals with any cases of bullying of pupils effectively (bullying includes persistent name-calling, online or prejudice-based bullying)				
Strongly Agree 85%	Agree 10%	Neither Agree or Disagree 5%	Disagree	Strongly disagree
11. Leaders use professional development to encourage, challenge and support teachers' improvement				
Strongly Agree 75%	Agree 15%	Neither Agree or Disagree	Disagree	Strongly disagree 10% (Not passed on to TAs)
12. Leaders do all they can to ensure the school has a motivated, respected and effective teaching staff				
Strongly Agree 75%	Agree 25%	Neither Agree or Disagree	Disagree	Strongly disagree
13. Leaders have created a climate in which teachers are trusted to take risks and innovate in ways that are right for the pupils				
Strongly Agree 70%	Agree 30%	Neither Agree or Disagree	Disagree	Strongly disagree
14. This school has a culture that encourages calm and orderly conduct and is aspirational for all pupils				
Strongly Agree 90%	Agree 10%	Neither Agree or Disagree	Disagree	Strongly disagree
15. The school challenges all pupils to make at least good progress				
Strongly Agree 90%	Agree 10%	Neither Agree or Disagree	Disagree	Strongly disagree
16. This school is well led and managed				

Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly disagree
95%	5%			

17. Please share your reasons for the answer above

- Open door policy
- Safe
- Teaching opportunities
- Leads by example
- Generally very positive
- Always child focused – wellbeing, safety. Then encourage well rounded educated children
- Clear guidelines and expectations for staff, pupils and parents
- Communication
- Deputy to go to when head not here
- Our head is approachable and understanding (has an understanding of each staff member's opinion)
- The school is managed very well overall and this reflects in the smooth running of the school day to day.
- Caring, Proud and Successful is the ethos throughout the school led from the top
- Approachable to staff and parents and views/opinions respected
- Amazing opportunities for children
- The school promotes a caring environment for both staff and pupils.
- Staff are referred to as a team and work together as such.
- Nothing is asked of team members that would not be done by headteacher
- Strong voice (student and staff) that is listened to
- We work together
- Most staff respond well to the management. However some situation have not always proved successful
- All staff are treated equally and leaders are approachable
- The children, staff and parents are all happy and there is always an emphasis on striving to do our best
- Communication is good
- Procedures and policies are in place, consistent and all staff know and understand them
- All staff supported in their professional development
- Expectations of staff and children are high and clear to all
- Positive school ethos – adhered to by children and staff
- Everyone knows their role, works hard to achieve the best for the children
- The staff seem happy, motivated and so are the children.
- All are encouraged to develop/reflect on practice
- All staff feel important and valued
- Everyone wants the best for the children
- Expectations are set high through leadership which in turn class teachers set to their class

18. Leaders and managers take workload into account when developing and implementing policies and procedures so as to avoid placing unnecessary burdens on staff.

Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly disagree
35%	40%	15%	10%	

19. I feel well supported working in this school				
Strongly Agree 65%	Agree 35%	Neither Agree or Disagree	Disagree	Strongly disagree
20. All staff are treated fairly and with respect at this school				
Strongly Agree 60%	Agree 30%	Neither Agree or Disagree 10%	Disagree	Strongly disagree
21. Leaders and managers are considerate of my well-being				
Strongly Agree 95%	Agree 5%	Neither Agree or Disagree	Disagree	Strongly disagree
22. I enjoy working at this school				
Strongly Agree 95%	Agree 5%	Neither Agree or Disagree	Disagree	Strongly disagree