



COBHAM PRIMARY SCHOOL

Caring, Proud, Successful!

Staff Survey - February 2019

16 members of the team completed the survey.

7 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?				
<ul style="list-style-type: none"> 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 70%	Agree 25%	Neither Agree or Disagree 5%	Disagree	Strongly disagree
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%			
<p>17. Please share your reasons for the answer above</p> <ul style="list-style-type: none"> • 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 				
<p>18. Leaders and managers take workload into account when developing and implementing policies and procedures so as to avoid placing unnecessary burdens on staff.</p>				
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	Agree	Neither Agree or Disagree	Disagree	Strongly disagree
65%	35%			
20. All staff are treated fairly and with respect at this school				
Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly disagree
60%	30%	10%		
21. Leaders and managers are considerate of my well-being				
Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly disagree
95%	5%			
22. I enjoy working at this school				
Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly disagree
95%	5%			