

Response to Staff Survey

1. Executive Summary

The response from the teacher's survey was very positive for the 5 categories identified, that is School quality and ethos, The Pupils, General classroom practice, Professional development and support, Leadership and management. When compared with the national database our scores are higher for all of the categories. When compared with the previous year 2014 - 15 to the current survey there is an improvement in all areas except for the Pupils.

The results of the support staff survey was more varied, 80 to 100% of staff are very positive about teaching standards, the professional development and support they receive and leadership and management. They are less positive about Pupils and resources.

The main concerns being raised by staff are about the numbers of learners we have which exceed our intake and the pressure that this can put on staff. Secondly, we have had up to 17 staff in a small area with a staffroom that is suitable for 9 and this has been raised a number of times. Staff numbers have also impacted on IT, desk tops and laptops available to staff which has been limited.

2 Key Actions

Kial John Lewis was appointed as our wellbeing representative and raises any concerns about wellbeing to the SLT and wellbeing team across TBAP. He is coordinating the programme amongst staff. We had a very successful wellbeing event at the Courtyard on a Friday after school which was well attended and he received very positive feedback from all staff.

The staff room and IT has been raised with the Head of Business and Operations. Laptops were delivered to the Courtyard on the 7th March so that staff will now be able to work more effectively.

Learner numbers have been managed well by staff and we have created additional classes to help support staff and manage learners more effectively. The opening of Beachcroft Primary Academy has made a significant difference as 4 of our learners started at the school in January.

We have had discussions about the processes we use so that they are clear to all staff, specifically around areas of seclusion and exclusion.

As our staff numbers had increased we bought a hot water urn so that staff would be able to get drinks more quickly.

3 Outcomes

- We have had positive feedback from staff about the well being event organised by Kial.
- Staff are able to manage learners more effectively especially at break and lunch times.

4 Staff Morale and Well Being –

We plan to review the area for staff and develop a classroom into a staff work area.

Janet Packer

Head of Courtyard AP Academy