

## 1. Executive Summary

*Highlight key strengths and areas for development from this year's staff survey.*

### Teaching Staff

**BEACHCROFT (2014-15) 2015-16**

School Quality and Ethos (37%) **44%**

The Pupils (18%) **19%**

General Classroom Practice (58%) **63%**

Professional Development and Support (76%) **82%**

Leadership and Management (59%) **68%**

#### www

- At Beachcroft, 75% of teaching staff say they enjoy their work for most of the time
- 80% would recommend the school to other teachers as a good place to work
- 100% agree that pupils are praised and encouraged in their work
- 92% say that pupils receive regular feedback about the work they have done.
- 82% feel that the CPD provided by the school is of high or very high quality
- 92% feel that they are successful teachers for the most part
- 83% of respondents think that the SMT maintain good relationships with staff
- 83% hold the view that the Senior Management Team provides good leadership
- 83% think that the senior staff have a clear vision for the school
- 92% agree that the SMT are highly visible and approachable

#### ebi

- 33% of teachers agree that staff morale is high
- 25% of teachers are generally satisfied with pupils' behaviour in the school
- 17% find pupils generally motivated to work hard
- 36% say that their work is well known to and appreciated by the Head and SMT

### Support Staff

**BEACHCROFT (2014-15) 2015-16**

School Quality and Environment (55%) **55%**

Teachers and Working Arrangements (54%) **58%**

The Pupils (38%) **32%**

Professional Development and Support (33%) **79%**

Leadership and Management (42%) **64%**

#### www

- At Beachcroft, 100% of support staff say they enjoy their work for most of the time
- 90% say they are thanked and have their work recognised by teachers
- 100% are clear about the line manager to whom they are working.
- 90% say they have been involved in discussions about their professional development needs with their line manager or a member of the senior staff
- 80% think that the Senior Management Team provides good leadership for the school
- 80% think that the SMT are highly visible and approachable

## **ebi**

- 40% think that teachers deal effectively with bullying
- 11% of support staff are generally satisfied with pupils' behaviour in the school
- 40% think that the quality of communication in the school is good.

## **2. Key Actions**

*Key Actions you have taken this year to address areas for development*

In order to address these issues we have:

- Re-launched tutor time both at the start and end of the day introducing themes for discussion. This has proved successful in refocusing learners at the start and end of the day
- Delivered training on the TBAP Behaviour expectations – how we communicate positively with our learners in everything we do.
- Provided further targeted support for learning and teaching as part of the Leverage Leadership programme. This has meant that staff have felt supported and empowered in specific areas of their work.
- Ran 2 behaviour workshops for all staff to allow them to feed back

## **3. Outcomes**

*Evidence of positive outcomes*

- Positive Challenge Partner Review where we estimated as 'Outstanding' in all areas – both teachers who are taking part in Leverage Leadership were praised as part of the process
- Learners have made excellent progress in their **reading ages**. Over 2/3 make accelerated progress (2x expected) in their reading age score
- Fixed term exclusions have reduced over the last term
- The new building has now been completed and staff are happier within the new environment - not as much disruption.

## **4. Staff Morale and Wellbeing**

*What have you done to date.....?*

- we participate in the TBAP wellbeing committee which focuses explicitly on the health and wellbeing of staff
- we have gone on well-being afternoons – including taking the whole staff to Top Golf. This provided us all with a opportunity to bond and improve our team ethos further

*.....and what have you got planned?*

- Further wellbeing afternoons
- Drop in sessions for staff with AB
- Staff Feedback box in reception – A chance for staff to be able to leave their views (anon if they want) and a chance for SLT to get honest feedback on practice.