

Staff Survey Responses 2020

As you will recall the Waterside Primary Academy, Local Governing Board conducted a survey of staff in July this year. On behalf of all the governors I would like to thank the twenty members of staff who completed the survey, despite the challenges of delivering a full teaching schedule during lockdown. I am pleased to share a summary of the results with you.

% of responses indicating that you agree or strongly agree with the statement:

	July 2020
I am proud to work at Waterside	95%
I feel I am part of a team	85%
I enjoy coming to work	90%
I am clear about what is expected of me	85%
I feel valued and that my opinion matters	80%
I am treated fairly and with respect	90%
I have opportunities to grow and develop	80%
I feel I can approach a member of the leadership team if I have concerns or are struggling	90%
I believe my mental health and well being is considered and supported by school leaders	85%
School leaders promote open conversations about mental health	85%
I am given regular supportive feedback on my work	80%
Communication from senior leaders is clear and effective	75%
I have a good work/life balance	80%

When comparing this years' results with 2019. It is clear from your feedback that staff morale is greatly improved. For example, in 2019 only 55% of staff felt supported by leaders and 20% felt professional development was well supported compared ca 90% and 80% this year. This huge shift is also reflected across other responses. The strong indications are that you are feeling inspired and motivated by the changes that have been implemented by the Senior Leadership Team. You are also feeling supported in your work to make sure the school runs effectively and to provide the best education possible to pupils at Waterside Academy.

There were some trends in the comments that you made along with your scores, for example:

On the **positive** side, the most common reasons that you like your role are (i) the impact you make in supporting the children to learn and develop and (ii) you enjoy being part of a positive, supportive and energetic team with ambitious goals.

You like the transformations that are happening around the school, you feel things are moving in the right direction and are optimistic about the future. You feel that you are dealing with the unprecedented challenge due to the Covid Pandemic extremely well and give credit to the Leadership Team for driving this positive change.

There are, of course, always **things that can be improved** and as always, we welcome the constructive comments that you make to help us achieve our goals and be the best school we can be.

The things that are liked least are (i) paperwork (ii) bureaucracy associated with the current Academy Trust. As we move towards working with our new Trust, we aim to build a partnership based on mutual

respect and trust. We will also explore ways of releasing your time to focus on teaching and running the school, whilst ensuring we maintain our ability to demonstrate strong evidence-based improvements.

In general, you were very positive about the development support you are currently receiving. Some of you indicated that you would like further opportunities to grow and develop. We believe that with some additional budget available and opportunities offered through the new Trust, we will be able to improve support for development in the 2020-21 school year.

A small number of you also highlighted the need for the Leadership Team to ensure that, in this fast changing school environment, you remain clear with what is happening, what is expected of you and up to date with what is happening around the school. Over the last year, we believe we have developed a culture which encourages open and honest conversations amongst all the staff and the Governing Board at Waterside. In this spirit, if any of you have any suggestions about how we can be better at communicating, or in fact *any* ideas about how we can further improve things across the school, please do bring them to Dan or Colleen.

In conclusion, I would just like to say that, to achieve over 85% positive response in the majority of indicators at a time of extreme workload due to the Covid pandemic, is an outstanding achievement.

On behalf of the Board of Governors, I would also like to recognise the Leadership Team for their role in creating and inspiring vision, energising the Waterside Team, and improving the school environment for both staff and pupils. But most of all I would like to thank every one of you for the amazing work you have done to transform this school in the space of a year.

We appreciate the sacrifices made and extra efforts you have gone to turn the school around and to make sure that Waterside Academy pupils receive an unparalleled support over lockdown and since. In the words of one of the survey respondents, 'The children are incredibly lucky to have such a dynamic and caring staff.'

Kind regards

Jo Pearce
On behalf of the Local Governing Body at Waterside