

**Waterside Primary Academy**  
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 Website: [www.watersideprimaryacademy.org](http://www.watersideprimaryacademy.org)  
 Headteacher: Mr. Daniel Atherton



**Friday 22<sup>nd</sup> October 2021**

**Re: Staff Survey Results 2021**

Dear Staff

On behalf of all the governors, thank you to the twenty-four members of staff who completed the Local Governing Board's survey in July. Your responses will enable the governing board to gain a better understanding of how you feel you are supported, valued and developed; what is working well and what can be done to ensure continued improvement.

The pandemic meant that it was another challenging year which required constant adaptation to COVID protocols, planning and teaching to provide for the educational and emotional needs of all pupils. There was also a proposed trust change and associated visits and reviews by The Park Federation. These were reflected in many of the survey responses and additional feedback you provided.

I am pleased to share a summary of the results with you including some data from the 2020 survey to allow comparison:

Statement	July 2020	July 2021
I am proud to work at Waterside	95%	96%
I feel I am part of a team	85%	92%
I enjoy coming to school	90%	96%
I am clear about what is expected of me	85%	96%
The school has a clear ethos which I am keen to promote and follow		100%
I feel valued and that my opinion matters	80%	83%
I am treated fairly and with respect	90%	92%
I have opportunities to grow and develop	80%	75%
I have found internal school CPD has helped me to develop my professional practice		79%
I have found external school CPD has helped me to develop my professional practice		75%
I feel I can approach a member of the leadership team if I have concerns or are struggling	90%	92%
I feel safe at school		96%
I feel that the school has kept us safe during the pandemic		100%
I believe my mental health and well being is being considered and supported by school leaders	85%	87%
School leaders promote open conversations about mental health and well being	85%	84%
I am given regular supportive feedback on my work	80%	79%
Communication from senior leaders is clear and effective	75%	79%
I have a good work/life balance	80%	83%



A member of the **Red Kite Schools Trust**  
 Company Registration No: 0769748



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Your responses strongly indicate that you are happy and enjoy working at Waterside. You feel respected and part of a motivated and dedicated team. You have felt safe and well supported during the pandemic.

The survey also sought your opinions and suggestions on what has gone well in the last year and what could be better. This information is extremely useful and will be used to prioritise and shape the school.

You were most proud of being part of a team that has high expectations for all pupils, always putting them first; the outstanding commitment and determination of all staff to keep going during the pandemic, delivering learning and extra-curricular activities online; the improvement in behaviour, self-confidence and progress of the pupils: positive feedback from parents and the enhanced reputation of the school in the community.

For many of you, adapting and teaching during the pandemic was understandably the most challenging aspect of your role last year. On behalf of the governors, I would like to thank you all for your dedication, resilience and creativity. Through your efforts and with strong leadership you provided high quality, uninterrupted teaching in a safe, caring environment.

Several of you expressed frustration with the lack of support from The Red Kite Schools Trust. The governors appreciate that finding a new trust has been lengthy, unsettling and has imposed additional pressures. We thank you for your patience and look forward to building a strong relationship and continued school improvement with the Kings Education Trust.

When asked what you would like to achieve in the next academic year, a “Good” Ofsted rating and CPD were the two responses. The governors acknowledge the significant improvements that have been made to the quality of teaching, the curriculum, academic progress, SEND provision and behaviour of pupils. We look forward to these being recognised and reflected when OFSTED visit. More importantly, we recognise the valuable contributions you make on a daily basis for the children at Waterside – thank you.

As many of you commented, CPD opportunities could be improved at Waterside. We are aware of the plans that the leadership team have in place to create additional CPD opportunities at the school in the coming year, especially as we move into a new academy trust. Furthermore, we know that the leadership team have received bursaries to support teachers in their next stage of development into middle and senior leadership. This will be achieved via NPQs with The Astra Alliance. Alongside the leadership team, we believe in ‘growing our own’. We believe that this will provide excellent opportunities for career development at Waterside and in the wider MAT. Furthermore, we continue to forge links with other local schools (e.g. Chiltern Hills Academy), to provide development and networking opportunities for all staff. We understand that support staff appraisals have taken place but remind you that your CPD is vital to us. Therefore, please ensure you communicate with leaders areas or courses that you believe would help to



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improve your professional practice. We will strive to provide more CPD opportunities for you this year, especially as more virtual and face to face courses are resuming.

Communication is another area for improvement. From your responses, communication has improved slightly in your opinion this year. However, the leadership team are aware of the need to formalise approaches to create robust communication procedures and expectations within the school.

Unfortunately, we did not receive any suggestions of how to improve. Should you have any ideas regarding improving this, please speak to the leadership team who we know are committed to improving this.

We thank you all for your energy, enthusiasm and hard work during the last year and look forward to another successful year for Waterside.

Yours sincerely,

*Mrs J Pearce*

**Chair of Governors**



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