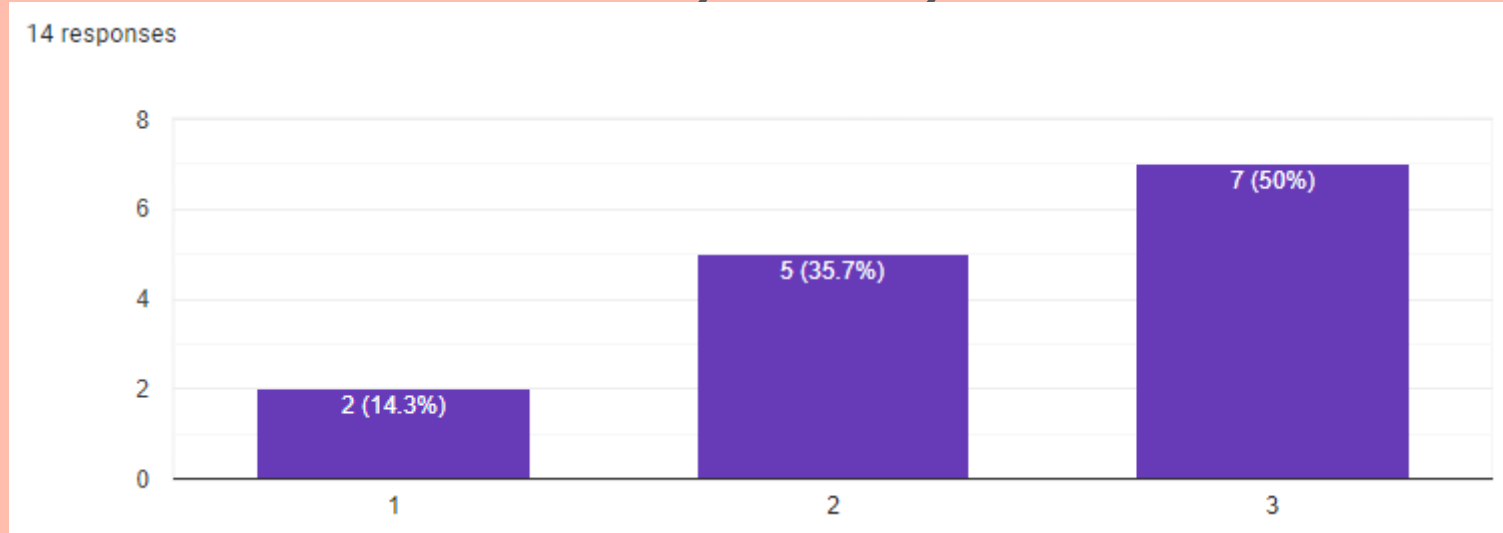




# Staff Wellbeing Survey 2021

Results and actions

# How has your wellbeing been supported this year and last academic year by school leaders?



14 staff members responded to our wellbeing survey. Some staff raised that the question format wasn't very clear as 1 represented not very well, 2 well and 3 Very well the opposite to their expectation. This will be corrected in the summer term survey.

*Are there any particular aspects that leaders provide that you feel are essential to your wellbeing?*



We created a word cloud by adding all the comments in response to this question. Words used more often are larger. Thank you and we will continue to provide the aspects you described.

*Do you feel collective worship is inclusive of all staff and children? Any examples would be appreciated.*

I like the way that the school has a vision poem rather than a prayer which means all children can fully engage with it. Children are always invited to join in prayer and say 'amen' if they wish too. Opportunities for children of other faiths are also considered e.g. opportunities to take part in prayer at other times of the day

Yes. It is such a calm reflective time some of the most vulnerable children can feel a sense of belonging.

Yes children enjoy seeing the RE leaders it gives them aspiration to become one

Worship always invites all to join in. Themes in collective worship are suitable and thought provoking for all

Yes- today's dyslexia awareness assembly was really interesting and sparked a great discussion in our class.


Yes. Although we are not as involved in the office, we notice how the messages the children learn filter out into their wider school life. Children are always kind and considerate of other people's feelings. I thought the Easter videos the children and teachers created in place of the Church Service last year were a particularly lovely way of sharing the Christian message.

## Areas to consider moving forward:

*—perhaps EYFS and KS1 would enjoy more stories and songs*


*— Yes but I feel more knowledge / celebrations of other children's religions in the school would be more inclusive to every child in the school.*

*— some collective worships are difficult for younger children to access due to being longer*



## staff events outside of work

We know covid has impacted this and we're all looking forward to already planned group activities.



## Even more access to training

We agree with you!  
We have already provided a range of training and will continue to do so.

## Communication

Although this came up as something we do well it's something we can still continue to improve.


*Do you have any suggestions that would improve your wellbeing further that school may be able to provide?*

## Job security and a pay rise.

Wherever possible we look to support staff through pay progression and secure contracts. Please talk to your line manager.

## Organisation

An online diary/calendar that people can access and edit. – we'll research options!



## Access to funded wellbeing activities

This would need to be considered on an individual basis and budgeting. Please book a supervision meeting to discuss.

# *Can you share a time that a collective worship has impacted either your perspective or initiated you to make a change?*

Following the schools Hope assembly based on Captain Toms charity work my family and I took part in the '100 event'. We made 100 sandcastles and jumped (nearly) 100 waves.

Dyslexia collective worship made me more aware of how challenging things can be.

Knowing that we all make a difference it is valuable.

Our courage collective worship inspired our 5 olds to talk about their own bravery. It made me reflect on how I should take more risks.

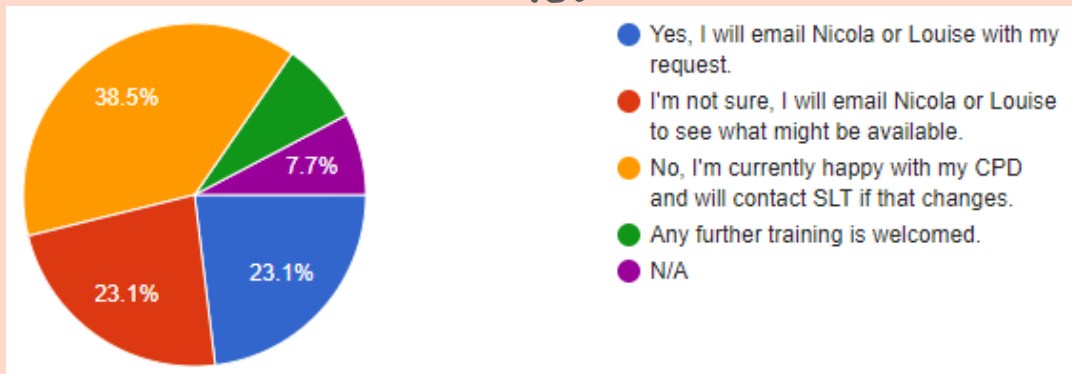
My class and I are often inspired by the themes covered in Collective Worship. One example is a time that we thought about 'Friendship Soup'. We spent further discussion time around this concept and made a classroom display of our ingredients. We regularly refer to our Recipe for Friendship and acknowledge when children (and adults!) are showing they live by the ingredients.

Could you share a recent example of how further training or experiences has enhanced your practice or allowed you to flourish?

- ❖ Have been given training for and 'ownership' of a project which has done both of the above.
- ❖ Recent SRE training run by the Diocese has given me confidence in understanding the importance of the subject from a church schools perspective.
- ❖ The SIAMS and curriculum leadership training on our inset day was extremely useful for me.
- ❖ Developing a better understanding of own subject to feed down to other staff and children.
- ❖ I am enjoying developing my skills as a mentor for an Early Careers Teacher. It is giving me the opportunity to support a new teacher, in the same way that St Mary's did for me when I was newly qualified.
- ❖ Being offered a chance to learn different skills and work in a different environment has increased my confidence.
- ❖ subject specific training has allowed me to plan sequences with much more secure teacher knowledge, especially in maths. I have really enjoyed the leadership training too.
- ❖ Art training has made me realise I love sharing artists with the children and they love learning about their work too.



# Your Continued Professional Development is important to us!



## Finding CPD

We can help advise what training is available



## Funding Training

We will always try our best to accommodate training for everyone into our budgets.



## Peer Support

Peer support and watching best practice is always available