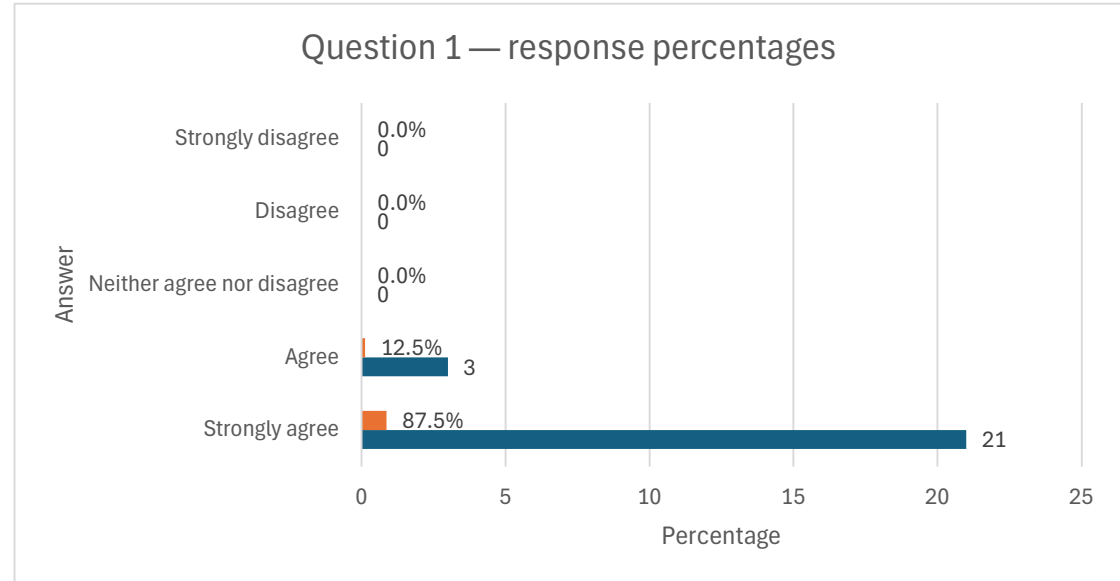


St Johns CofE Cliviger — Staff Questionnaire Graphic Report

Generated from 25 response rows. Percentages are based on non-blank answers for each question. Comments now span the full report width beneath each

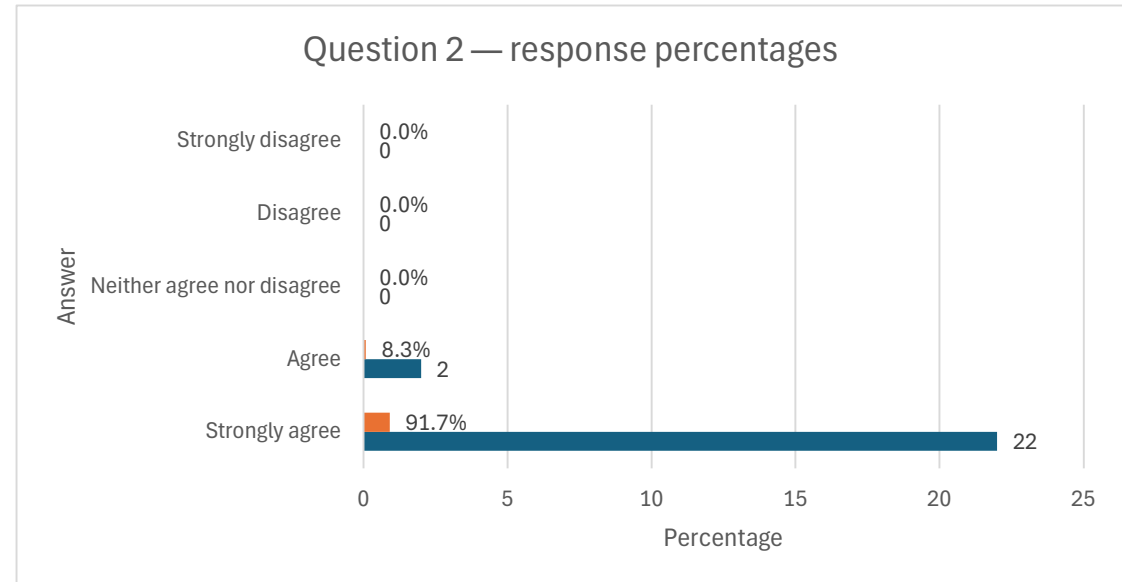
1. I am proud to be a member of staff at this school.

Answer	Count	Percentage
Strongly agree	21	87.5%
Agree	3	12.5%
Neither agree n	0	0.0%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	24	100.0%



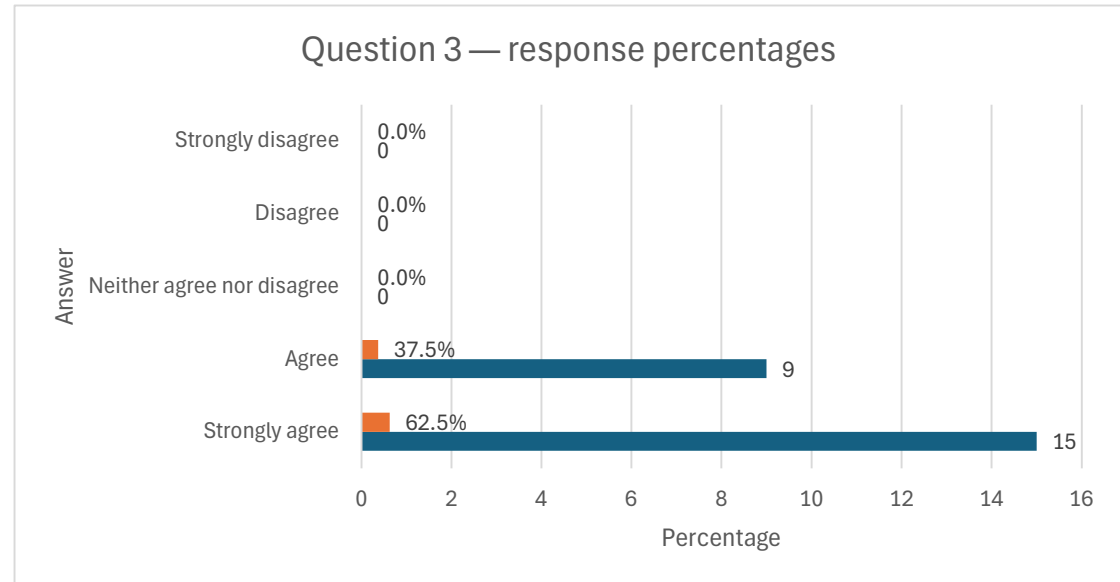
2. Pupils are safe at this school.

Answer	Count	Percentage
Strongly agree	22	91.7%
Agree	2	8.3%
Neither agree n	0	0.0%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	24	100.0%



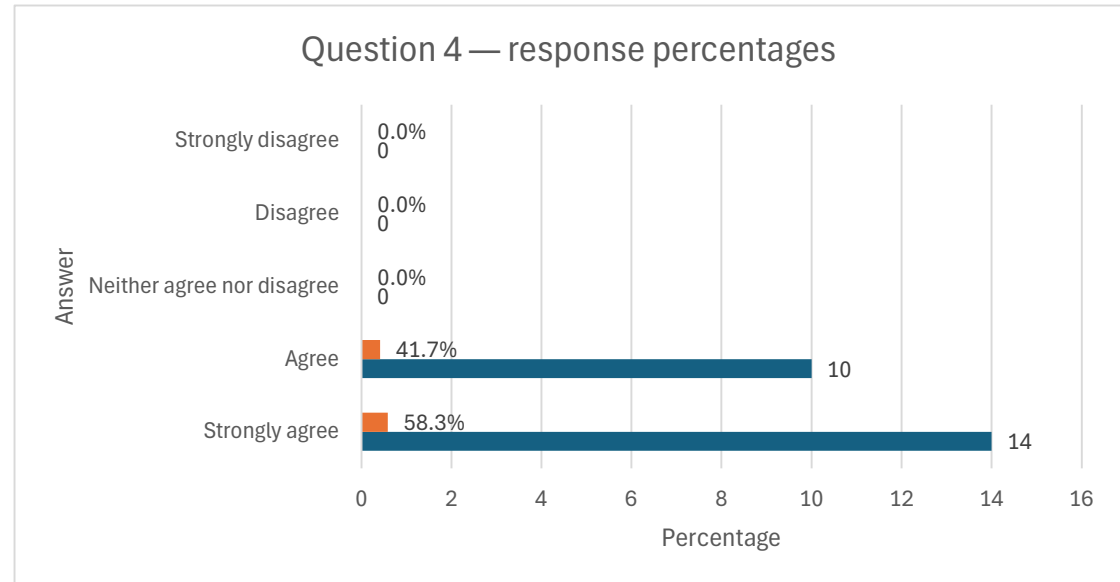
3. Staff consistently manage the behaviour of pupils well.

Answer	Count	Percentage
Strongly agree	15	62.5%
Agree	9	37.5%
Neither agree n	0	0.0%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	24	100.0%



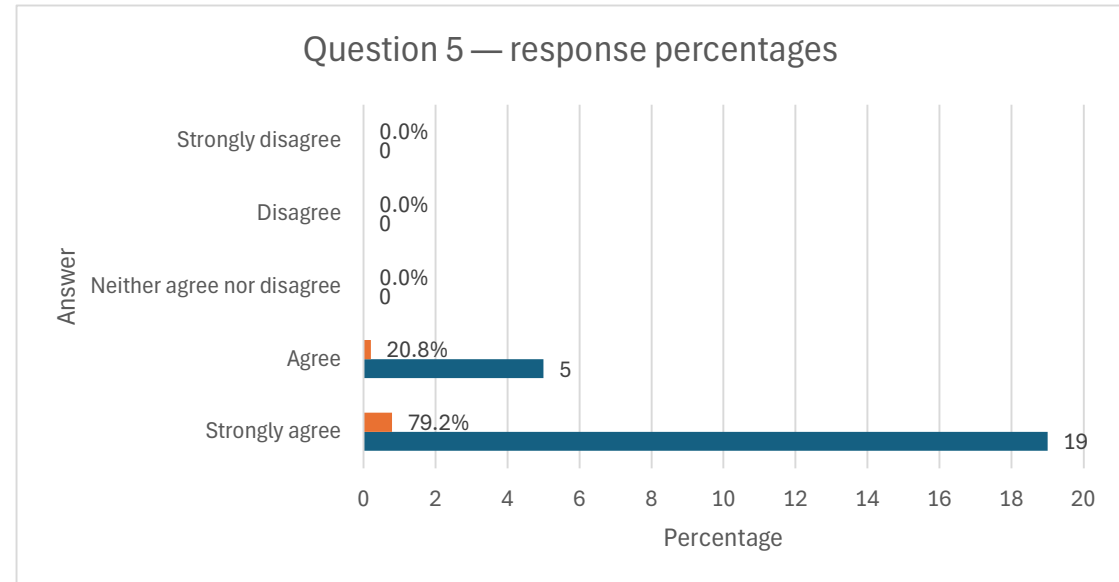
4. The pupils' behaviour is at least good at this school.

Answer	Count	Percentage
Strongly agree	14	58.3%
Agree	10	41.7%
Neither agree nor disagree	0	0.0%
Disagree	0	0.0%
Strongly disagree	0	0.0%
Total	24	100.0%



5. Leaders support staff well in managing behaviour.

Answer	Count	Percentage
Strongly agree	19	79.2%
Agree	5	20.8%
Neither agree n	0	0.0%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	24	100.0%

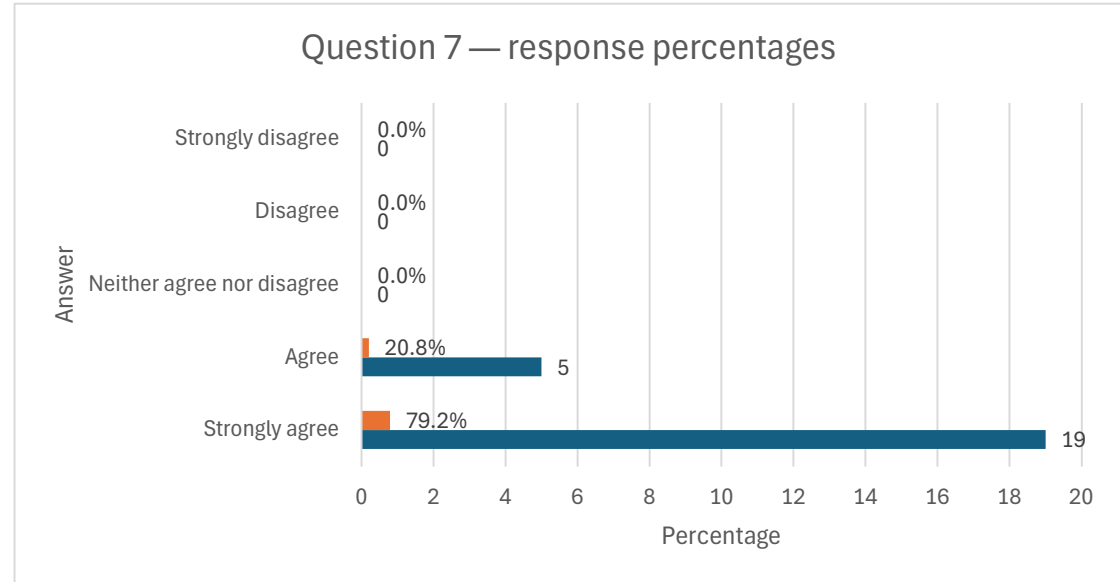


Comments linked to this question (1)

#	Comment
1	The leaders do support the staff in many situations.

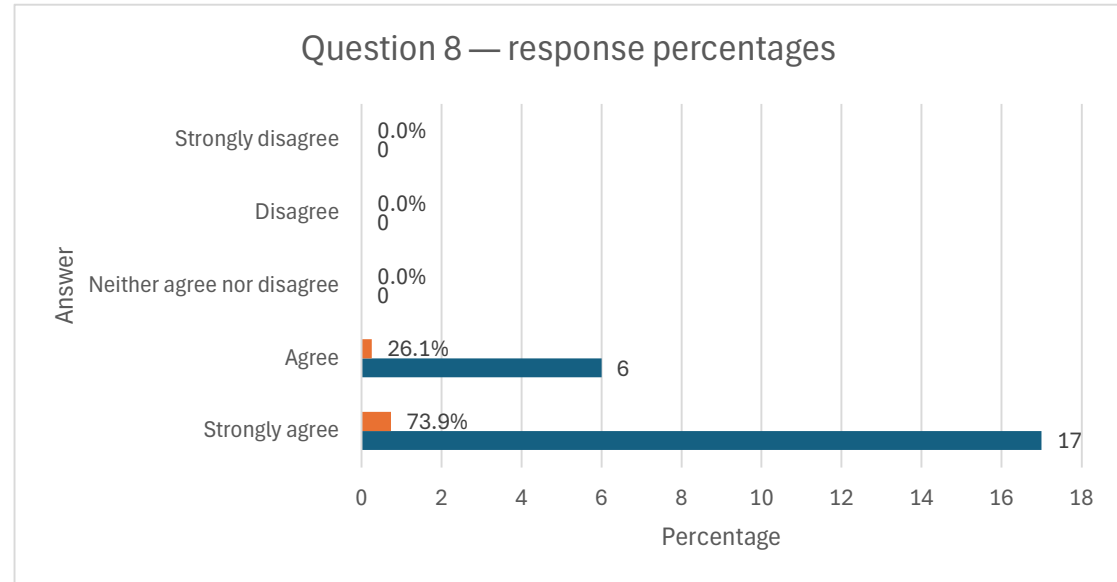
7. The school deals with any cases of bullying of pupils effectively (bullying includes persistent name-calling, online or prejudice-based bullying).

Answer	Count	Percentage
Strongly agree	19	79.2%
Agree	5	20.8%
Neither agree n	0	0.0%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	24	100.0%



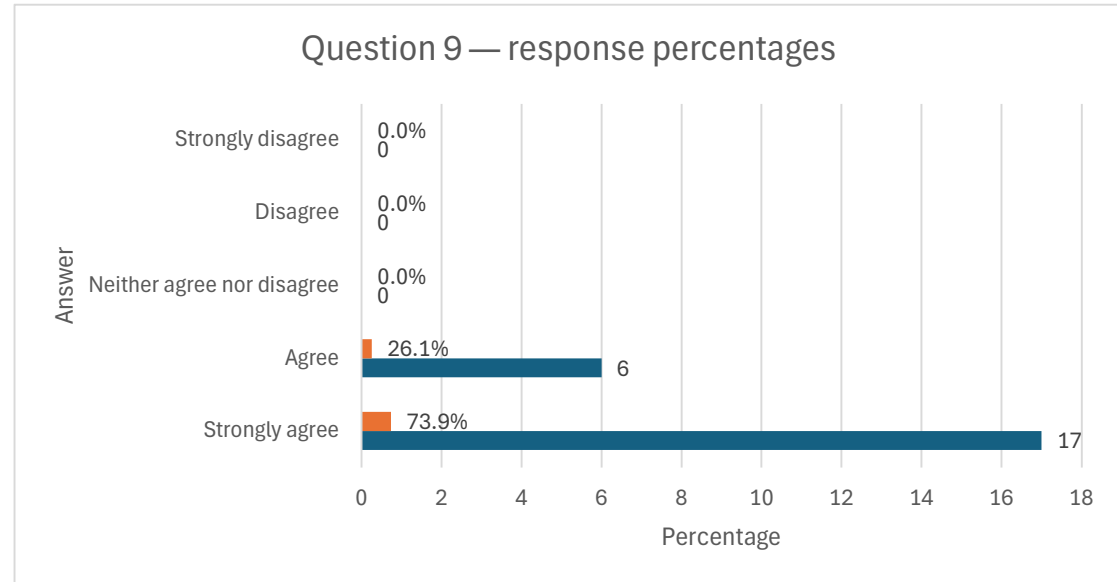
8. Leaders use professional development to encourage, challenge and support teachers' improvement.

Answer	Count	Percentage
Strongly agree	17	73.9%
Agree	6	26.1%
Neither agree n	0	0.0%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	23	100.0%



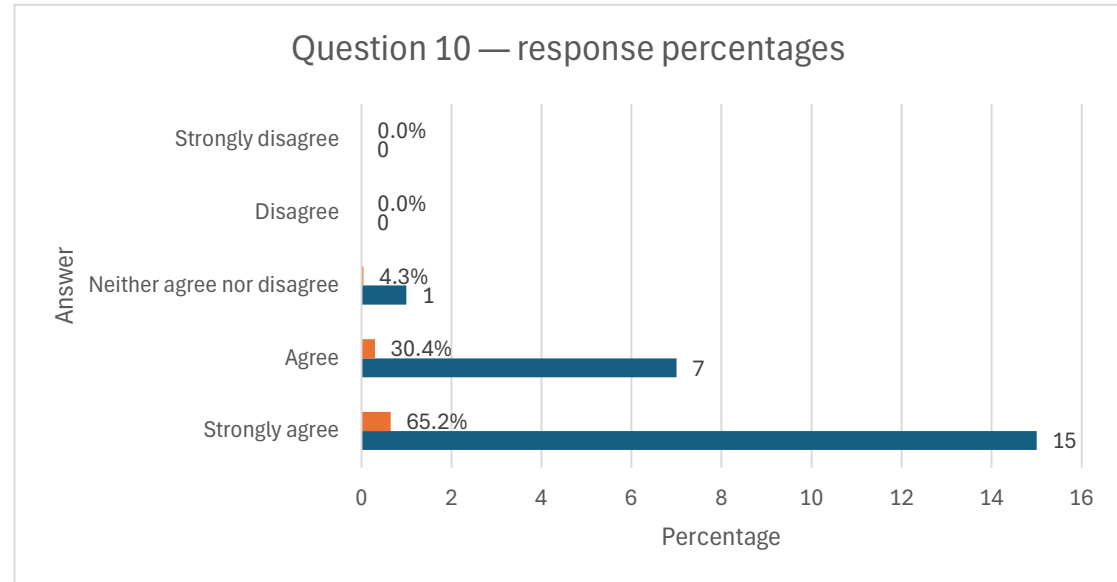
9. Leaders do all they can to ensure the school has a motivated, respected and effective teaching staff.

Answer	Count	Percentage
Strongly agree	17	73.9%
Agree	6	26.1%
Neither agree n	0	0.0%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	23	100.0%



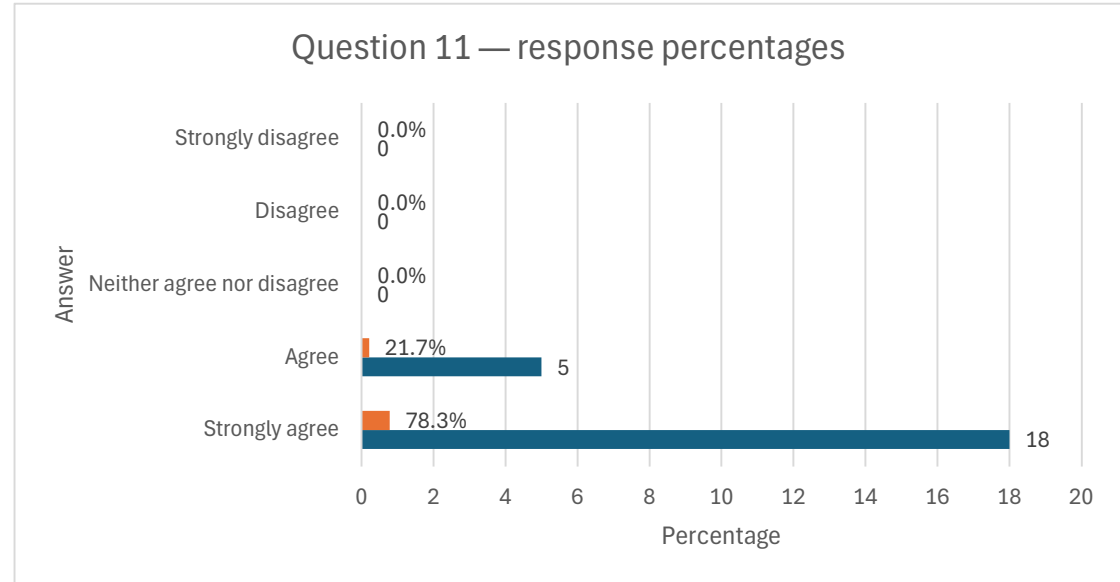
10. Leaders have created a climate in which teachers are trusted to take risks and innovate in ways that are right for the pupils.

Answer	Count	Percentage
Strongly agree	15	65.2%
Agree	7	30.4%
Neither agree n	1	4.3%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	23	100.0%



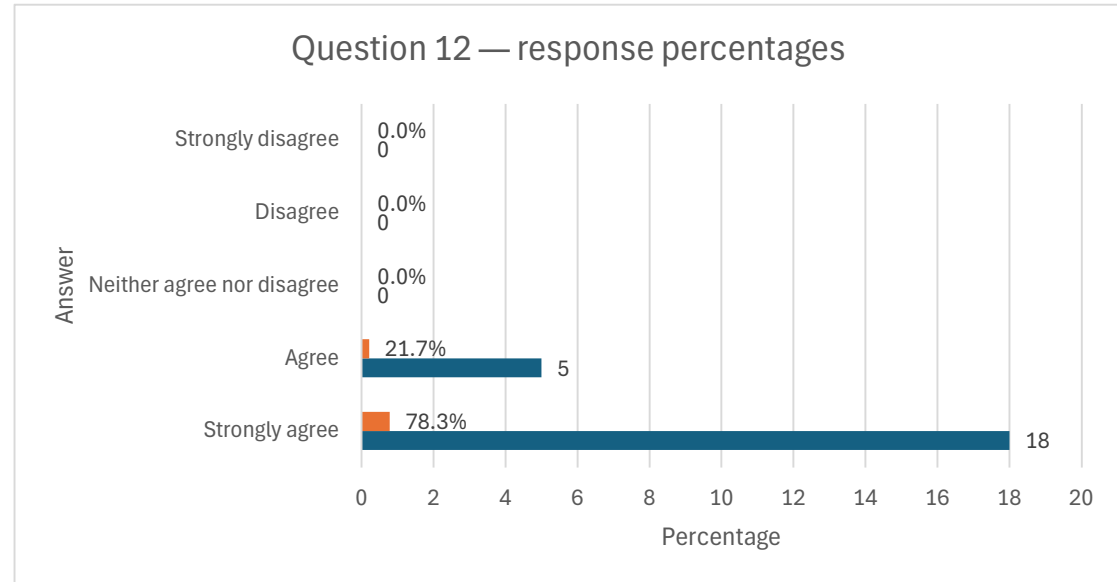
11. This school has a culture that encourages calm and orderly conduct and is aspirational for all pupils.

Answer	Count	Percentage
Strongly agree	18	78.3%
Agree	5	21.7%
Neither agree n	0	0.0%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	23	100.0%



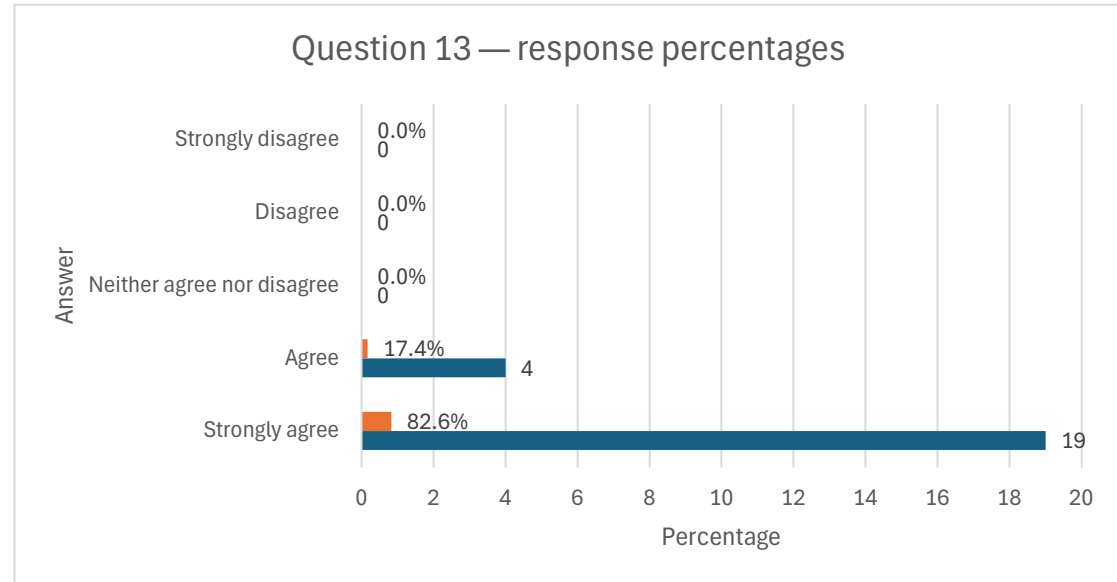
12. The school challenges all pupils to make at least good progress.

Answer	Count	Percentage
Strongly agree	18	78.3%
Agree	5	21.7%
Neither agree n	0	0.0%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	23	100.0%



13. The school is well led and managed.

Answer	Count	Percentage
Strongly agree	19	82.6%
Agree	4	17.4%
Neither agree n	0	0.0%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	23	100.0%



Comments linked to this question (10)

#

Comment

1 Fantastic headteacher and senior staff, I have never felt more supported in any job role

2 The school has an extremely strong ethos which puts pupils at the heart of everything that it does and shapes decision making, interactions and how relationships are developed and maintained. This is led by the head teacher and permeates throughout school. The school constantly seeks to provide meaningful and memorable opportunities for all pupils to learn and develop and to ensure their individual talents and interests are nurtured. Staff care about the pupils in their care and work hard as a collective to ensure pupils leave having achieved their potential, with a sense of self worth and as valuable contributors to the wider school community.

3 I feel confident that if I had any problems I would be able to talk to the leadership team.

4 The leadership team are proactive and always striving to make improvements. They are supportive and put the pupils at the centre of all decisions.

5 Good reliable management

6 They are approachable, listen to the children's and teachers concerns and work hard to create a positive learning environment.

7 Inspirational and proactive head who always puts the children first.

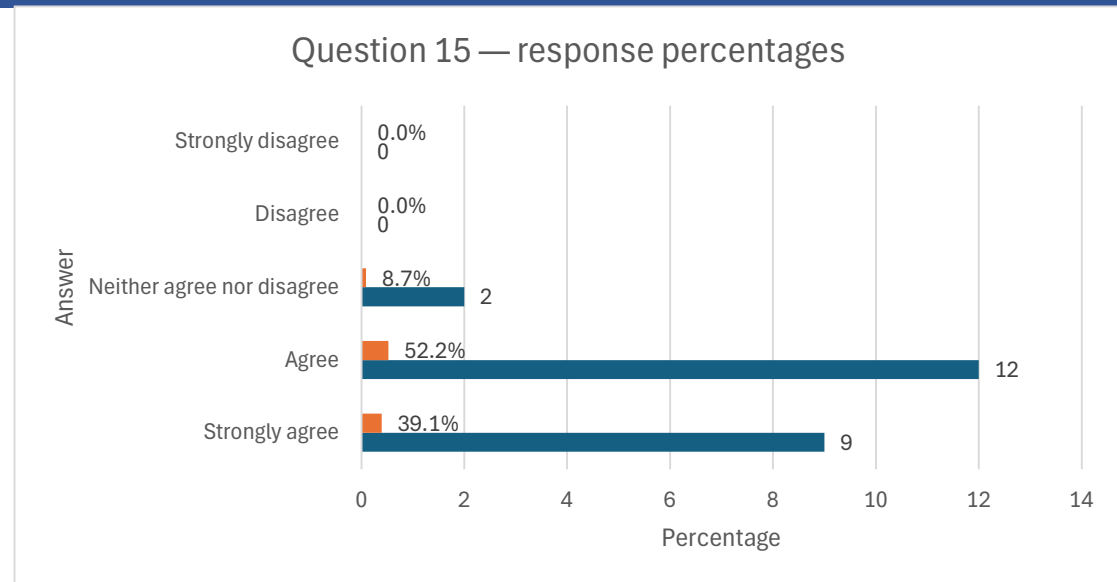
8 Brilliant school and amazing team of all that work at school and we all support each other

9 The school is a positive effective environment, to work and support the childrens learning, all leaders are fully supportive and have the children's and staffs development and safety as a priority.

10 Leaders are proactive and supportive

15. Leaders and managers take workload into account when developing and implementing policies and procedures so as to avoid placed unnecessary Burden on Staff

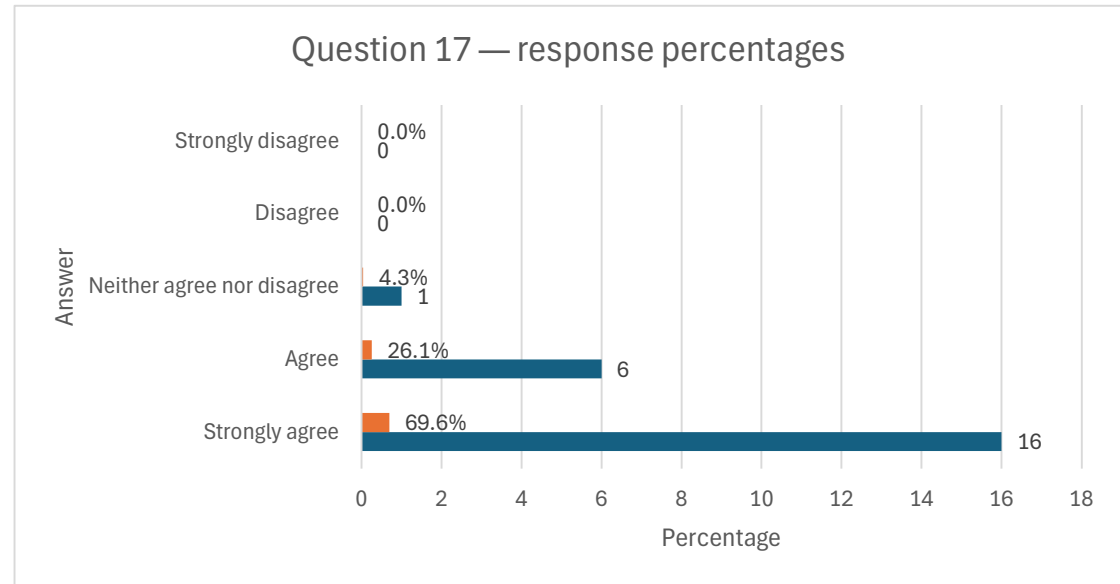
Answer	Count	Percentage
Strongly agree	9	39.1%
Agree	12	52.2%
Neither agree n	2	8.7%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	23	100.0%



Comments linked to this question (5)

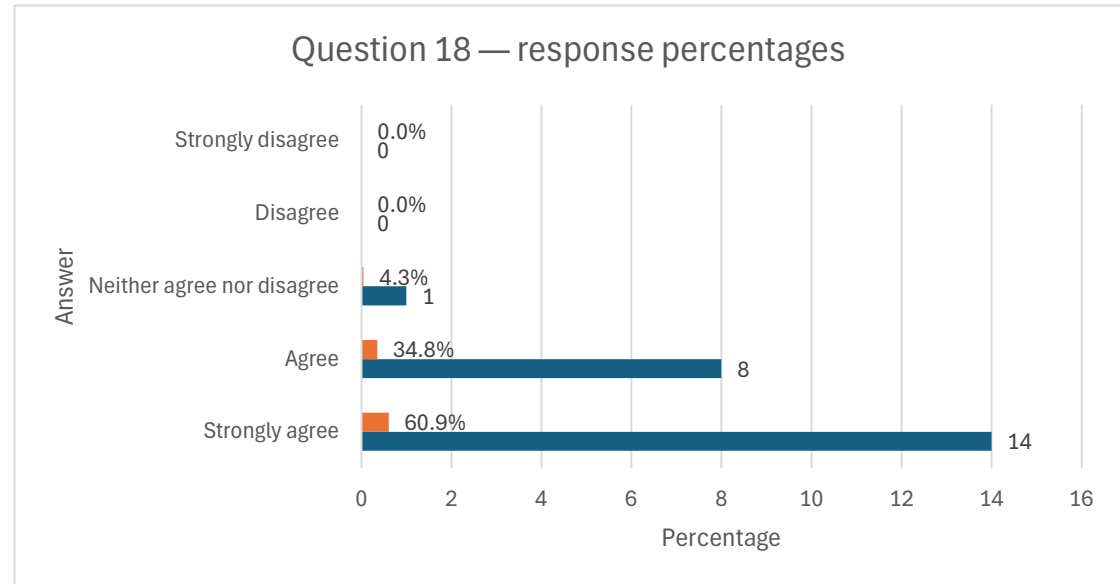
#	Comment
1	Senior Leaders regularly meet to discuss staff well-being and workload. Initiatives are carefully considered and implemented when it is clear they will be beneficial to pupils/staff. They are also given time to embed and evaluated
2	Demands are constantly changing not just from a school point of view but from the government/Ofsted. This adds pressure to the role. Unrealistic expectations from parents of thry expect can add to this pressure too.
3	Where possible workload is reduced or something easier/more useful put in place e.g. changes to marking, planning
4	Team work
5	Work-life balance is strongly considered

Answer	Count	Percentage
Strongly agree	16	69.6%
Agree	6	26.1%
Neither agree n	1	4.3%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	23	100.0%



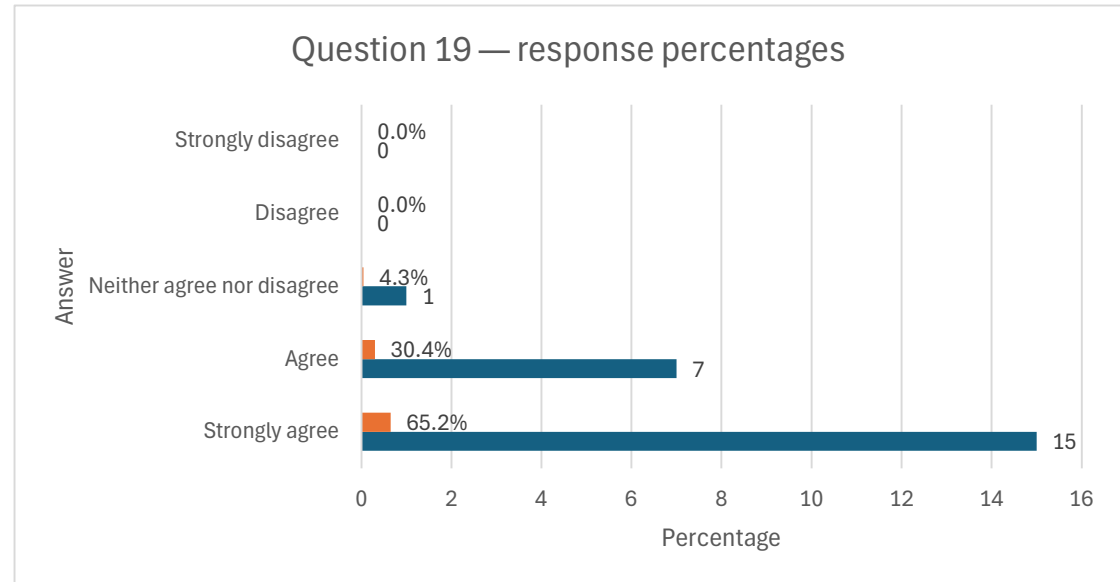
18. All staff are treated fairly and with respect at this school.

Answer	Count	Percentage
Strongly agree	14	60.9%
Agree	8	34.8%
Neither agree n	1	4.3%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	23	100.0%



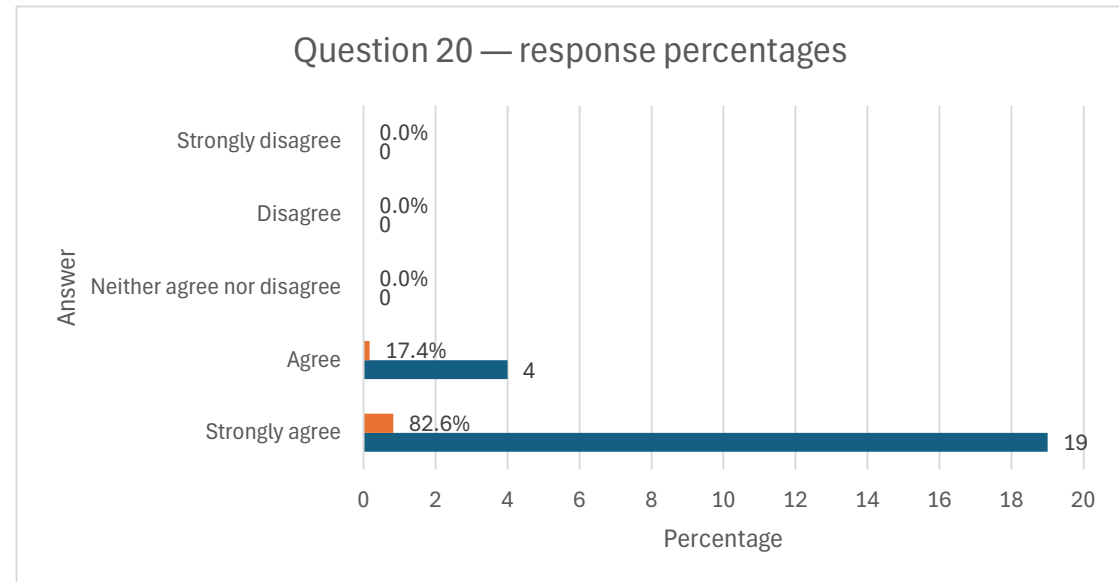
19. Leaders and managers are considerate of my well-being.

Answer	Count	Percentage
Strongly agree	15	65.2%
Agree	7	30.4%
Neither agree n	1	4.3%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	23	100.0%



20. I enjoy working at this school.

Answer	Count	Percentage
Strongly agree	19	82.6%
Agree	4	17.4%
Neither agree n	0	0.0%
Disagree	0	0.0%
Strongly disagr	0	0.0%
Total	23	100.0%



Comments linked to this question (7)

#

Comment

1 The school is an extremely supportive place in which to work. All staff are valued, which is reflected in the manner they are treated and the cpd/well being/support they receive. Decision making is centered on achieving the best possible outcomes for all pupils and a culture of working together to achieve these outcomes. The school constantly looks forward as to how it can make improvements for all yet is reflective on what is working well and confident in it's guiding Christian values.

2 Although the year has been very busy (as usual). The staff always rally around one another, especially when individuals are having a tough day and just need that extra support. True teamwork.

3 The school and governors are very supportive. Needs of the pupils are always put first. The leaders in school are not afraid to stand out from the crowd and don't just follow suit. The adults in school are passionate about what we do with a wealth of knowledge and experience, meaning there is always someone you can go to for support. I believe that the school continues to go from strength to strength and am proud to be part of the Cliviger family!!!

4 It has a positive supportive atmosphere where staff and students are respected and encouraged to do their best.

5 As always, I feel supported both with my career steps/ambitions (lack of) but more importantly for me, my role within my family is also supported because leaders understand that family come first.

6 We are a lovely family school and we look after each other as well as the children

7 Everyone supports one another in the challenging times and successes.
