



Staff Questionnaire 2025

The survey was produced in a digital format within Survey Monkey. It was shared at September INSET with all staff, who were asked to complete over the 2 days of INSET training. Staff were prompted a number of times to ensure all had the opportunity to respond.

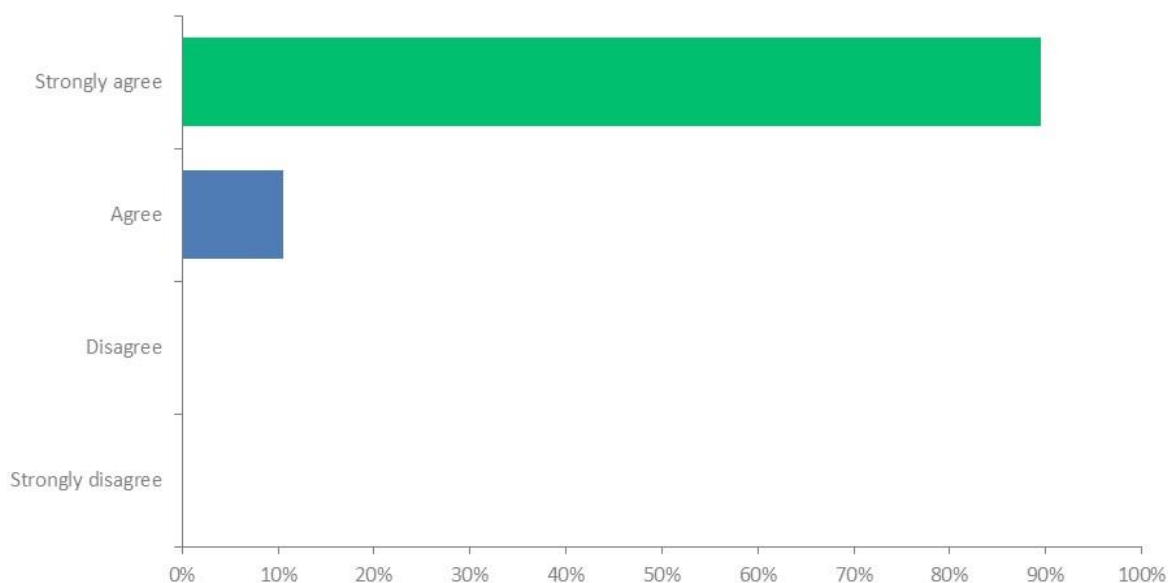
There were 19 responses in total, which is significantly lower than in previous years. The breakdown of staffing was as follows:

ANSWER CHOICES	RESPONSES	
Member of senior leadership team	31.58%	6
Middle leader	15.79%	3
Teacher	15.79%	3
Support staff – Teaching assistant	21.05%	4
Support staff – other	15.79%	3
TOTAL		19

The core survey included 13 key questions using the following Key:

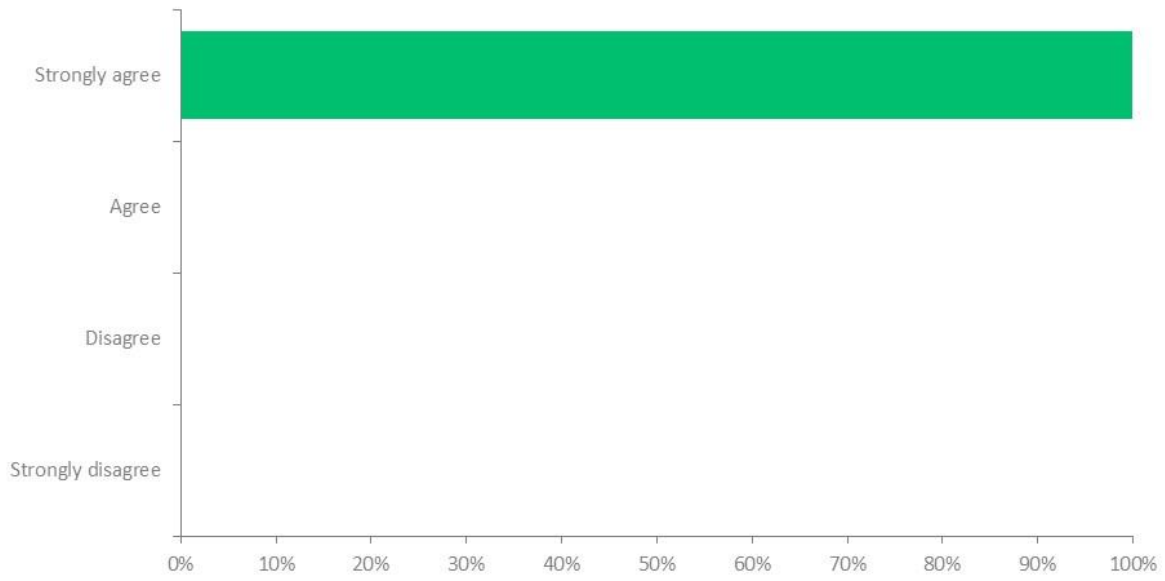
- 1 = Strongly Agree**
- 2 = Agree**
- 3 = Disagree**
- 4 = Strongly Disagree**

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

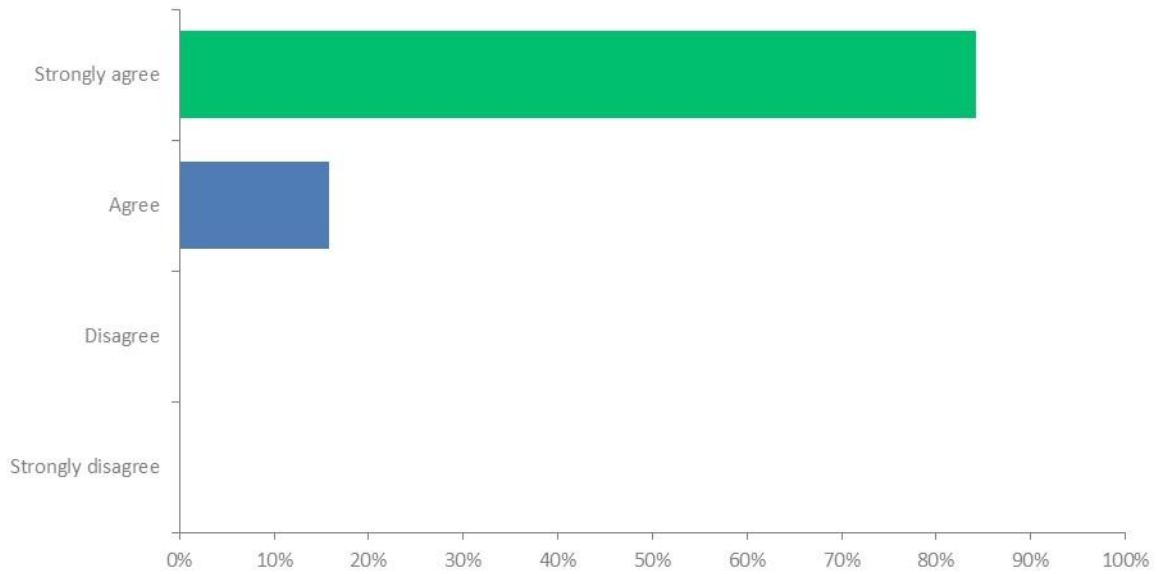




Question 2: Children are safe at this school.

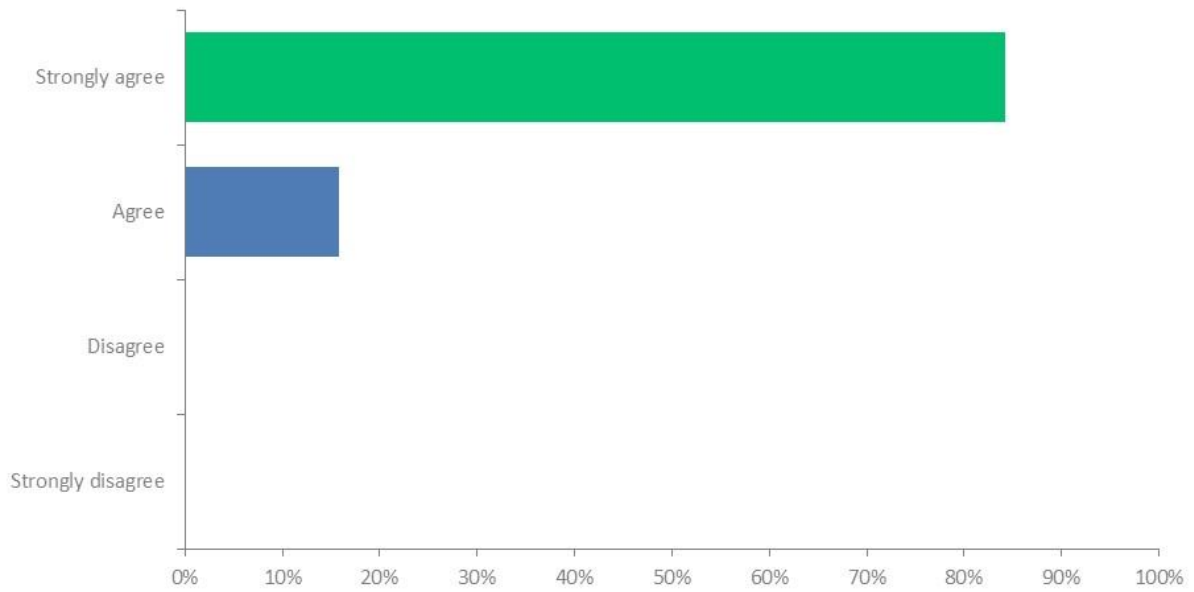


Question 3: Behaviour is good in this school, (please consider pupil needs).

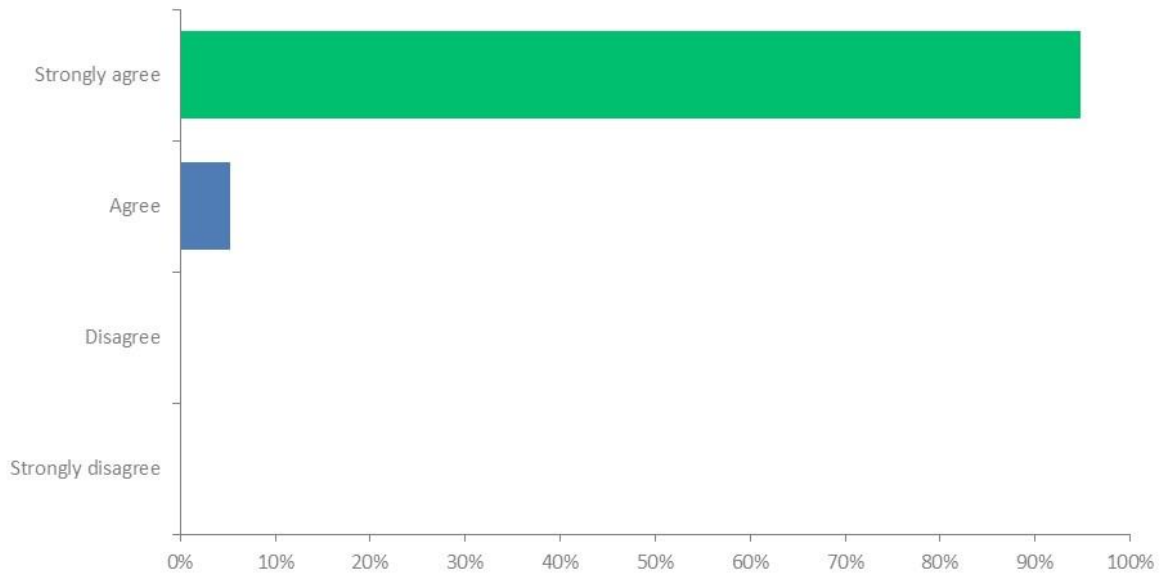




Question 4: The behaviour of pupils is consistently well managed.

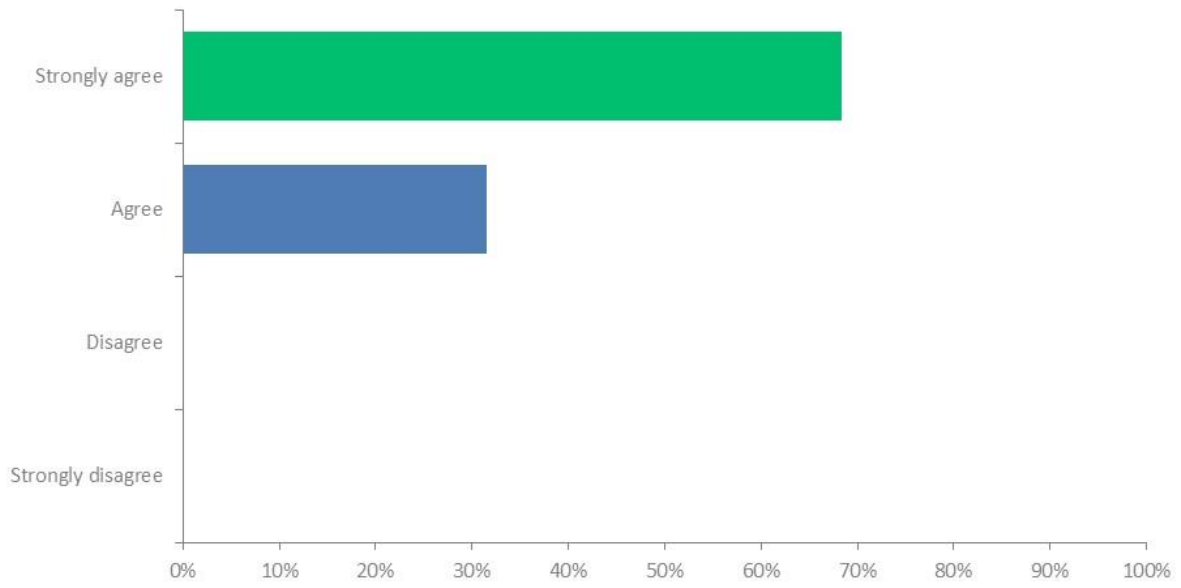


Question 5: The school deals with any cases of bullying effectively (bullying includes persistent name-calling, cyber, racist and homophobic bullying).

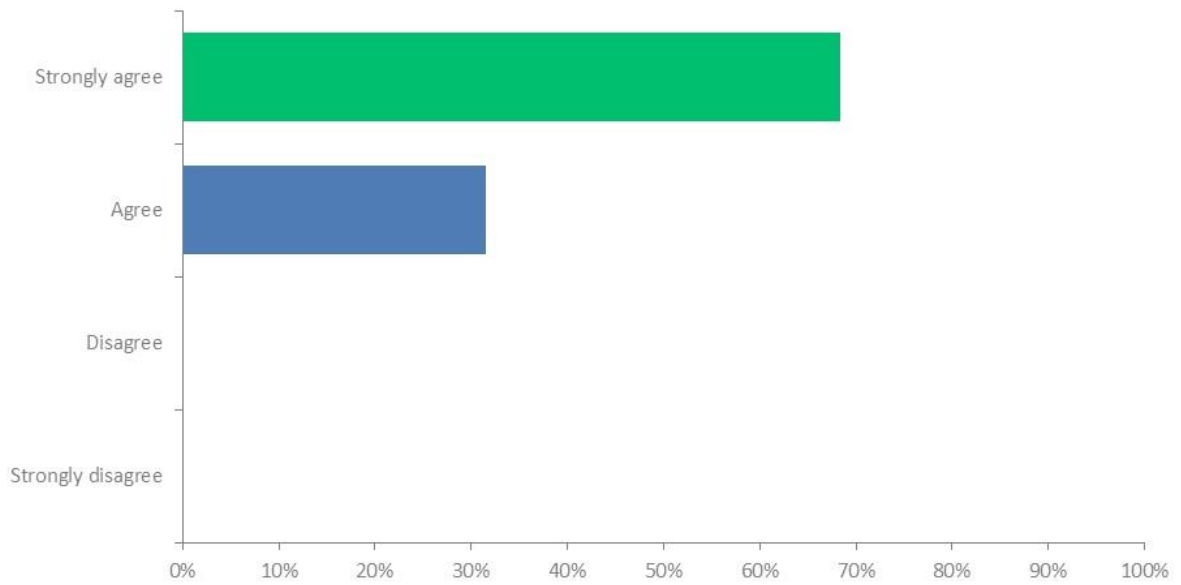




Question 6: Communication is effective within the school.

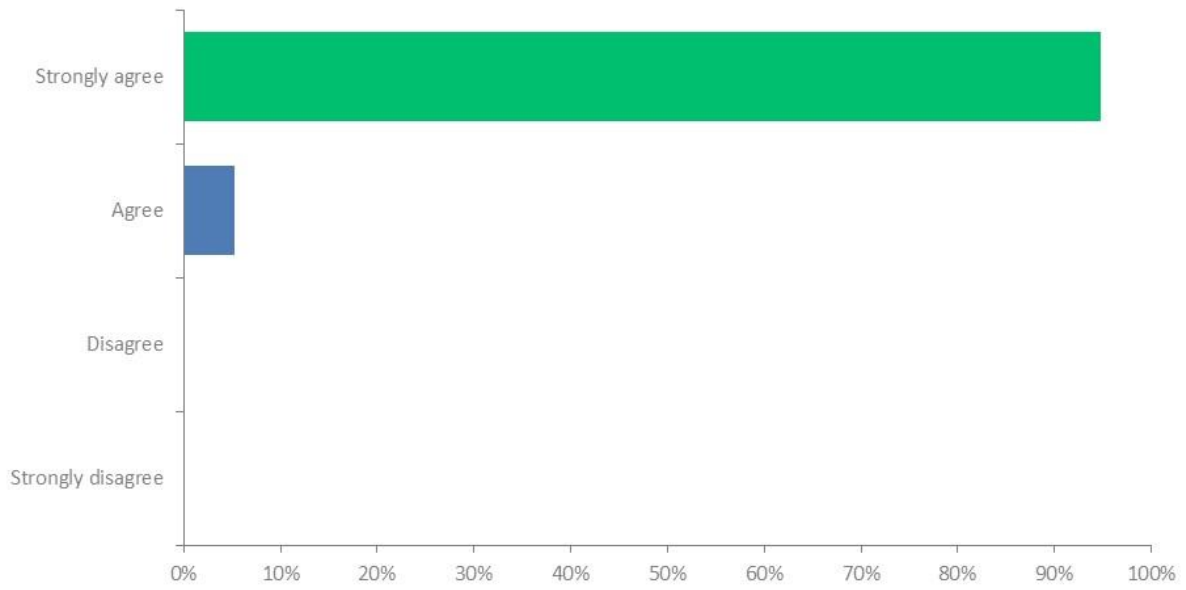


Question 7: The school makes appropriate provision for my professional development.

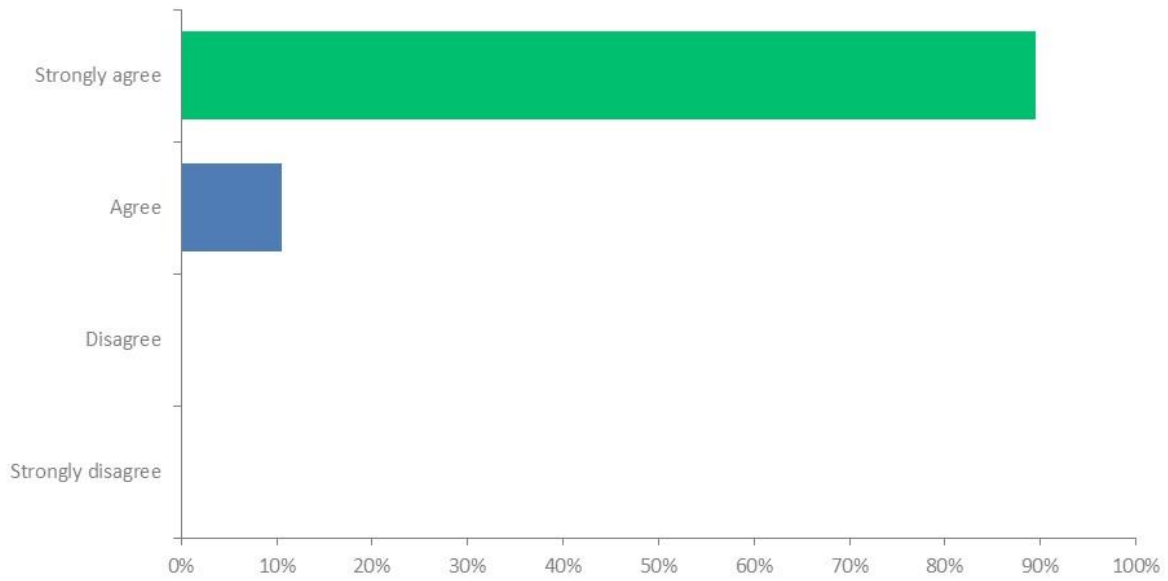




Question 8: The school successfully meets the differing needs of individual pupils.

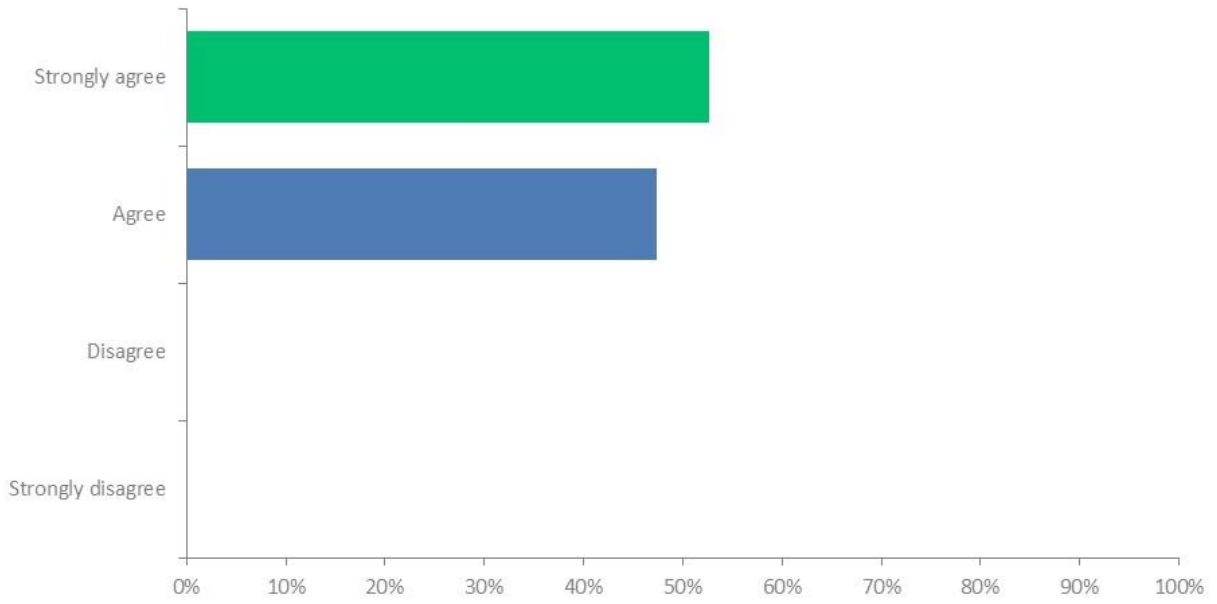


Question 9: I know what we are trying to achieve as a school.

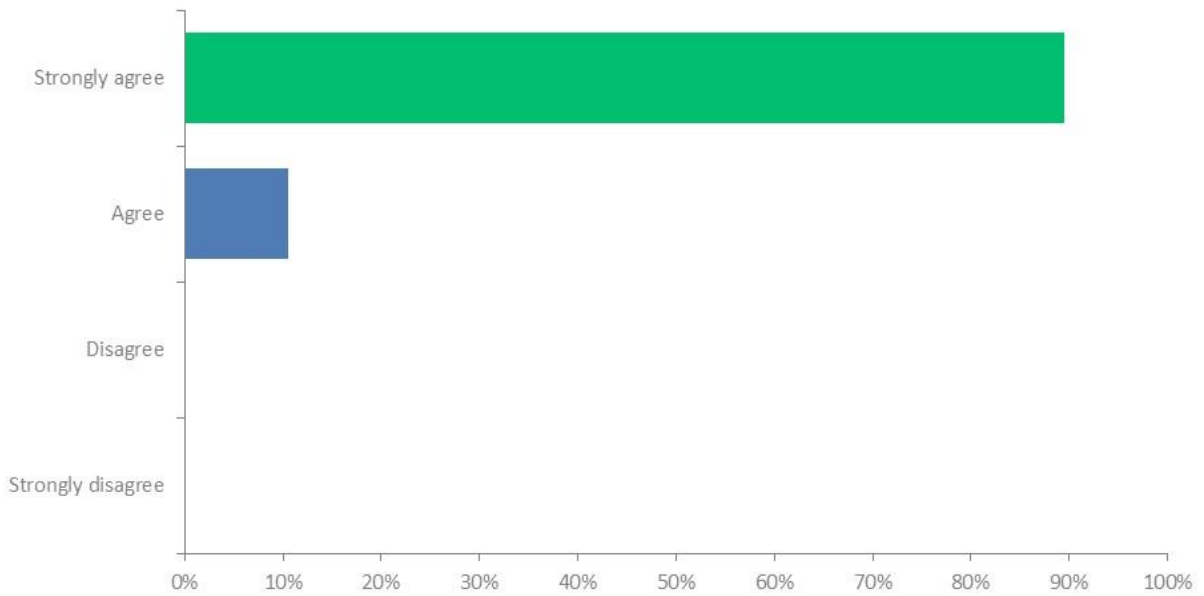




Question 10: All staff consistently apply school policies.

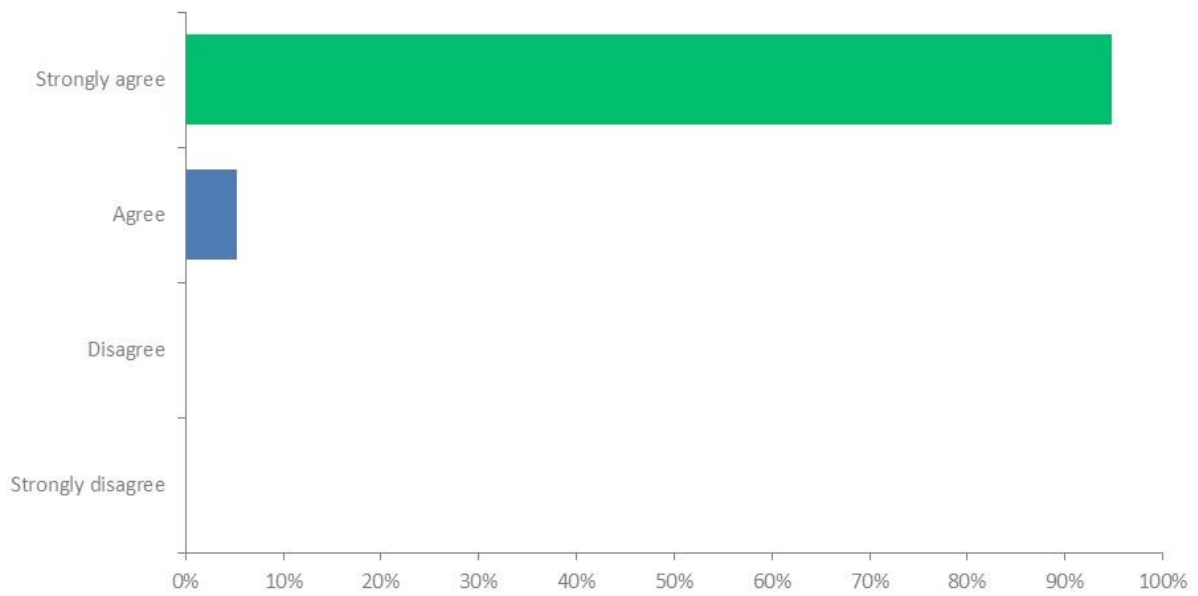


Question 11: Leaders do all they can to improve teaching and learning.

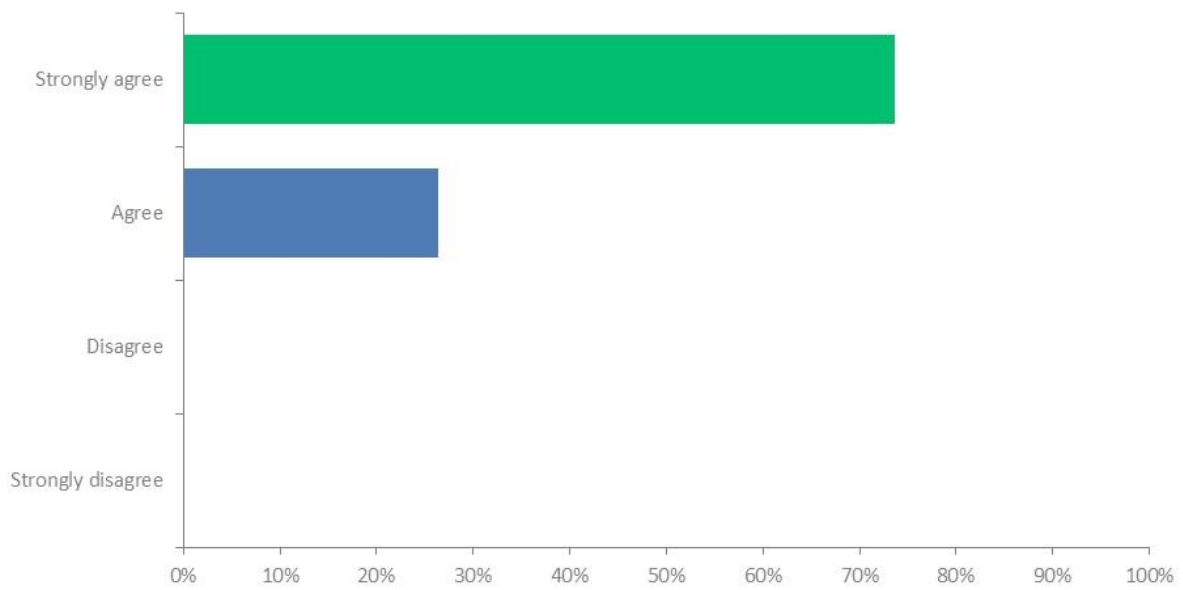




Question 12: I am aware of the school's procedures relating to child protection.



Question 13: I feel my contribution to the school is valued by the senior managers.





Question:	Staff Comments
Question 1: I am proud to be a member of staff at this school	<ul style="list-style-type: none"> • The school is relentless in its approach to provide the best education and opportunities for pupils. • I love working at the school . The children and staff are both fantastic. • I feel proud because at this school, I feel valued, supported and every staff here inspire me to make a difference to children's lives. • Very nice environment and staff to work with. • There has space to progress and grow. The school team is supportive and a very close community. • We have a good team. • Woodlane staff care deeply about the pupils how to support them, and also about each other.
Question 2: Children are safe at this school.	<ul style="list-style-type: none"> • Safeguarding procedures are robust, all concerns are followed up timely and with care and consideration. The safety and wellbeing of pupils is the highest priority. • Robust Safeguarding procedures in place and regular training. • Children are safe at school because staff are vigilant, safeguarding procedures are followed. • Everyone is attentive to the pupils' needs. • SMT are quick to respond to any concerns of any student being at any form of risk and look into any incidents thoroughly including speaking to staff, checking CCTV, speaking to other students. You can tell from observation students feel safe to talk to staff.
Question 3: Behaviour is good in this school, (please consider pupil needs).	<ul style="list-style-type: none"> • Despite many pupils having social and emotional needs, the behaviour is excellent. • Pupils here are supported according to their individual needs and positive behaviour is encouraged. • The staff are respectful to everyone. The pupils that I interact with are respectful as well. • Pupils are polite, have tolerance to one and other and accept one and other. Staff are very good at using in the moment situations to teach students and following this up later if needed. This is seen in the office on a regular basis.
Question 4: The behaviour of pupils is consistently well managed.	<ul style="list-style-type: none"> • Clear policies, training and guidance ensure that pupils' behaviour is well managed. • Behaviour policy works well to manage pupils. Rewards are used effectively to motivate pupils. • I strongly agreed with the statement because I consistently observe that pupil behaviour is effectively and fairly managed across the school. • Yes, whenever pupils are not behaving the best, there is always someone to help manage it. • Long term staff manage behaviour of pupils consistently. At times, staff new to the school may require more rigorous training sooner after starting on how to manage the behaviour of pupils with autism, ADHD etc
Question 5: The school deals with any cases of bullying effectively	<ul style="list-style-type: none"> • All reports/concerns are followed up timely and with sensitivity for all.



(bullying includes persistent name-calling, cyber, racist and homophobic bullying).	<ul style="list-style-type: none"> • Online issues are increasingly difficult for school staff to manage but pupils have sound education in keeping safe online and school staff work with parents to help keep their children safe. • I strongly agreed with this statement because the school takes all reports of bullying seriously and acts on them promptly. Staff are trained to handle all cases sensitively. the school in student centered. • I am not too knowledgeable on this, but I do know I do not hear pupils bullying/ name calling while I am around the school. • SMT are quick to respond to any concerns of bullying or any other incidents.
Question 6: Communication is effective within the school.	<ul style="list-style-type: none"> • Staff are kept well-informed about school policies, events, and updates through regular briefings, emails, and staff meetings. • Yes, most of the time if I need help or need to communicate via phone or email, I always get a response. • All levels of leaders are open to give time to communicate. Will set a side time if meetings/conversations need to be have. I have noticed this more so since exam roles and having more conversations with teaching staff. • Since flexible working days have become a fixture, communication that is not face to face (eg email) is becoming more effective.
Question 7: The school makes appropriate provision for my professional development.	<ul style="list-style-type: none"> • Working here enhances my skills and confidence also positively impacts the quality of teaching and learning across the school. • Everyone is patient with me, even if I make mistakes sometimes, which is encouraging for my professional development. • The school have been very supportive of giving myself opportunities to learn and develop. This includes learning and taking on new responsibilities which has been a positive experience. • Woodlane SMT are always supportive of training that I want to do.
Question 8: The school successfully meets the differing needs of individual pupils.	<ul style="list-style-type: none"> • Lessons are personalised and highly differentiated. • I strongly agreed with this statement because the school is committed to understanding and supporting the individual needs of all pupils. • I can see how there are so many options and considerations for the pupils' needs. • Woodlane staff know their pupils as individuals and meet their differing needs very successfully.
Question 9: I know what we are trying to achieve as a school.	<ul style="list-style-type: none"> • SIP involves staff views and is clear from start of year. • I understand my key goal very well • An accommodating and inclusive learning environment and that the school has a positive and safe environment.
Question 10: All staff consistently apply school policies.	<ul style="list-style-type: none"> • Yes. For example, I can see that safeguarding polices are always applied by the procedures we follow.



Question 11: Leaders do all they can to improve teaching and learning.	<ul style="list-style-type: none"> • Regular INSET and sharing of ideas and strategies. • From what I can see, I agree. • SMT know the individual pupils well and are keen to discuss how to overcome any barriers to learning or challenge pupils further where appropriate, brainstorming ideas and supporting staff.
Question 12: I am aware of the school's procedures relating to child protection.	<ul style="list-style-type: none"> • Safeguarding and child protection procedures are made clear and regularly revisited. • Regular training and reminders. • Yes, I have read the policies and understand the policies (e.g. to mention any concerns as soon as possible to the DSLs).
Question 13: I feel my contribution to the school is valued by the senior managers.	<ul style="list-style-type: none"> • PM meetings and discussions with line managers regularly comment on my performance positively. • Yes. They always give constructive or positive feedback, which is much appreciated. • SMT, although busy, always make time for staff to discuss comments or concerns, and will listen and help come up with solutions.

What does the school do well?

- The School is excellent at providing pupils with a personalised and rich curriculum , ensuring all pupils have the opportunity to achieve their potential.
- Ensures pupils receive every opportunity to succeed both academically and social emotionally.
- Safeguarding is paramount in all aspects of what we do here, open door policy for pupils and staff, budget management in increasingly difficult circumstances. Supporting with mental health, staff and pupils.
- Balanced and broad curriculum. Excellent reward system. Out of class learning opportunities are always welcomed. Nurturing environment. Outstanding teaching and learning.
- The school offers a supportive, cohesive community environment for all pupils and staff. There is a strong daily positive ethos experienced by all. SLT are always ready to support as well - which is greatly appreciated.
- They communicating well with the children.
- The school creates a safe, inclusive, and supportive environment where both pupils and staff feel valued and respected. Behaviour is consistently well managed across the school, with clear expectations and a positive culture that encourages respect, responsibility, and kindness. Pupils are well-supported not just academically, but also emotionally and socially.
- Communicate well with students.
- The school has a good work culture that is positive and respectful. The school cares about the needs and well-being of the pupils.
- The school have a positive relationship with student families. Parent/carers are comfortable and confident in asking for support or to speak to appropriate staff. Staff are happy to give this level of support to our families.
- Pupils wellbeing and learning. Behaviour is well managed. Individual needs are always considered with appropriate support needed.
- The school provides a safe learning environment for all the pupils.
- Although workload can be high in such a small school, SMT try hard to support a work/life balance.
- Safeguarding, Qualifications, Preparing for the next stage. Happy pupils!
- Safeguarding, esp safer recruitment Staff and pupil wellbeing. Relevant training.



What does the school need to do to improve further?

- Just to keep ensuring high standards continue to be met.
- Continue to offer a variety pathways at KS4 to enable all to achieve suitable outcomes for their ability. Continue to improve learning environments in some classrooms
- From a Science perspective - the school is already addressing this, so thank you for this. Just mentioning as a follow on from last academic year: * training up a Science Technician and ensuring that they have adequate time allocated in Science to both practice and prepare the required practicals.
- I have nothing in mind. I am happy to be part of this school.
- The school is doing an excellent job in shaping the minds of its pupils. To build on this success, I believe that further investment in pupil voice and leadership opportunities could be incredibly empowering. Giving students a more active role in shaping their school experience would not only enhance their confidence and engagement but also encourage greater independence and responsibility.
- Communication could improve with all staff included. Would have been more productive for TAs to know where they are being placed before summer holiday, enabling them to prepare for roles. To have a whole day to conduct careers duties/work/planning and resources not being used elsewhere.
- I'd like to introduce further work on independence, life skills and world awareness.

Summary of Responses:

Across the survey, staff provided extremely positive feedback about the school. 247 out of 247 responses were set within the positive mode and 13 out of 13 questions had 100% of positive responses (either agree or strongly agree).

The highest scoring questions were:

- Children are safe at this school - 100% strongly agree.
- The school deals with any cases of bullying effectively (bullying includes persistent name-calling, cyber, racist and homophobic bullying) - 100% agree (95% strongly agree).
- The school successfully meets the differing needs of individual pupils - 100% agree (95% strongly agree).
- I am aware of the school's procedures relating to child protection - 100% agree (95% strongly agree).

The lowest scoring questions were:

- All staff consistently apply school policies - 100% agree, (53% strongly agree)
- Communication is effective within the school - 100% agree (68% strongly agree)
- The school makes appropriate provision for my professional development - 100% agree (68% strongly agree).

Actions:

- Allocate specific time in INSET for questionnaire completion to ensure a higher response rate.
- Ensure new staff receive behaviour training promptly when they start in their new position.
- Continue to press the LA for funding to refurbish classrooms.
- Ensure specialist TAs have allocated time to complete their wider school responsibilities e.g. Science technician/careers etc.

September 2025



- Increase opportunities for pupil leadership responsibilities.
- Ensure communication remains a two-way, collaborative process.
- Increase opportunities, through the OT, to raise independence and life-skills for named pupils.