



Staff Questionnaire 2026

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 3 days of INSET training. Staff were prompted a number of times to ensure all had the opportunity to respond.

All questions are taken directly from Ofsted's updated Staff Survey (Nov 2025) released to coincide with the new Ofsted framework.

There were 36 responses in total, which is double last year. The breakdown of staffing was as follows:

ANSWER CHOICES	RESPONSES	
Senior Leader	13.89%	5
Teacher	30.56%	11
Teaching Assistant	50.00%	18
Office Admin/Facilities	5.56%	2
TOTAL		36

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

1 = Strongly Agree

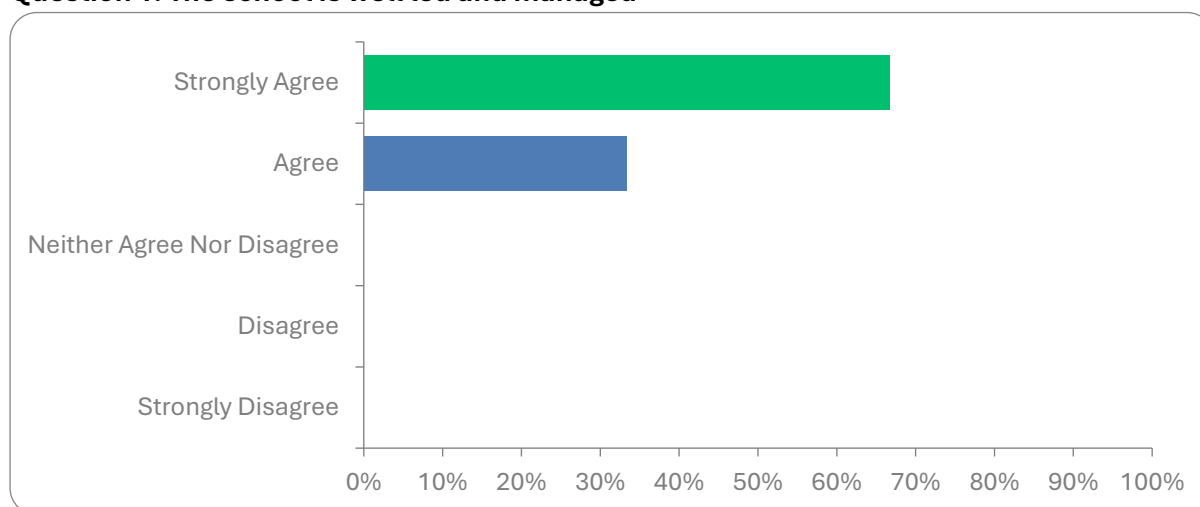
2 = Agree

3 = Neither Agree Nor Disagree

3 = Disagree

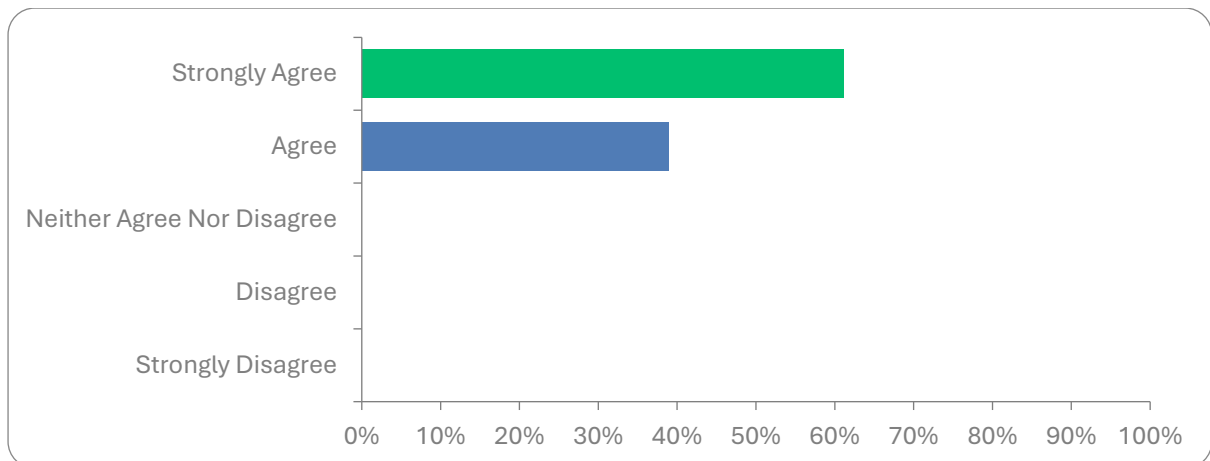
4 = Strongly Disagree

Question 1: The school is well led and managed

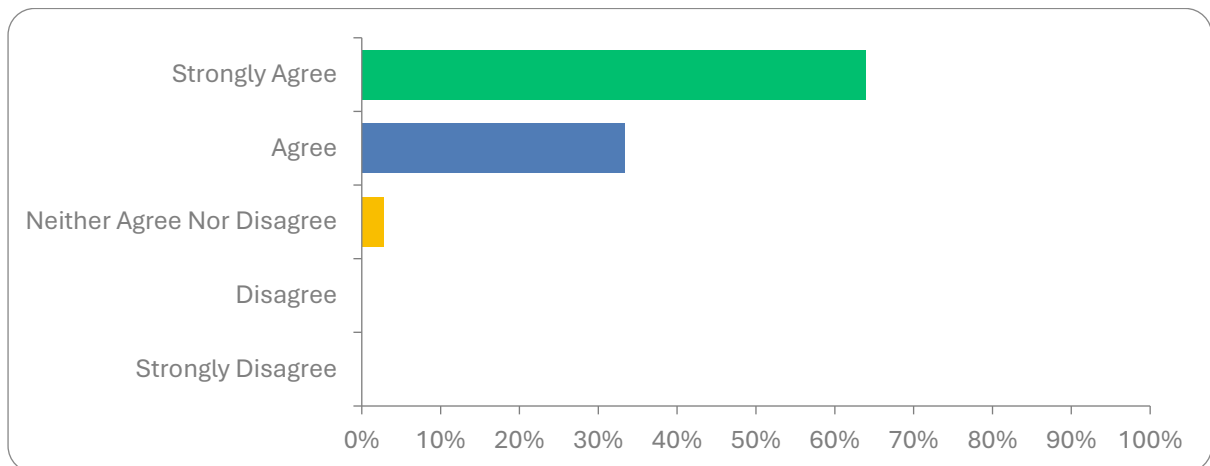




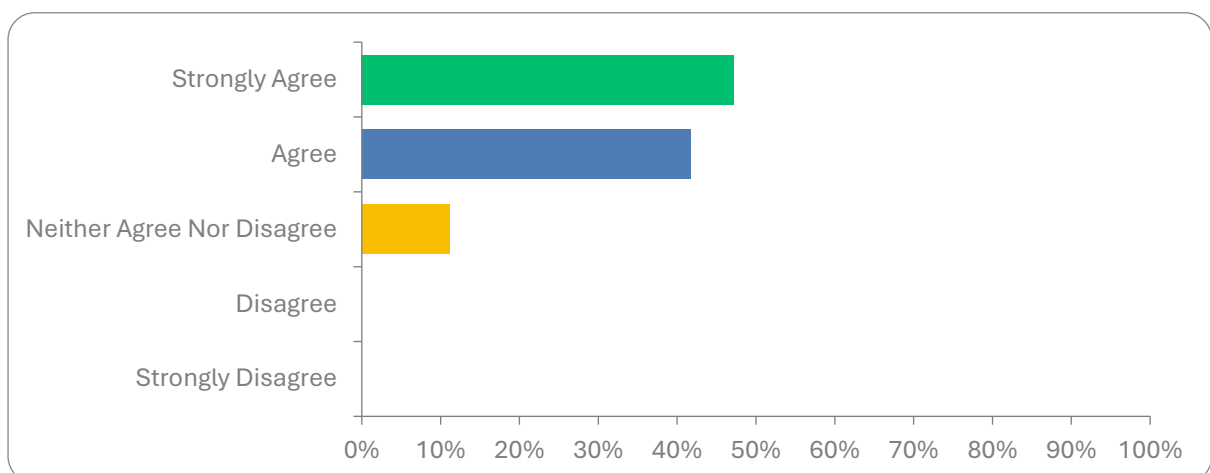
Question 2: All staff are treated fairly and with respect at this school



Question 3: I am proud to be a member of staff at this school.

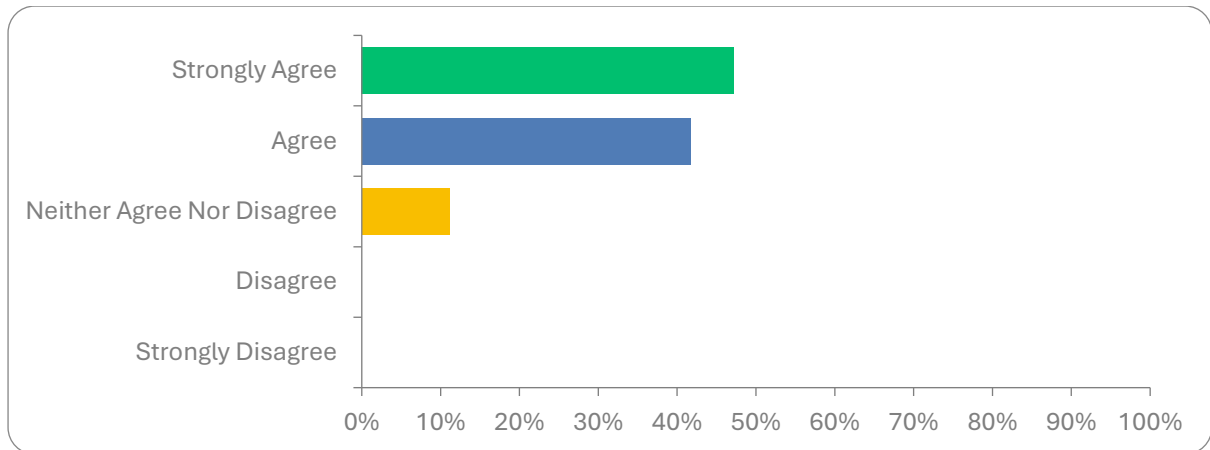


Question 4: Leaders are considerate of my well-being

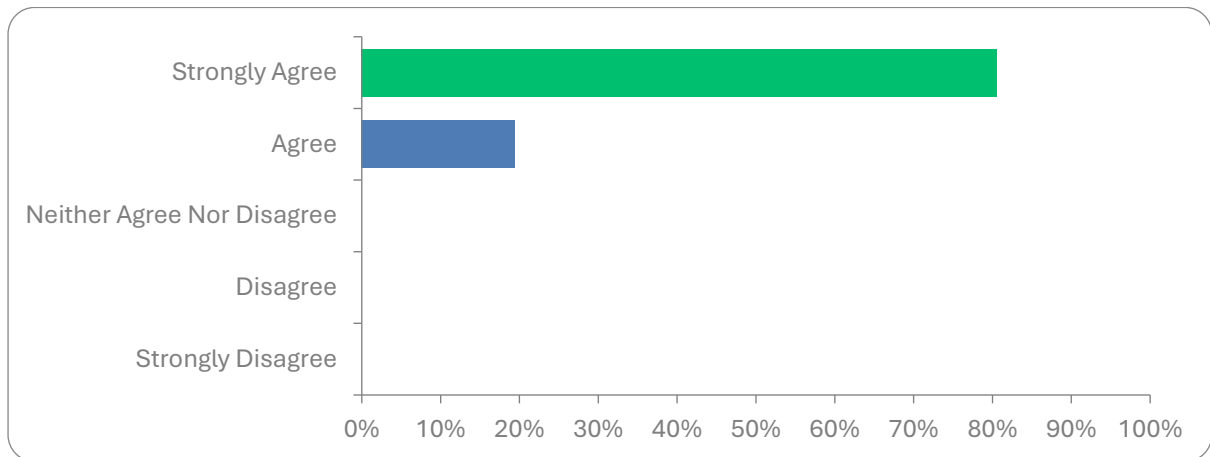




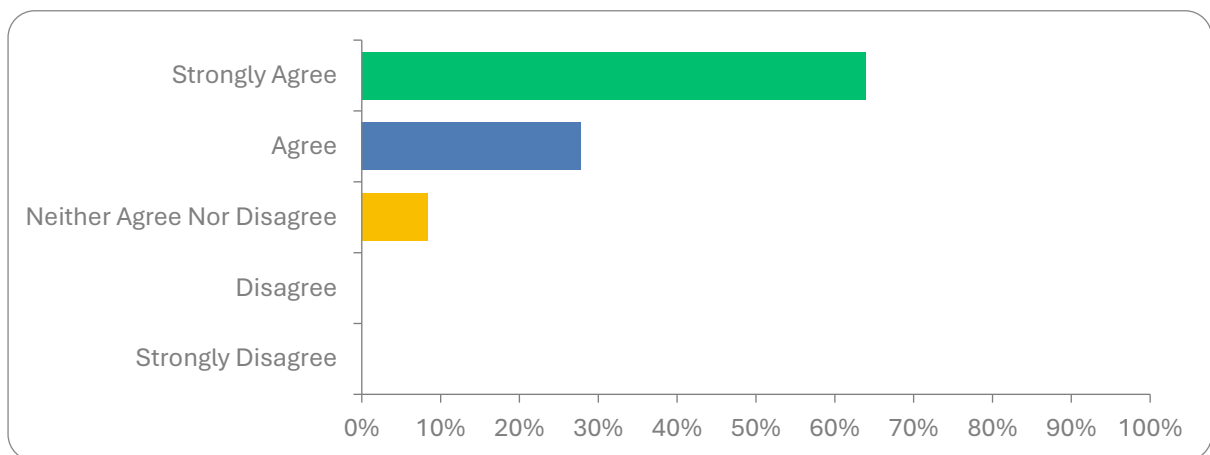
Question 5: Leaders take workload into account



Question 6: Pupils are safe at this school

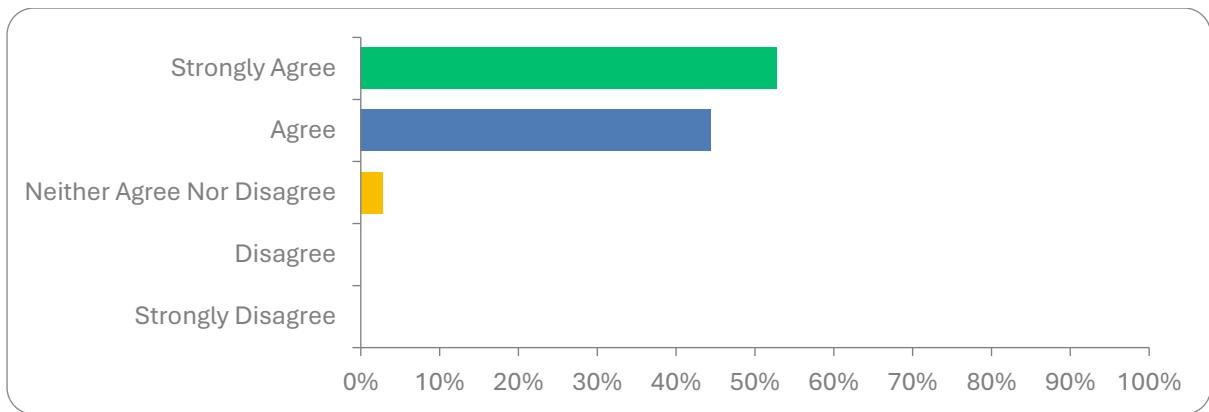


Question 7: The school deals effectively with any cases of bullying of pupils

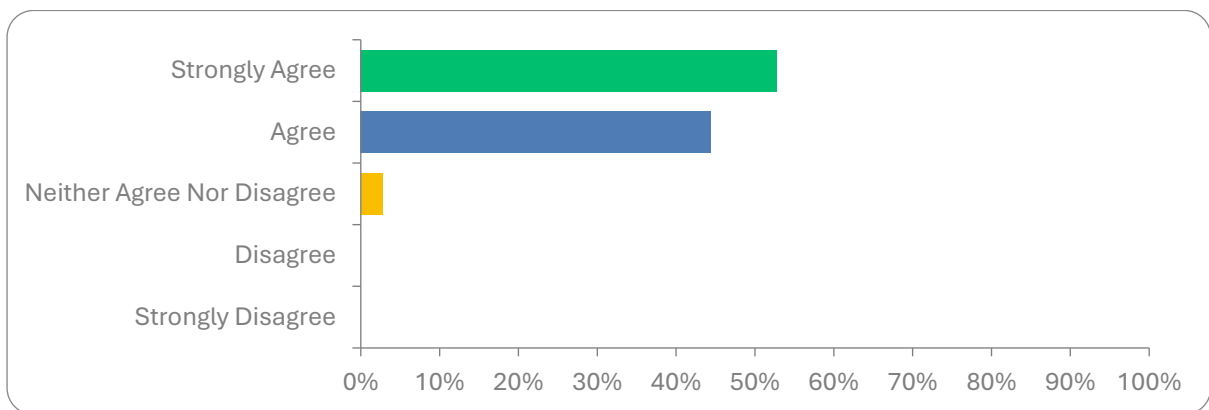




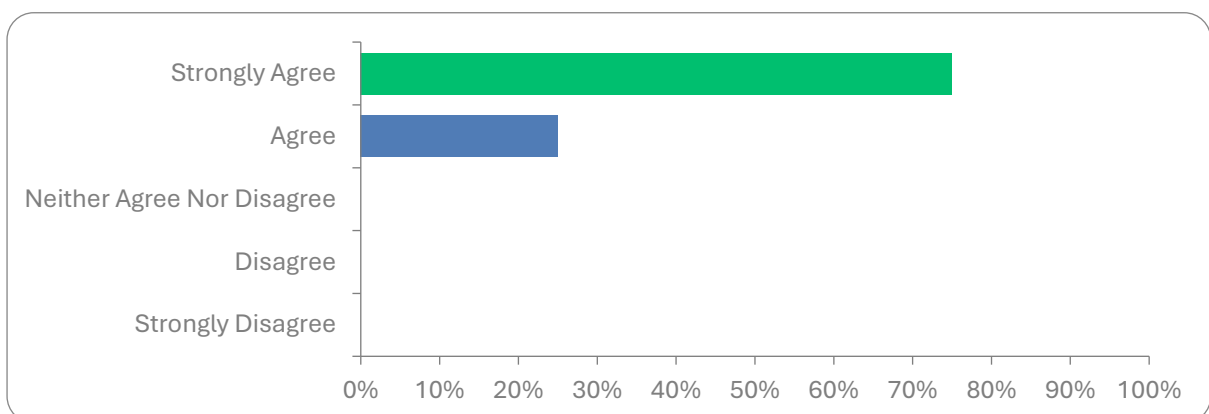
Question 8: Staff consistently manage pupils' behaviour well.



Question 9: Leaders support staff well in managing behaviour.

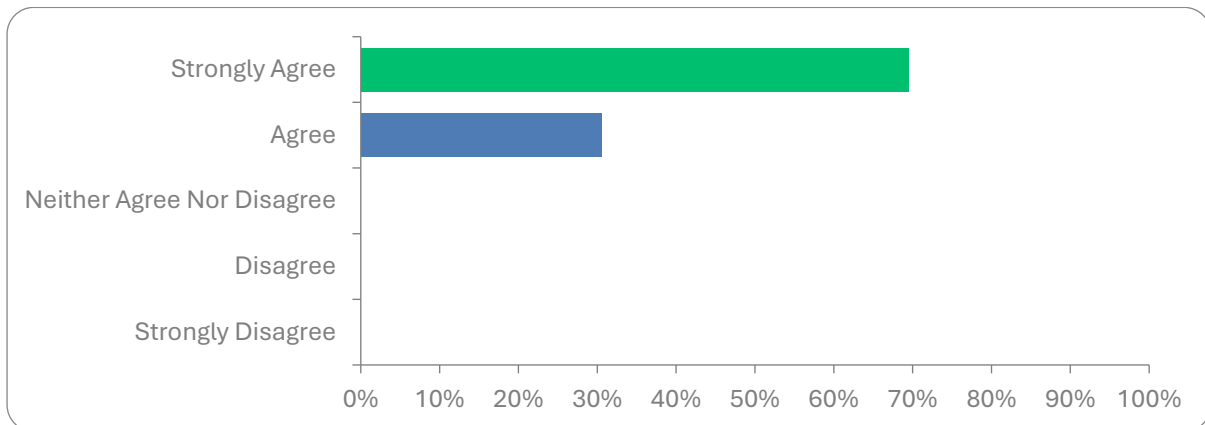


Question 10: The school is effective in supporting pupils' well-being

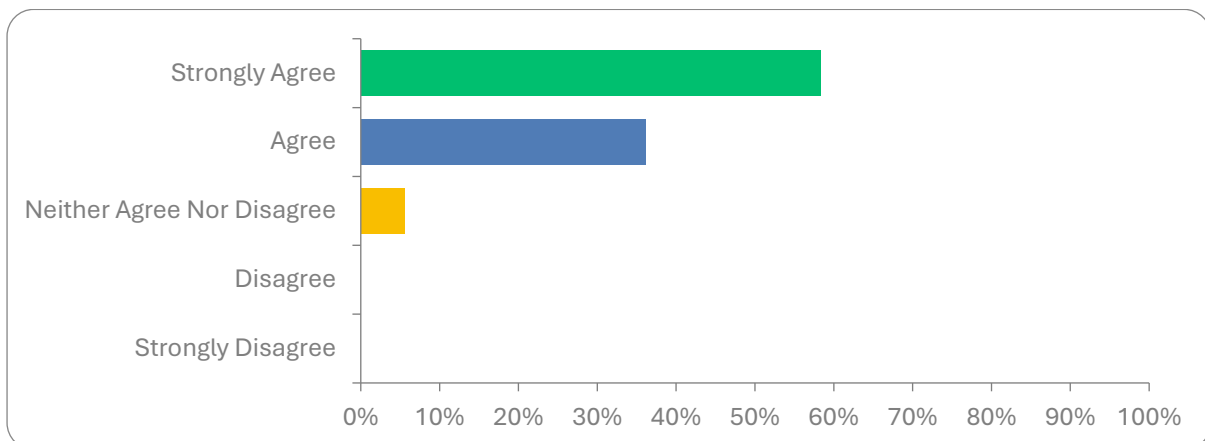




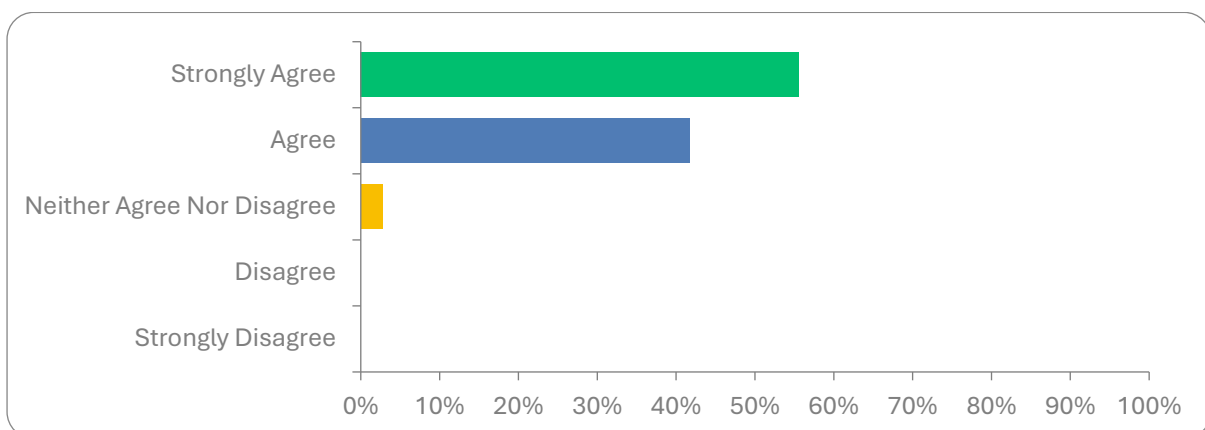
Question 11. Leaders enable staff to support all pupils (including those who are disadvantaged, those with special educational needs and/or disabilities, and those who are known or previously known to children's social care)



Question 12: When pupils lack key skills, leaders take quick action to address them (for example, in reading, writing or maths)



Question 13: Leaders ensure that I have the professional development I need to make me more effective in my work





Staff were asked to provide (optional) additional comments linked to a few of the questions within the questionnaire. Please note that where staff views were specific to a child this has been anonymised for the report below. Their feedback (unedited) is as follows:

Question:	Staff Comments
The school is well led and managed.	• I feel that the school is led and managed well because the safety, needs and wellbeing of our pupils are always at the heart of decision-making. At the same time, staff wellbeing is also a priority, with leaders recognising the importance of supporting staff and ensuring that they feel valued, listened to and supported. • All leaders pull in the same direction, in the best interest of pupils and staff. • Good professional working team • Excellent leadership day to day and long term • The school runs smoothly, Staff students and parents all seem happy. Visitors always comment on how calm the school is from the moment they step in. When they walk around the school they always mention how well the school is managed i.e. students accessing work, being supported with regulation activities such as movement breaks and so on. • Management always there to help students and staff • Children's interests and care always put first • It is obvious
Leaders take workload in to account.	• Careful consideration of workload and staff needs before new measures are implemented. Staff consultations used to ensure views are gathered before higher level decision making on areas that will affect staff. • Leaders have a strong understanding of what is required to provide exceptional teaching and learning for our pupils. As a result, appropriate support is consistently offered, particularly where good practice can be shared, processes streamlined, or resources provided to make staff workload more manageable and effective. • It would be highly appreciated if we could have a longer lunch break. • Managers are mindful and always ask if I am able to support with additional jobs and understand if work load is heavy. It is never assumed i have the capacity. • There is always somebody to talk to/ express if workload is too much • It is happened
Pupils are safe at this school.	• Small matters are dealt with promptly, to ensure they do not grown into larger ones. • I am concerned about x pupil. There have been multiple times where other students told me they felt unsafe around him. There have also been times where I felt like I had to put myself between him and other students to ensure everyone's safety.
Leaders support staff well in managing behaviour.	• School ensures that all pupils have a member of staff that they feel able to speak to. Pupils have opportunities for self and co-regulation when they present with behaviours that challenge, and commonly grow to be more independent in this as they progress through the school. • Clear behaviour policy in place and leaders always support staff with all behaviour issues



- SLT are quick to be on the floor (Seen around school) to support when there are behaviours of concern. SLT do not always over take the situation they are mindful at observing the situation and only step in when it is needed.
- ongoing training and other staff with knowledge on behaviour management to support if help is needed
- When some situations getting harder

Summary of Responses:

Across the survey, staff provided extremely positive feedback about the school. 456 out of 468 total responses were set within the positive mode, (Agree or Strongly Agree), which is 97.4% of all responses. None of the 12 responses were negative, all were 'Neither Agree nor Disagree', suggesting that whilst there was something that staff were unsure of, it did not affect their positive overall view of the school.

The highest scoring questions were:

- Children are safe at this school - 100% Agree, 81% Strongly Agree.
- The school is well led and managed – 100% Agree, 67% Strongly Agree.
- All staff are treated fairly and with respect at this school - 100% agree, 61% Strongly Agree.

The lowest scoring question was:

- Leaders take workload into account – 88.89% Agree, 47% Strongly Agree, 11% Neither Agree nor Disagree.

Actions:

- Address the written concerns of one member of staff, related to a pupil's expressive mannerisms and lack of awareness of others. The unsafe behaviours are linked to need, not behavioural and this answer was not reflected in the staff members scored answer to the question, "Pupils are safe at this school".
- Devise and send a solution focused workload questionnaire to enable greater exploration and staff input into the challenges of workloads. Act on any implementable suggestions.
- Ensure new staff receive behaviour training promptly when they start their roles to keep pupils and themselves safe within the classroom, addressing the written point of one member of staff.
- Explore opportunities to increase subject specialist TAs where possible.
- Ensure specialist TAs have allocated time to complete their wider school responsibilities e.g. Science technician/careers etc.

Link to Ofsted survey for reference: <https://www.gov.uk/government/publications/school-inspections-staff-and-pupil-questionnaire-text/staff-survey-questions-schools>