



Boroughbridge Primary School & Nursery Staff Survey April 2016

22 questionnaires were distributed and 14 replies were returned. The questions were selected to give the Governors an insight as to 'what it is like to work at our school'.

The Summary Table presents the answers as a percentage and the second table presents the actual numbers returned for each answer with the comments. The survey results have been discussed at the May Governing Board Meeting; the minutes from this meeting will be published at the end of June.

Thank you to all those who participated in this survey: your views are important to

Summary Table

		Results as a percentage				
Please circle a number and comment as to why you have given this rating		1	2	3	4	5
		1 = lowest			5 = Highest	
No.	Question					
1	I enjoy doing my job				42.9%	57.1%
2	My role makes good use of my skills and abilities				42.9%	57.1%
3	My ideas are listened to				57.1%	42.9%
4	People work effectively together			14.3%	42.9%	42.9%

5	The school has a 'can do' attitude towards achieving tasks				35.7%	64.3%
6	I am encouraged to develop my skills and abilities			7.1%	35.7%	57.1%
7	Access to training opportunities is equal			21.4%	42.9%	35.8%
8	I have had an appraisal of my performance in the last 12 months (12 scores)	8.3%	8.3%	8.3%	16.7%	58.3%
9	I am clear as to what is expected of me in my role				42.9%	57.1%
10	I have achievable deadlines (13 scores)			38.5%	23.1%	38.5%
11	If work gets difficult, I can ask for support				42.9%	57.1%
12	I am given supportive feedback on the work I do			7.1%	57.1%	35.8%
13	I am clear about the goals and aims of the school				42.9%	57.1%
14	Communication is successful at school		7.1%	21.4%	57.1%	14.2%
15	The school provides an atmosphere where everyone can achieve				50%	50%
16	I have opportunities to think for myself			7.1%	42.9%	50%
17	I feel valued in my workplace			14.3%	28.6%	57.1%
18	I am rewarded fairly for my performance and responsibilities		14.3%	35.7%	42.9%	7.1%
19	I am happy in my work place				28.6%	71.4%

Responses with comments

Please circle a number and comment as to why you have given this rating		1	2	3	4	5
		1 = lowest			5 = Highest	
No	Question <i>Comments are in italics</i>					
1	<p>I enjoy doing my job</p> <ul style="list-style-type: none"> - <i>The staff & children make it enjoyable to come to work.</i> - <i>I do my job well which makes me enjoy my tasks.</i> - <i>I enjoy the year group I teach & people I work with.</i> - <i>And watching / helping children to learn & develop.</i> 				6	8
2	<p>My role makes good use of my skills and abilities</p> <ul style="list-style-type: none"> - <i>I am very good with IT and communicating - a valuable skill on a daily basis.</i> - <i>Allowed freedom to try new things & try out different things.</i> - <i>The teaching staff know my strengths & where I am of most use.</i> 				6	8
3	<p>My ideas are listened to</p> <ul style="list-style-type: none"> - <i>Leadership team always listen & make time for staff.</i> - <i>All ideas are discussed.</i> 				8	6

	<ul style="list-style-type: none"> - Regular team meetings. - And am made to feel valued & ideas welcomed. 					
4	<p>People work effectively together</p> <ul style="list-style-type: none"> - Teamwork is very strong at BB. - On the whole - can be difficult when communications falls down. - In EYFS. - We pass on information & help each other. - Within teams by not always across school. - We are a good team. 			2	6	6
5	<p>The school has a 'can do' attitude towards achieving tasks</p> <ul style="list-style-type: none"> - "can do" attitude comes from the top! - Yes for all. - In EYFS. - Everyone is positive & strives to achieve. - Very focused on moving forward. - And will always do its best to achieve them. 				5	9
6	<p>I am encouraged to develop my skills and abilities</p> <ul style="list-style-type: none"> - If there is a course which is useful to my position & will help the school. - Encouraged to go on courses etc. 			1	5	8

	- Both within the classroom & with training courses.					
7	Access to training opportunities is equal - I am not aware of all training.			3	6	5
8	I have had an appraisal of my performance in the last 12 months 2 N/A - 2016 I had one not 2015. - We have regular appraisals.	1	1	1	2	7
9	I am clear as to what is expected of me in my role - I understand my role & have certain tasks to complete. - Good leadership in my team. - I am always given clear instructions.				6	8
10	I have achievable deadlines 1 N/A - Not being given any. - Sometimes! Sometimes very unrealistic. - When given them.			5	3	5
11	If work gets difficult, I can ask for support - Leadership team are always available for support & advise or to just listen. - My team are always willing to help, where time permits. - Good team. - There is always someone to go to.				6	8
12	I am given supportive feedback on the work I do - Observations.			1	8	5

	<ul style="list-style-type: none"> - I am told if I have done something wrong & how to do it correctly. Equally, praised on good work. - When observed. - We always feed back to teachers and they to us. 					
13	<p>I am clear about the goals and aims of the school</p> <ul style="list-style-type: none"> - Regular staff meetings. - We are always made aware of these and any changes made. 				6	8
14	<p>Communication is successful at school</p> <ul style="list-style-type: none"> - I am told what I need to know , or I can find out. - It can vary. - Sometimes things don't get communicated between teachers & admin. - Mostly. - This is out weakness. 		1	3	8	2
15	<p>The school provides an atmosphere where everyone can achieve</p> <ul style="list-style-type: none"> - Staff & pupils. All leadership team are supportive. - Help & support, understanding and patience are evident. 				7	7
16	<p>I have opportunities to think for myself</p> <ul style="list-style-type: none"> - Allowed freedom. - And my ideas / thoughts are valued. 			1	6	7
17	<p>I feel valued in my workplace</p> <ul style="list-style-type: none"> - I do - sometimes feel a little 			2	4	8

	<i>undervalued for the amount of pressure we can be put under. - Both by staff & pupils.</i>					
18	I am rewarded fairly for my performance and responsibilities <i>- Pay grade hasn't changed since I took on the role. - I feel a little underpaid for the amount of work. - All support staff are poorly paid throughout education.</i>		2	5	6	1
19	I am happy in my work place <i>- We are a good and caring team.</i>				4	10

If you have any queries regarding this Survey please contact me via my email address cofg@boroughbridge-pri.n-yorks.sch.uk or leave a note for me (including your contact details) with the School Office staff.