Clapham Manor Primary School
Staff Survey - July 2018

RESULTS

All staff members, including teaching and non-teaching staff, full and part-time, have the opportunity to participate.

	Total staff	SLT	Middle Leaders	Teachers	Support Staff Teaching	Support Staff Other
Response Rate	36	4	3	9	16	4

Staff Retention Rates

7 staff left in the summer – 2 to jobs closer to home, one moved out of London, one teacher has moved to an international school and a long serving part time member of teaching staff has changed career. Two staff members have moved to a school where the HT was from CM.

Current Summary

Strengths

- 100% of staff are proud to be at this school
- 100% of staff feel children are safe in school
- 100% of staff agree behaviour is good at this school
- 97% of staff agree behaviour is consistently well managed
- 100% of staff agrees the school deals with any cases of bullying effectively.
- 97% of staff feel that leaders do all they can to improve teaching
- These figures are maintained from the last survey indicating that the staff are currently very happy with the school.
- The main strengths highlighted by staff via comments which included: a supportive network of colleagues, extending learning opportunities, a great hard working team with the same goal of everyone wanting the best for our children and management always willing to listen to concerns and where possible will act. One member of staff wrote *" I feel proud and privileged to work here"*
- There was an increase of 2 support staff who completed this survey from the last
- The recruitment drive was completed, supporting a new leadership structure for September 2018 with 2 substantive Assistant Head Teachers, both class based. 2 NQTs have been recruited and two teachers in their second year

Areas for Development

- Leadership at all levels – opportunities for all staff to deliver and develop pedagogy
- Further embed growth mindset and focus more on metacognition and resilience
- Earlier intervention with children with difficulties
- Consistency across the school when applying and reinforcing rules and consequences

Future Targets

- Ensure 100% of staff participate in the survey ensuring they know their voices are heard and for them to acknowledge that all staff have responsibility for ensuring the school meets the needs of our pupils.
- continue to place a premium on clear communications
- Provision of opportunities to discuss and understand issues and critically for all staff to appreciate the rationale of decisions

CURRENT PRIORITISED KEY ACTIONS TAKEN TO IMPROVE

- Additional one day training for staff new to the school, including support staff, to maintain the ethos and underpinning procedures
- Develop leadership at all levels ensuring curriculum leaders have a clear CPD focus
- Develop a governor survey as a key stakeholder in the school
- More strategic and regular explicit CPD for additional staff