

SUMMARY REPORT

Staff Experience Survey

Capital Academy Trust

October 2025



OVERALL SUMMARY



77%

Response Rate



628

Respondents



7

Schools



Oct 2025

Survey time

During **October 2025**, **Capital Academy Trust** ran a staff experience survey across **7 schools**.

A total of **628 staff members** finished the survey. With a response rate of **77%** the results are a good staff body representation.

Throughout this report your results are benchmarked against your previous staff survey results and **National - Sep 2025 Demo benchmark**. Responses collected up to **Sep 2025**, comprising of answers from up to **73,530 staff members**.

KEY PERFORMANCE INDICATOR

General job satisfaction

In the past three months, how often have you considered resigning from your post?

Staff at Capital Academy Trust are responding more positively than the benchmark. The results are broadly in line with the previous results. To build on these results, consider exploring what is contributing to the most positive staff responses and whether those practices can be shared more widely.

52%

Positive responses

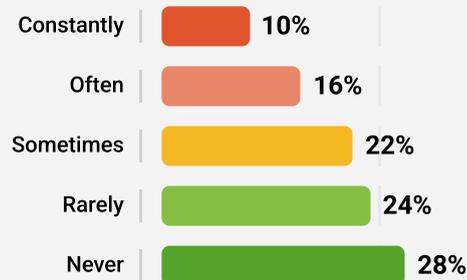
+2%

Difference from previous

+7%

Difference from benchmark

Overall Response Distribution Graph



Breakdown by School



Most schools reported results ranging from 59% to 77%, with Hillview Special Academy scoring considerably above the group average. East Riverside Secondary had the lowest proportion of positive responses, which was significantly lower than other schools, and experienced the largest decline compared with the previous survey's results at 24 percentage points. Five out of seven schools scored above the benchmark, whereas East Riverside Secondary and Capital Trust Team fell below it. Among schools with comparable data from the previous survey, scores remained largely consistent overall, although the average decreased slightly from 56% to 54%. South Central Academy and Riverside Primary showed notable improvement in their results, while East Riverside Secondary and Brook Primary School showed a notable decrease.

EXECUTIVE SUMMARY

Comparison with previous

Compared with the previous "Staff Experience Survey".

EXCEPTIONAL GROWTH

Professional support and Trust perception

NOTABLE GROWTH

Communication

NOTABLE DECREASE

Health and emotional wellbeing and Pay and Benefits

MODULE	POSITIVE RESPONSES	DIFFERENCE FROM COMPARISON
Safety	91%	+1%
Staff support and relationships 1/3 questions matched	84%	+3%
Communication 1/3 questions matched	64%	+11%
General job satisfaction	62%	+7%
Career opportunities 2/4 questions matched	60%	0%
Trust perception	50%	+20%
Professional support 2/5 questions matched	48%	+15%
Pay and Benefits 2/3 questions matched	47%	-5%
Leadership dynamics 2/3 questions matched	44%	0%
Pupil behaviour 1/3 questions matched	41%	+4%
Health and emotional wellbeing	35%	-6%
Workload 2/3 questions matched	26%	+3%

EXECUTIVE SUMMARY

Benchmark comparison

Compared against the National - Sep 2025 benchmark.

CLEAR STRENGTH

Communication

SIGNS OF STRENGTH

Leadership dynamics, Safety, Pay and Benefits, and General job satisfaction

CLEAR GAP

Workload and Trust perception

MODULE	POSITIVE RESPONSES	DIFFERENCE FROM BENCHMARK
Safety	91%	+3%
Staff support and relationships	84%	0%
Communication	64%	+12%
General job satisfaction	62%	+7%
Career opportunities	60%	-1%
Trust perception	50%	-13%
Professional support	48%	-1%
Pay and Benefits	47%	+3%
Leadership dynamics	44%	+5%
Pupil behaviour	41%	+1%
Health and emotional wellbeing	35%	-2%
Workload	26%	-7%

AREA: EXCEPTIONAL GROWTH

This result suggests a potentially transformative improvement. The changes experienced since the last survey appear to have resonated deeply with your respondents.



Professional support and Trust perception modules show exceptional growth compared with the previous survey.

- **Celebrate & Learn:** This is a moment to celebrate success. Consider identifying which groups contributed most to this rise - what can the wider organisation learn from their approach?
- **Reflect:** What specific actions, events or people might have caused respondents to answer so much more positively?
- **Enquire:** How can you verify that this growth is sustainable? Speaking with staff may help you understand what they value most about the recent changes.

AREA: EXCEPTIONAL GROWTH

Professional support

These are the overall results for the Professional support module. They indicate broad consistency with the benchmark. Compared with the previous results, they show a clear improvement.

48%

Positive responses

+15%

Difference from previous

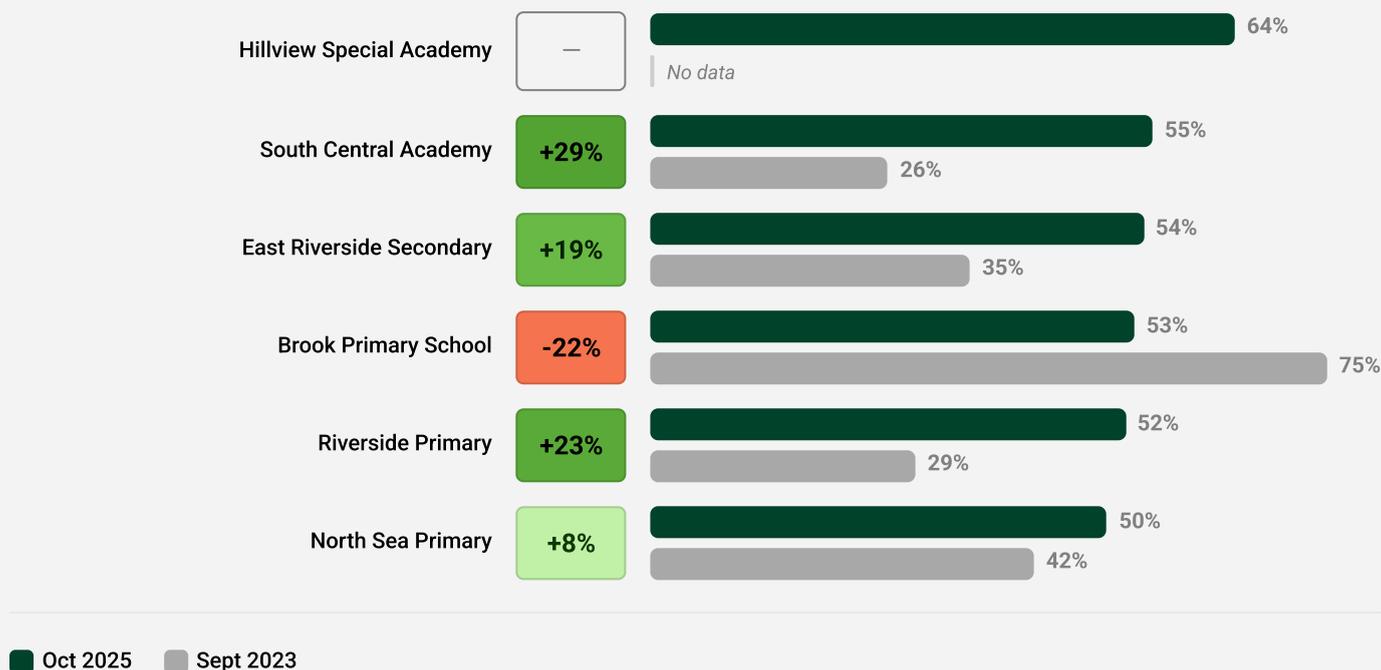
-1%

Difference from benchmark

Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How easy is it to get support with marking and assessment?	50%	+14%	-1%
How easy it to get support with pupil family engagement?	38%	-	+5%
How easy is it to get support with lesson preparation?	56%	+17%	+2%
How easy is it to get support with administrative tasks and data management?	48%	-	-4%
How easy is it to get support with your mental and emotional wellbeing?	49%	-	-6%

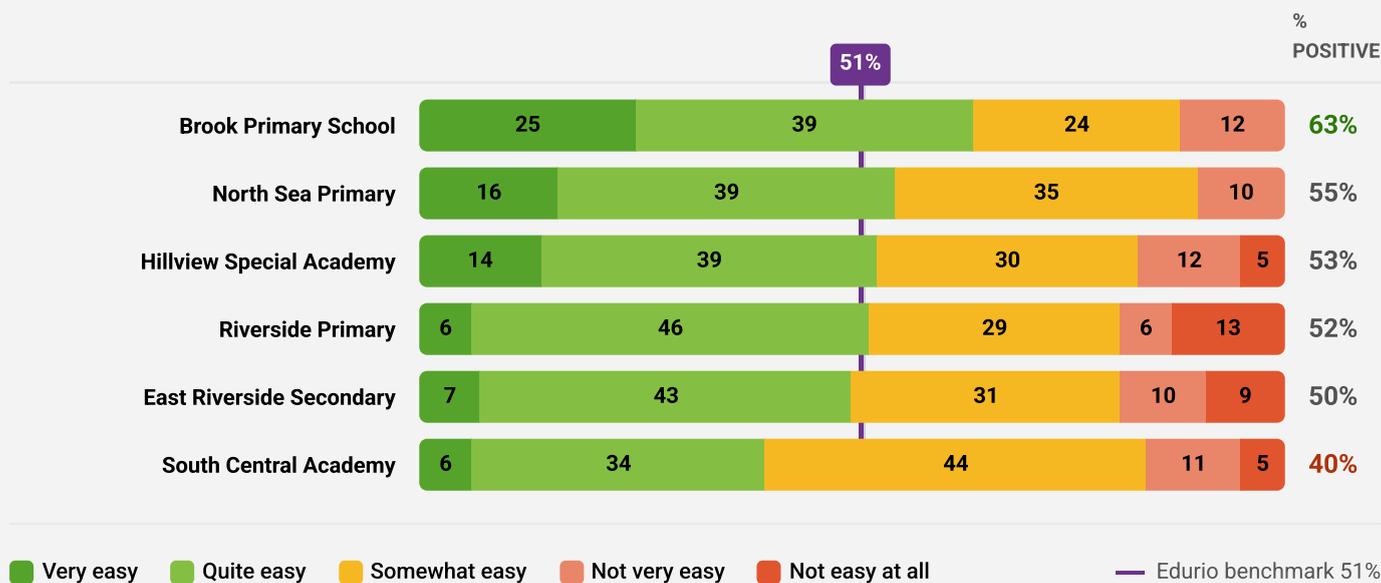
How easy is it to get support with lesson preparation?

% responding 'Very easy' or 'Quite easy'



The results showed a variation of 14 percentage points across schools. Hillview Special Academy had the highest proportion of positive responses. All schools were largely consistent with the benchmark. Among the schools with comparable data from the previous survey, the average score increased from 41% to 53%. Brook Primary School, however, showed a considerable decrease of 22 percentage points.

How easy is it to get support with marking and assessment?

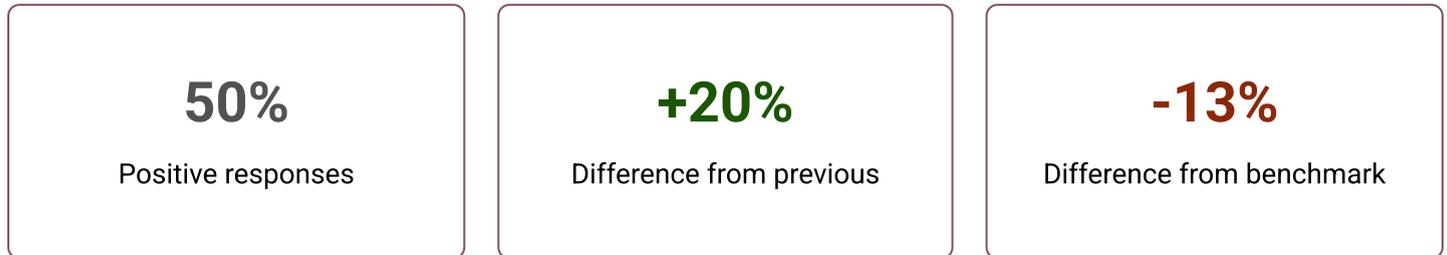


Most schools recorded results between 50% and 55%, with South Central Academy standing out as considerably lower than the others. When compared with the benchmark, findings were mixed, with 3 out of 6 schools showing results largely consistent with the benchmark. For those schools with comparable data from the previous survey, the average score rose from 36% to 52%.

AREA: EXCEPTIONAL GROWTH

Trust perception

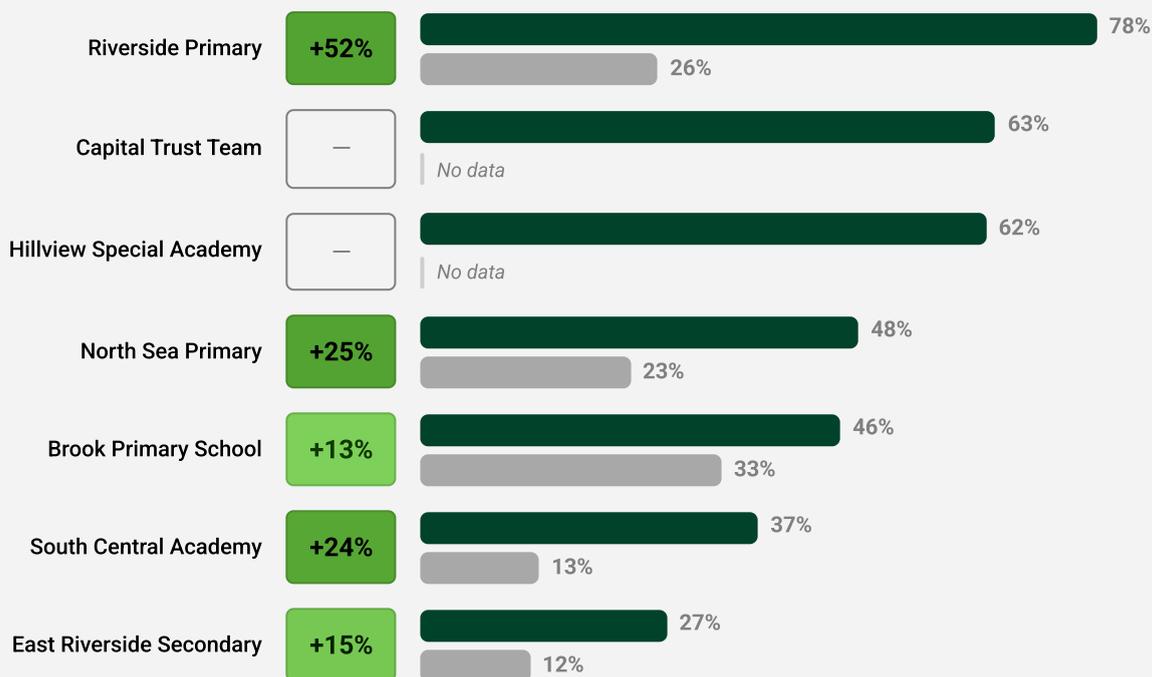
These are the overall results for the Trust perception module. They are notably below the benchmark. Compared with the previous results, they indicate a clear improvement.



Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How connected to the Trust community do you feel?	47%	+26%	-14%
How well are knowledge and good practice shared across the Trust?	52%	+10%	-7%
How confident are you that being part of the Trust is beneficial?	52%	+25%	-18%

How connected to the Trust community do you feel?

% responding 'Very connected' or 'Quite connected'

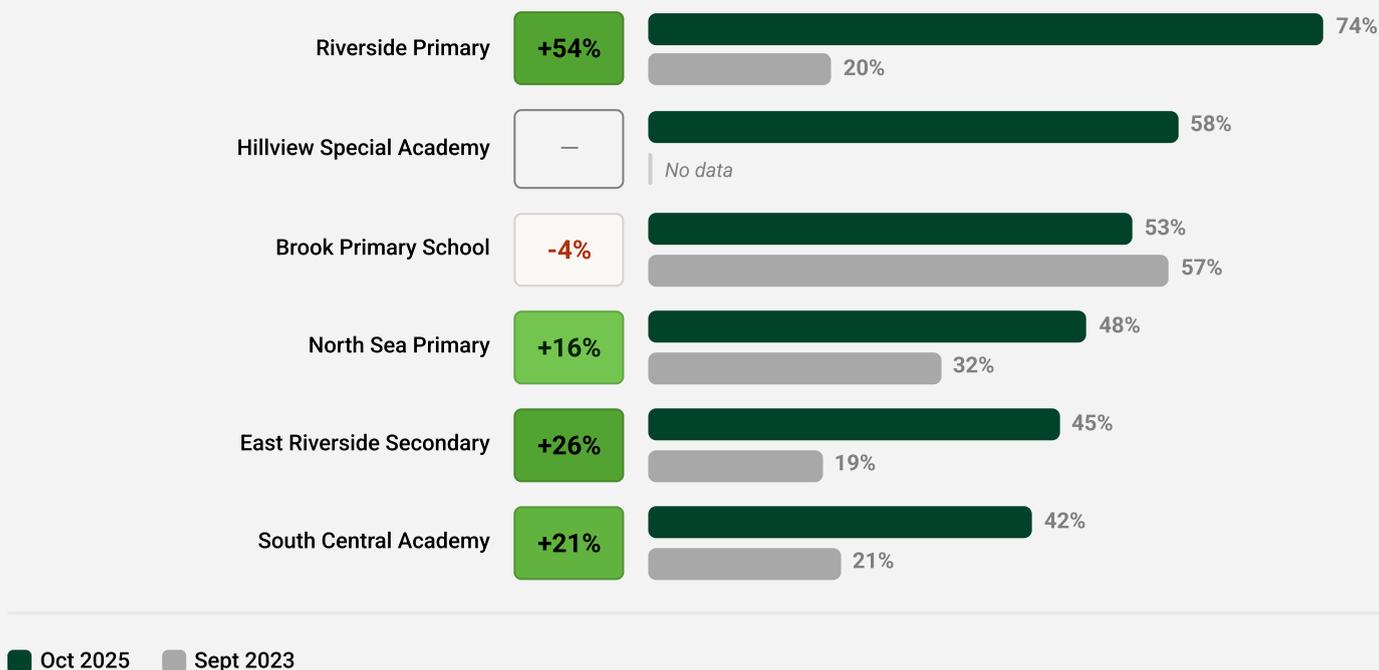


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Most schools reported results between 37% and 63%. Riverside Primary had the highest proportion of positive responses, considerably above all other schools, and was also the most improved school compared with the previous survey, with an increase of 52%. East Riverside Secondary had the lowest proportion of positive responses, considerably below the rest, though it was among the most improved schools compared with the previous survey, with an increase of 15%. When compared with the benchmark, results were mixed, with 4 out of 7 schools falling below it. For schools that had results in the previous survey, the average score increased from 21% to 47%.

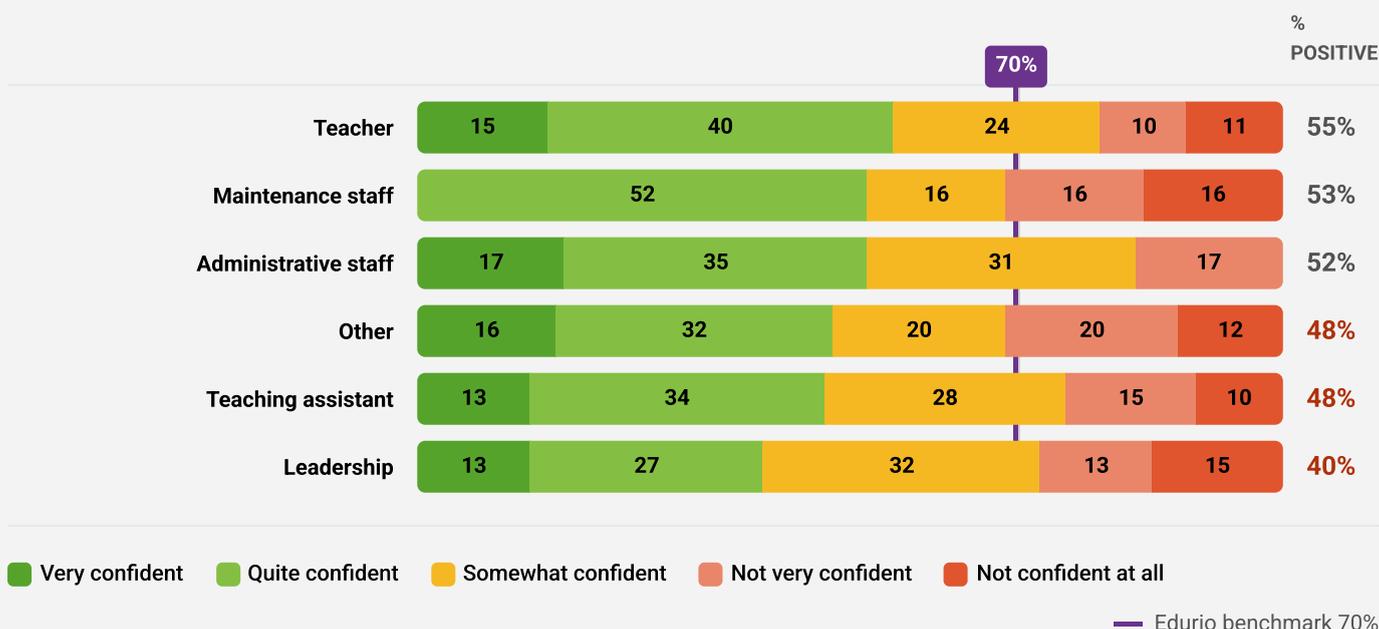
How confident are you that being part of the Trust is beneficial?

% responding 'Very confident' or 'Quite confident'



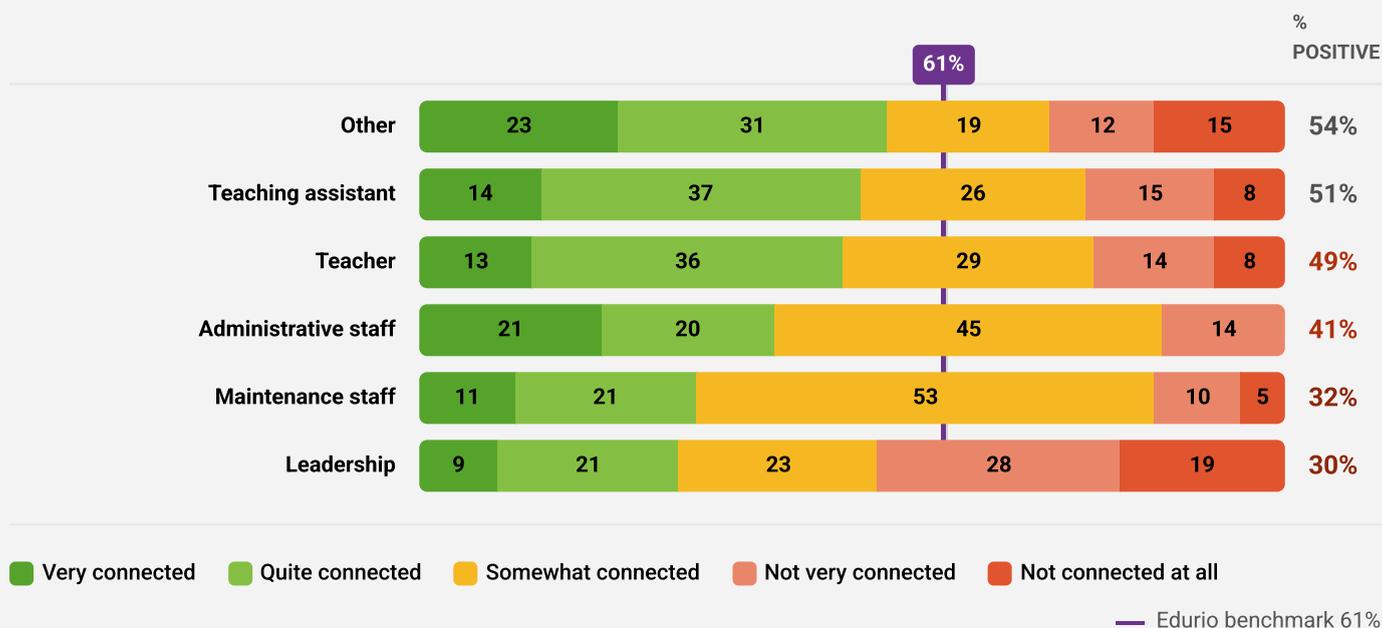
Riverside Primary had the highest proportion of positive responses, which were notably higher than those at other schools, and it was the only school to score above the benchmark. When compared with the previous survey, Riverside Primary also showed the most improvement, with an increase of 54%. Five out of six schools fell below the benchmark. Among the schools with results in both surveys, the average score rose from 30% to 52%.

How confident are you that being part of the Trust is beneficial?



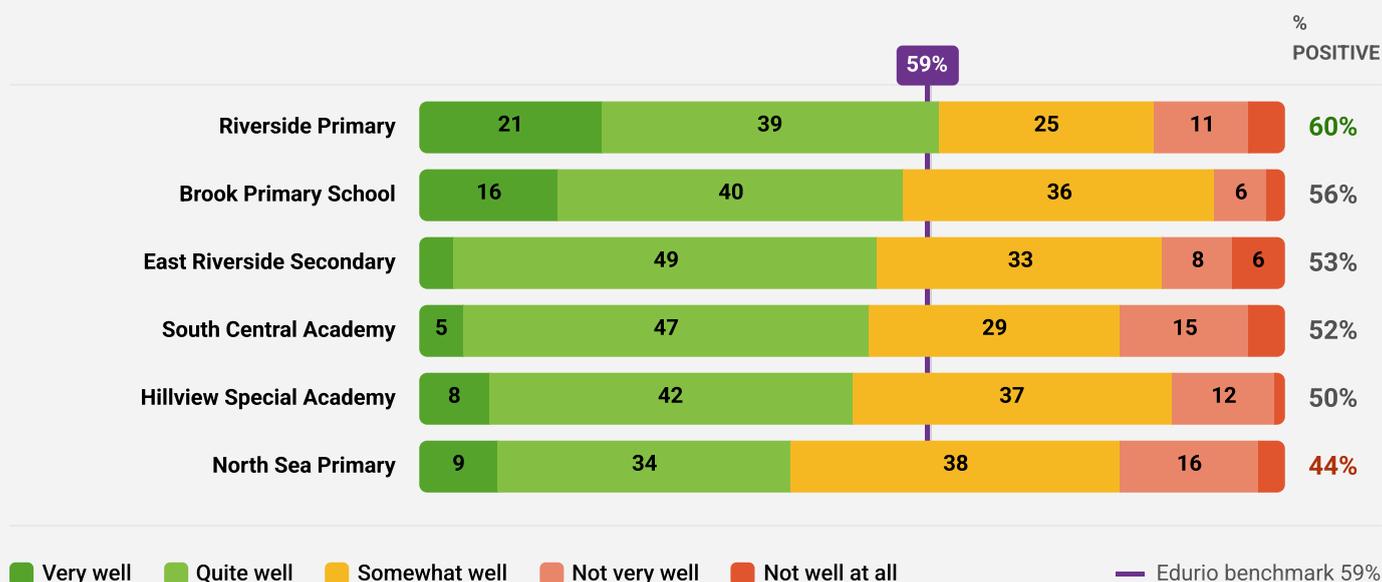
Leadership scored considerably below the group average, with all professions falling below the benchmark. The overall results show an improvement when compared to the previous survey, with the group average rising from 35% to 49%. Despite this gain, both Leadership and Maintenance staff experienced a notable decline.

How connected to the Trust community do you feel?



The vast majority of professions recorded results ranging from 41% to 54%, with all professions falling below the benchmark. Compared with the previous survey, however, overall performance improved considerably, as the group average rose from 23% to 43%.

How well are knowledge and good practice shared across the Trust?



The results displayed considerable variation across schools, ranging from moderately high to fairly low, with a 16 percentage point spread. Five out of six schools fell below the benchmark, with only Riverside Primary performing in a manner consistent with it. When comparing schools that participated in both surveys, the average score rose from 48% to 53%. Nevertheless, North Sea Primary and Brook Primary School experienced a notable decline in their results.

AREA: NOTABLE GROWTH

You are seeing indications of a solid improvement. It appears the initiatives in place may be starting to have the desired effect.



Communication module shows notable growth compared with the last survey.

- **Celebrate:** This positive trend suggests you are on the right path.
- **Reflect:** Look for variation between groups. Are some areas driving this growth while others remain static? What can you learn from the high-performing areas?
- **Enquire:** What does this growth mean for your staff? Consider asking them how these improvements have impacted their daily working lives to deepen your understanding.

AREA: NOTABLE GROWTH

Communication

These are the overall results for the Communication module. They are significantly above the benchmark. Compared with the previous results, they show a clear improvement.

64%

Positive responses

+11%

Difference from previous

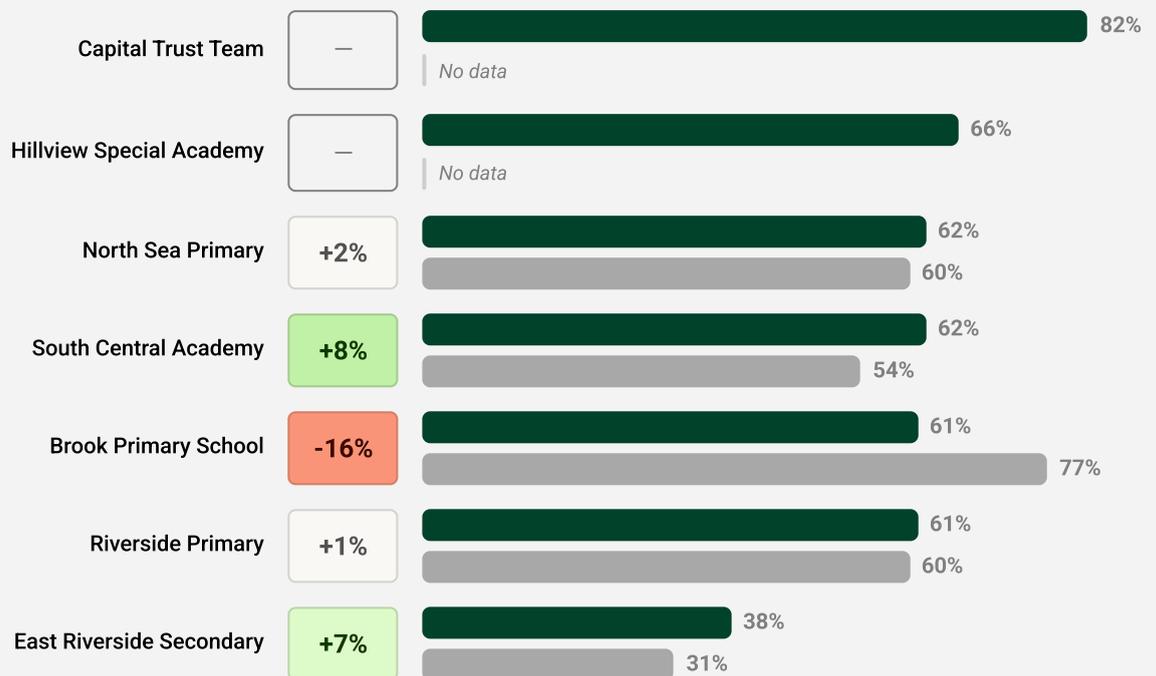
+12%

Difference from benchmark

Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
In general, how satisfied are you with the communication between you and your leadership?	64%	-	+15%
How often is information about work-related day-to-day changes communicated to you in a timely manner?	58%	+11%	+13%
How satisfied are you with the communication among staff in general?	70%	-	+10%

How often is information about work-related day-to-day changes communicated to you in a timely manner?

% responding 'Very often' or 'Quite often'



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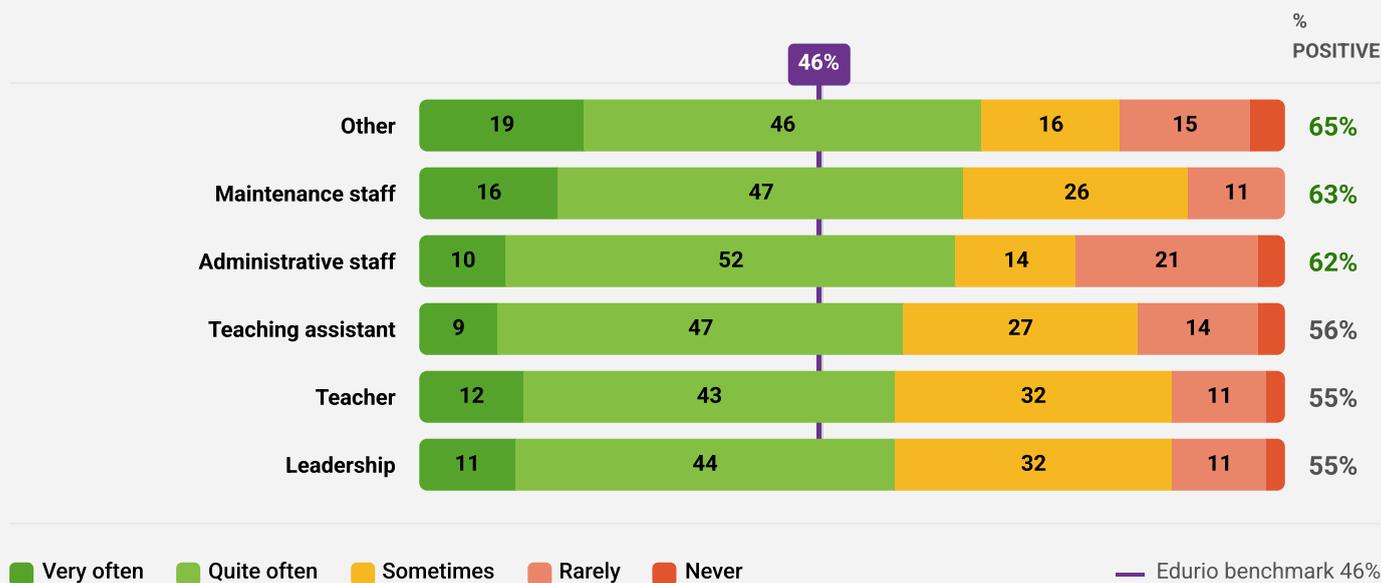
The results for most schools fell between 61% and 66%, with Capital Trust Team recording considerably higher positive responses than the other schools. East Riverside Secondary had the lowest proportion of positive responses, considerably lower than the rest. Six out of seven schools were above the benchmark, whilst only East Riverside Secondary fell below it. Where schools had participated in the previous survey, scores remained largely consistent, though the average increased slightly from 56% to 57%. Brook Primary School, however, showed a notable decrease of 16 percentage points.

In general, how satisfied are you with the communication between you and your leadership?



Most schools recorded positive responses in the range of 60% to 85%. Hillview Special Academy and Capital Trust Team were considerably above the group average, whilst East Riverside Secondary had the lowest proportion of positive responses, significantly lower than other schools in the group. Six out of seven schools scored above the benchmark, with East Riverside Secondary being the only school to fall below it.

How often is information about work-related day-to-day changes communicated to you in a timely manner?



Results differed across professions by 10 percentage points, with all professions scoring above the benchmark. The overall position improved in comparison with the previous survey, as the group average rose from 52% to 59%. Leadership professions, however, showed a notably lower result, declining by 17%.

How satisfied are you with the communication among staff in general?



Results differed considerably across schools, with a 35 percentage point spread. The average finding was moderately high. Hillview Special Academy was significantly above the group average, while East Riverside Secondary had the lowest proportion of positive responses and was notably lower than the other schools. Six out of seven schools were above the benchmark, with East Riverside Secondary being the only exception.

AREA: SIGNS OF STRENGTH

You are edging ahead of the comparison group.



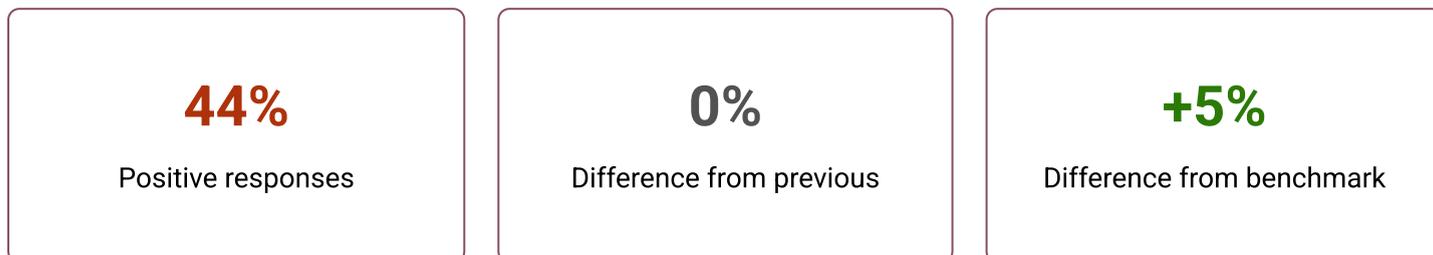
***Leadership dynamics, Safety and General job satisfaction* modules show signs of strength, performing slightly above the national average.**

- **Encourage:** You are doing better than most, though the margin is narrow.
- **Reflect:** Is this strength driven by a specific sub-group of schools or staff?
- **Enquire:** Be curious about the details. What are you doing well that others may be overlooking?

AREA: SIGNS OF STRENGTH

Leadership dynamics

These are the overall results for the Leadership dynamics module. They sit slightly above the benchmark. They show broad consistency with the previous results.



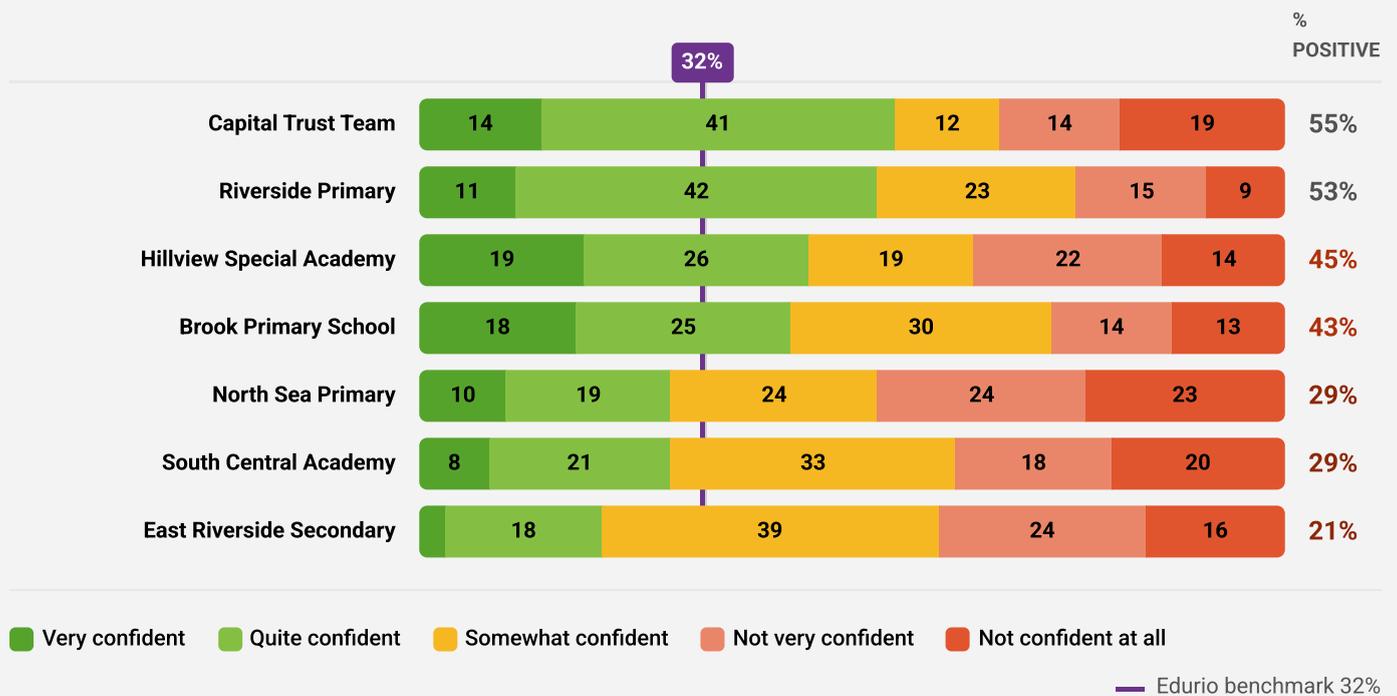
Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How appreciated by the leadership do you feel for your work?	45%	-	+3%
How confident are you that the leadership understand your professional challenges?	36%	+1%	+4%
How comfortable do you feel about openly voicing work-related concerns to the leadership?	52%	0%	+7%

How comfortable do you feel about openly voicing work-related concerns to the leadership?



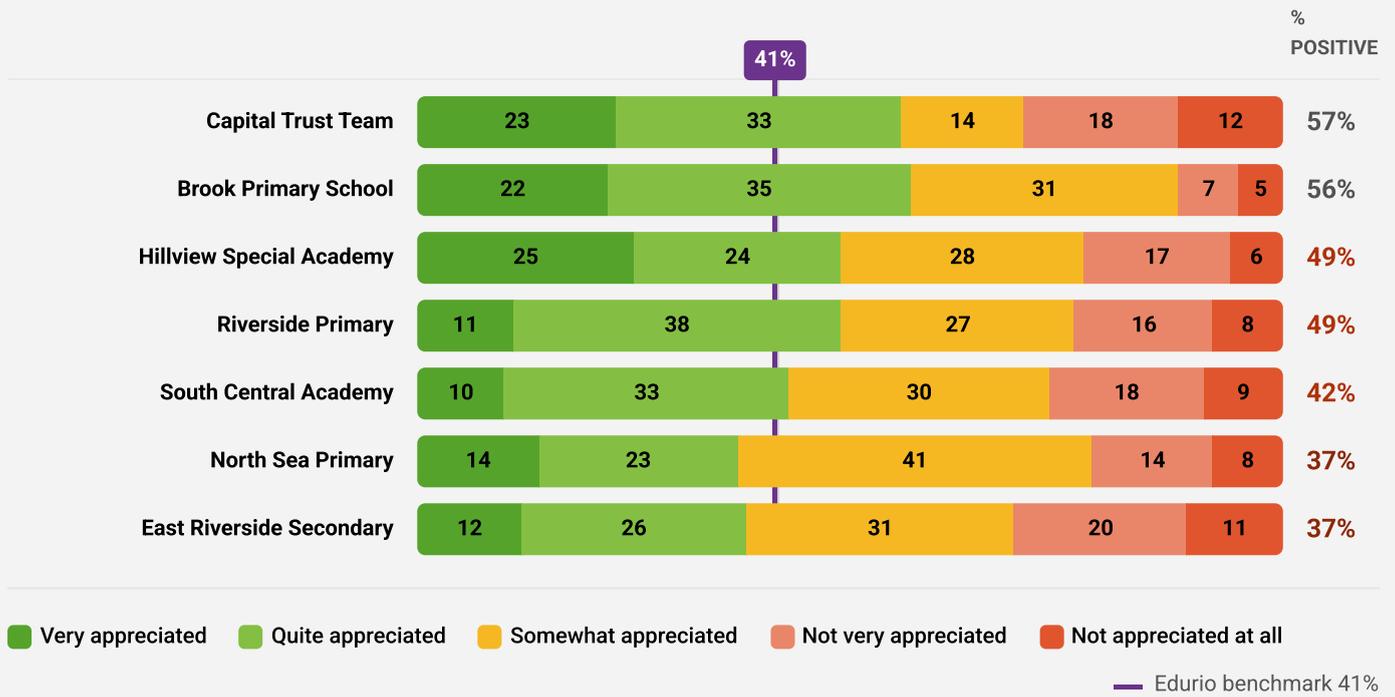
East Riverside Secondary had the lowest proportion of positive responses, considerably lower than the other schools. Six out of seven schools scored above the benchmark, while only East Riverside Secondary fell below it. Among schools with results from the previous survey, scores remained largely consistent, though the average declined from 57% to 54%. Brook Primary School, however, experienced a notable decrease of 24 percentage points.

How confident are you that the leadership understand your professional challenges?



Riverside Primary and Capital Trust Team were considerably above the group average. When compared with the benchmark, results were mixed, as 4 out of 7 schools scored above it. Among schools with results from the previous survey, the average score fell from 42% to 35%. Riverside Primary showed a notable improvement of 14 percentage points.

How appreciated by the leadership do you feel for your work?



Most schools reported results ranging from 37% to 49%. North Sea Primary and East Riverside Secondary were considerably below the group average. When compared with the benchmark, the picture was mixed, with five out of seven schools scoring above it.

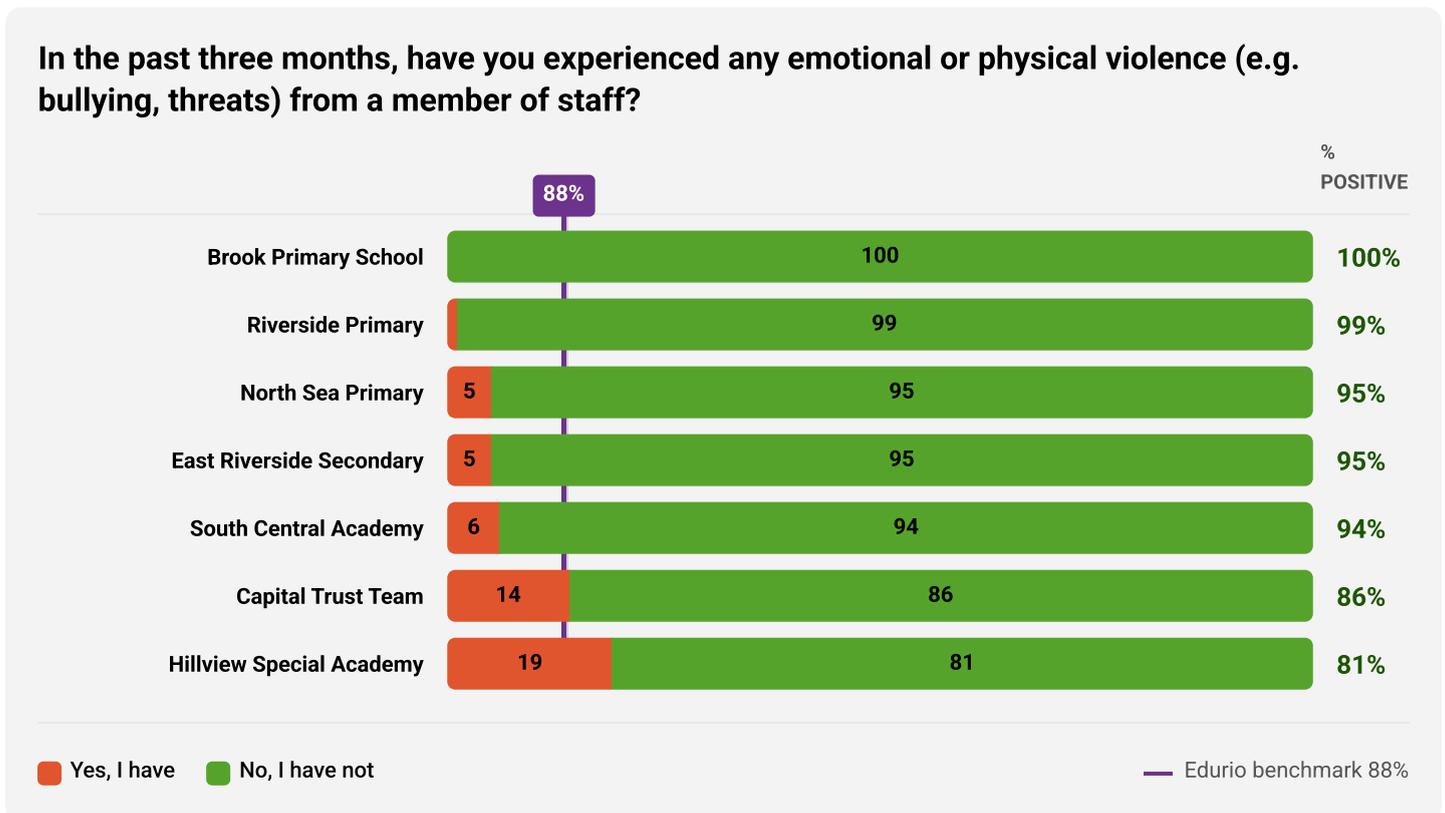
AREA: SIGNS OF STRENGTH

Safety

These are the overall results for the Safety module. They are slightly above the benchmark. Compared with the previous results, they are generally consistent.

<h3>91%</h3> <p>Positive responses</p>	<h3>+1%</h3> <p>Difference from previous</p>	<h3>+3%</h3> <p>Difference from benchmark</p>
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Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
In the past three months, have you experienced any emotional or physical violence (e.g. bullying, threats) from a pupil?	88%	+10%	+2%
In the past three months, have you experienced any emotional or physical violence (e.g. bullying, threats) from a member of staff?	93%	-3%	+4%
In the past three months, have you experienced any emotional or physical violence (e.g. bullying, threats) from a pupil's family member?	92%	-3%	+3%



Most schools recorded results ranging from 94% to 100%. Five of the seven schools scored above the benchmark, while Hillview Special Academy fell below it. Among the schools with comparable data from the previous survey, scores remained largely consistent, with the average rising slightly from 96% to 97%.

In the past three months, have you experienced any emotional or physical violence (e.g. bullying, threats) from a pupil's family member?



Most schools had results ranging from 94% to 95%. Five out of six schools scored above the benchmark, with East Riverside Secondary being the only school below it. Among schools that participated in both surveys, scores remained largely consistent, though the average dipped slightly from 95% to 93%. East Riverside Secondary, however, showed a considerable decrease of 11%.

In the past three months, have you experienced any emotional or physical violence (e.g. bullying, threats) from a pupil?

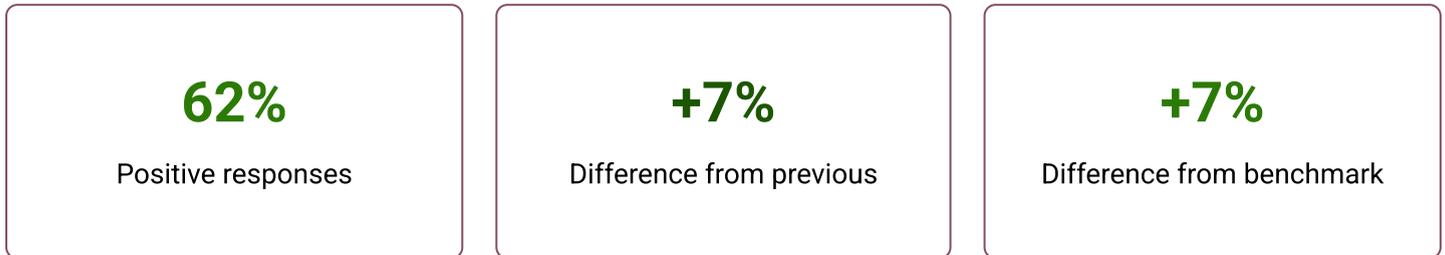


Most schools reported results ranging from 90% to 96%. Four of the six schools scored above the benchmark, whilst Brook Primary School and South Central Academy fell below it. Among the schools that participated in both the current and previous survey, the average score rose from 78% to 88%.

AREA: SIGNS OF STRENGTH

General job satisfaction

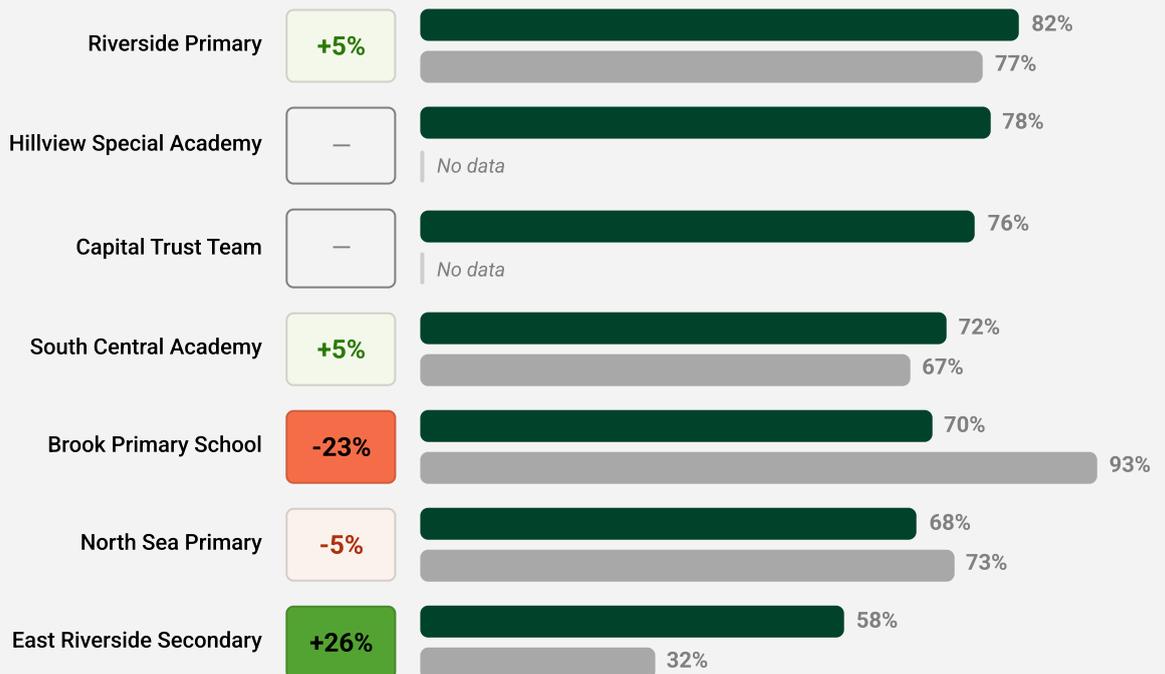
These are the overall results for the General job satisfaction module. They are significantly above the benchmark. Compared with the previous results, there is a clear improvement.



Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
On a scale from 1-10, how likely are you to recommend your workplace as a good place to work?	71%	+12%	+5%
In the past three months, how often have you considered resigning from your post?	52%	+2%	+7%

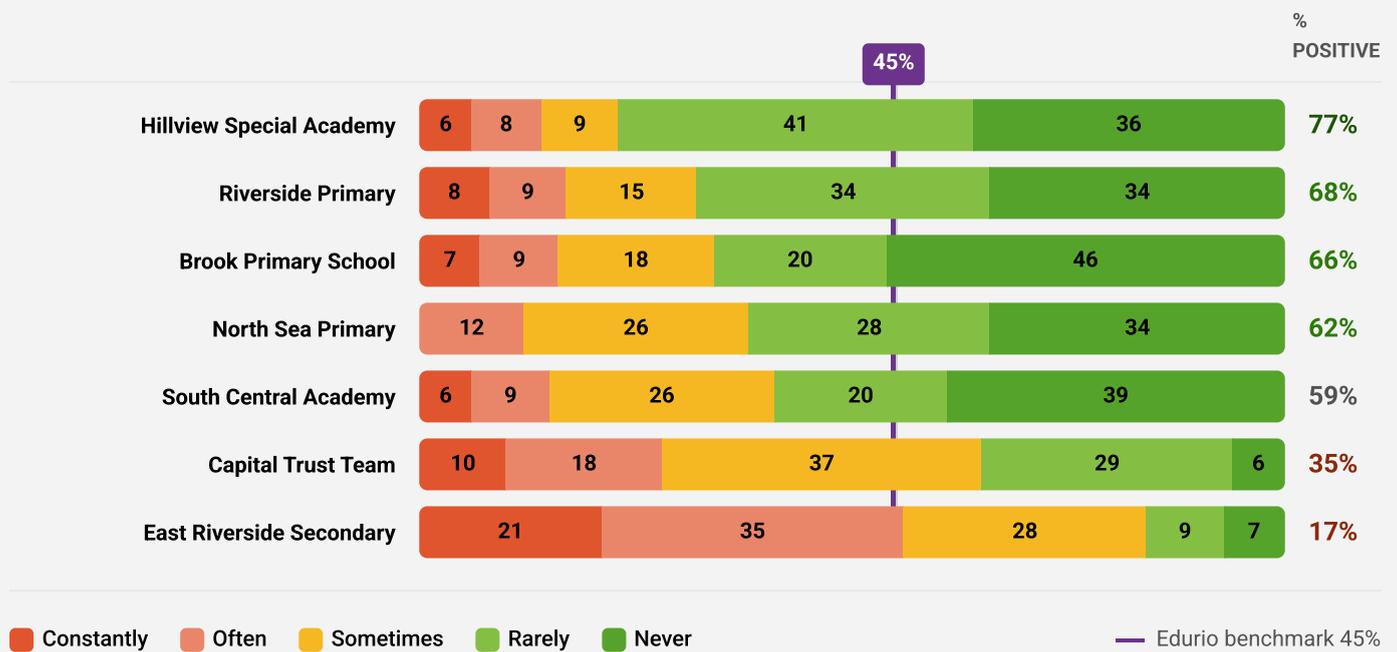
On a scale from 1-10, how likely are you to recommend your workplace as a good place to work?

% responding positively



Riverside Primary scored considerably above the group average, whilst East Riverside Secondary recorded the lowest proportion of positive responses, which were considerably lower than other schools in the group. Despite this, East Riverside Secondary showed the most improvement when compared with the previous survey, with an increase of 26%. Five out of seven schools performed above the benchmark, with only East Riverside Secondary falling below it. For schools with comparable data from the previous survey, responses remained largely consistent overall, though the average increased slightly from 68% to 70%. Brook Primary School, however, experienced a notable decrease of 23%.

In the past three months, how often have you considered resigning from your post?



The results for most schools fell within the range of 59% to 77%. Hillview Special Academy scored considerably above the group average, whilst East Riverside Secondary had the lowest proportion of positive responses and was significantly lower than other schools. East Riverside Secondary also experienced the largest decline compared with the previous survey, with a decrease of 24%. Five out of seven schools were above the benchmark, with only East Riverside Secondary and Capital Trust Team falling below it. For schools with results in the previous survey, scores remained largely consistent overall, though the average decreased slightly from 56% to 54%. South Central Academy and Riverside Primary showed notable improvement over this period, whereas East Riverside Secondary and Brook Primary School showed notable decline.

AREA: NOTABLE DECREASE

There has been a clear decline in positive responses. This suggests the team may be feeling the impact of recent challenges.



Health and emotional wellbeing and Pay and Benefits modules show a notable decrease.

- **Listen:** This is a key opportunity to demonstrate that you are listening. Staff have used this survey to signal that things are harder than before.
- **Reflect:** What has changed in the internal or external environment? Look at the breakdown by groups - is this shift universal, or concentrated in specific areas?
- **Enquire:** Continue the dialogue with an open mind. Invite staff to help you understand the reason for the change in the scores.

AREA: NOTABLE DECREASE

Health and emotional wellbeing

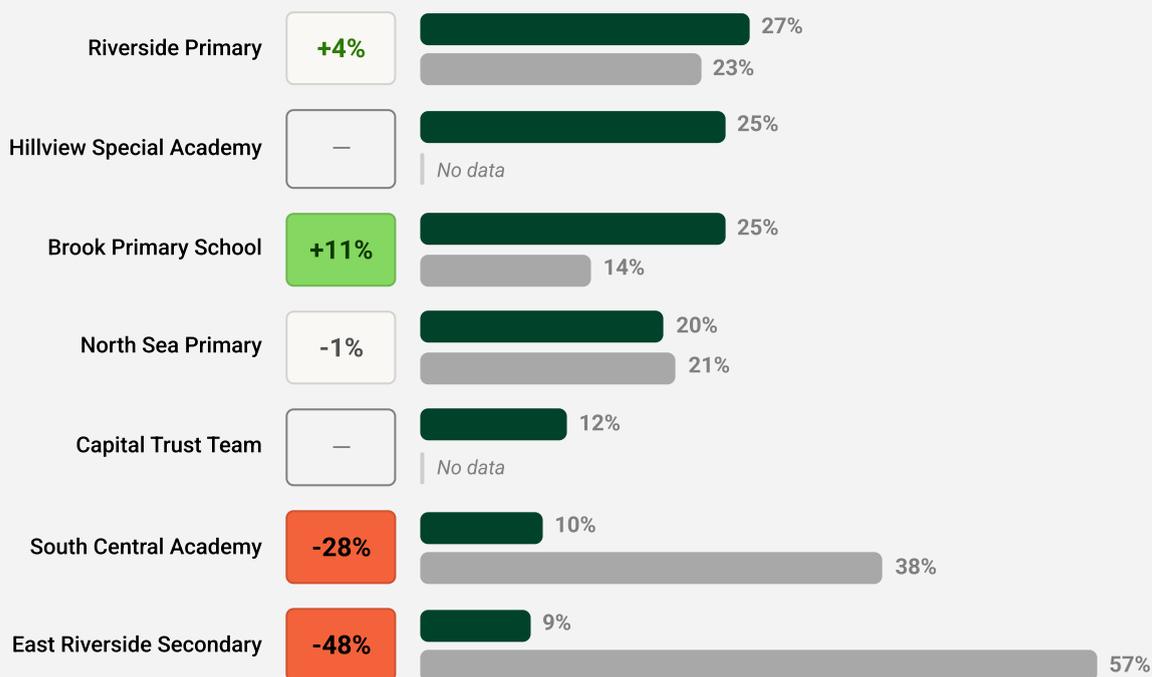
These are the overall results for the Health and emotional wellbeing module. They show general alignment with the benchmark. Compared with the previous results, there is a clear decrease.



Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How often have you felt stressed lately?	17%	-22%	+2%
Overall, how well do you feel lately physically and mentally?	45%	+12%	-2%
How well have you slept lately?	44%	-8%	-7%

How often have you felt stressed lately?

% responding 'Rarely' or 'Never'

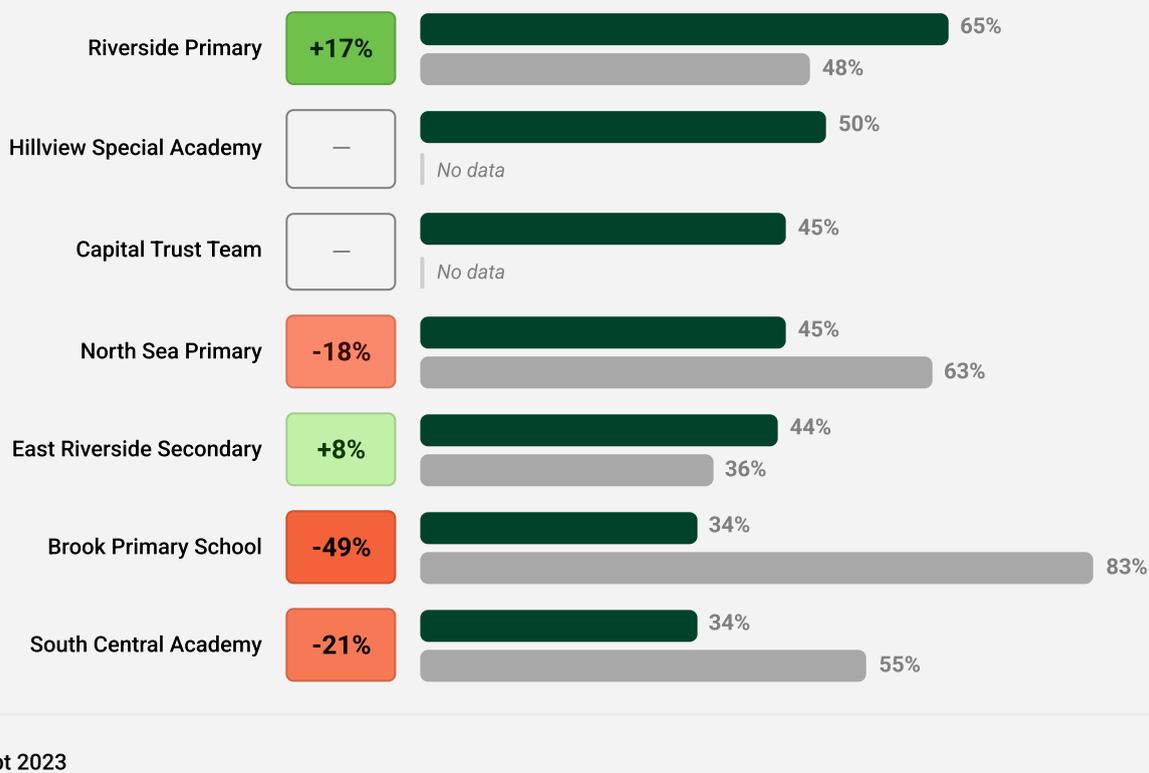


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East Riverside Secondary and South Central Academy performed considerably below the group average, and both experienced among the largest falls in results compared with the previous survey. When set against the benchmark, the picture was mixed, with four of the seven schools scoring above it. Among schools with comparable data from the previous survey, the average score declined from 31% to 17%. Brook Primary School showed notable improvement, with an increase of 11 percentage points.

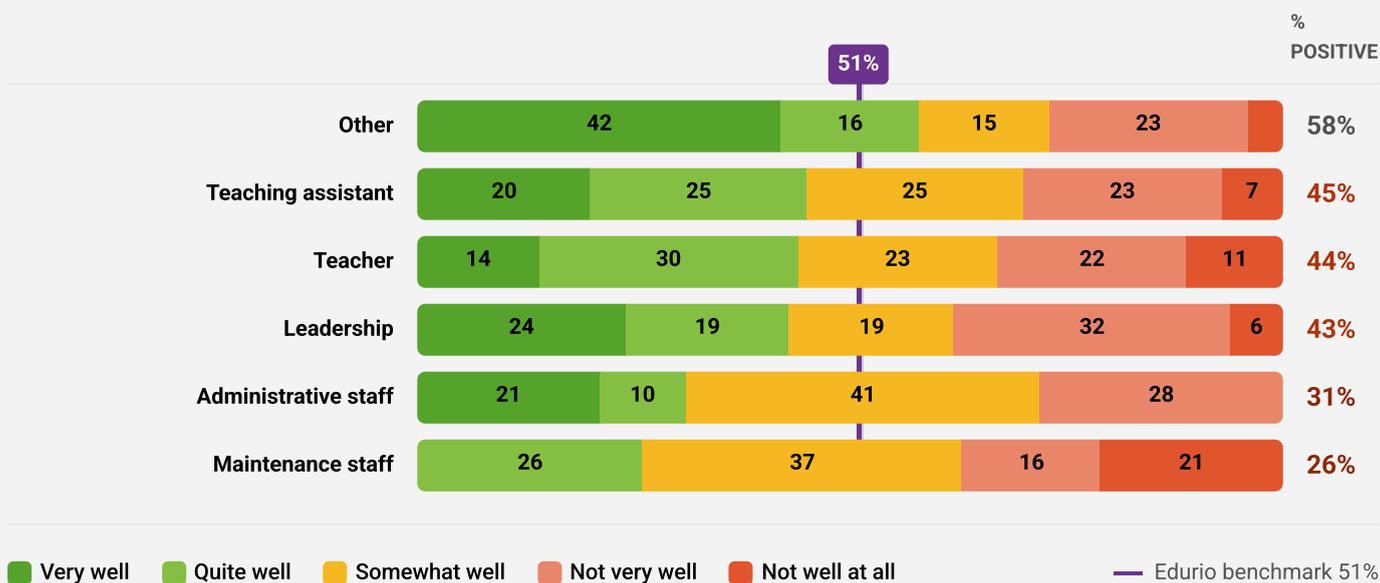
How well have you slept lately?

% responding 'Very well' or 'Quite well'



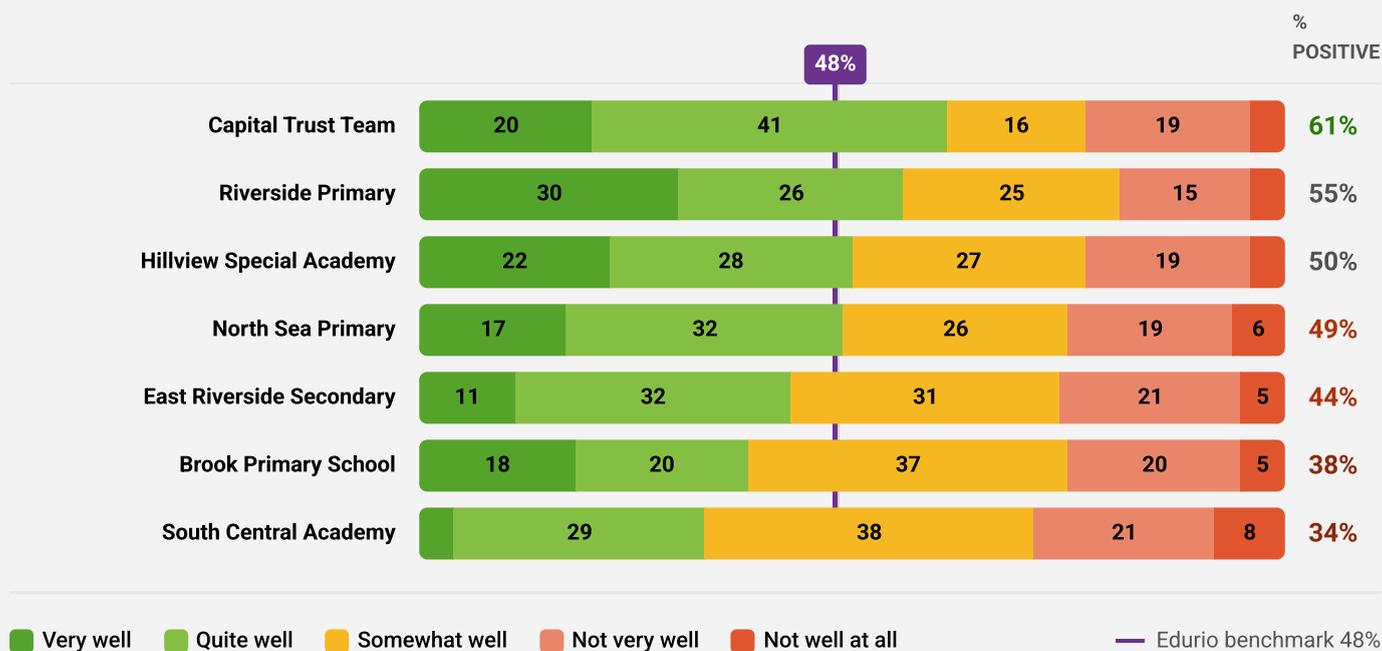
Most schools recorded results between 34% and 45%, with Riverside Primary recording considerably higher positive responses than the other schools. Riverside Primary was the only school to exceed the benchmark. When compared with the previous survey, Riverside Primary also showed the greatest improvement, with an increase of 17%. Five out of seven schools fell below the benchmark. Among the schools with results from both surveys, the average score declined from 57% to 44%.

How well have you slept lately?



'Other' staff recorded considerably higher positive responses than all other professions and were the only profession to score above the benchmark. Five out of six professions fell below the benchmark, with Maintenance staff and Administrative staff scoring notably below the group average. The overall results have declined in comparison to the previous survey, with the group average dropping from 57% to 41%.

Overall, how well do you feel lately physically and mentally?



Capital Trust Team scored considerably above the group average, while South Central Academy and Brook Primary School both scored considerably below it. When compared with the benchmark, findings were mixed across the seven schools, with three falling below the benchmark. Among schools with comparable data from the previous survey, the average score rose from 39% to 44%. Brook Primary School, however, experienced a notable decrease of 28 percentage points.

AREA: NOTABLE DECREASE

Pay and Benefits

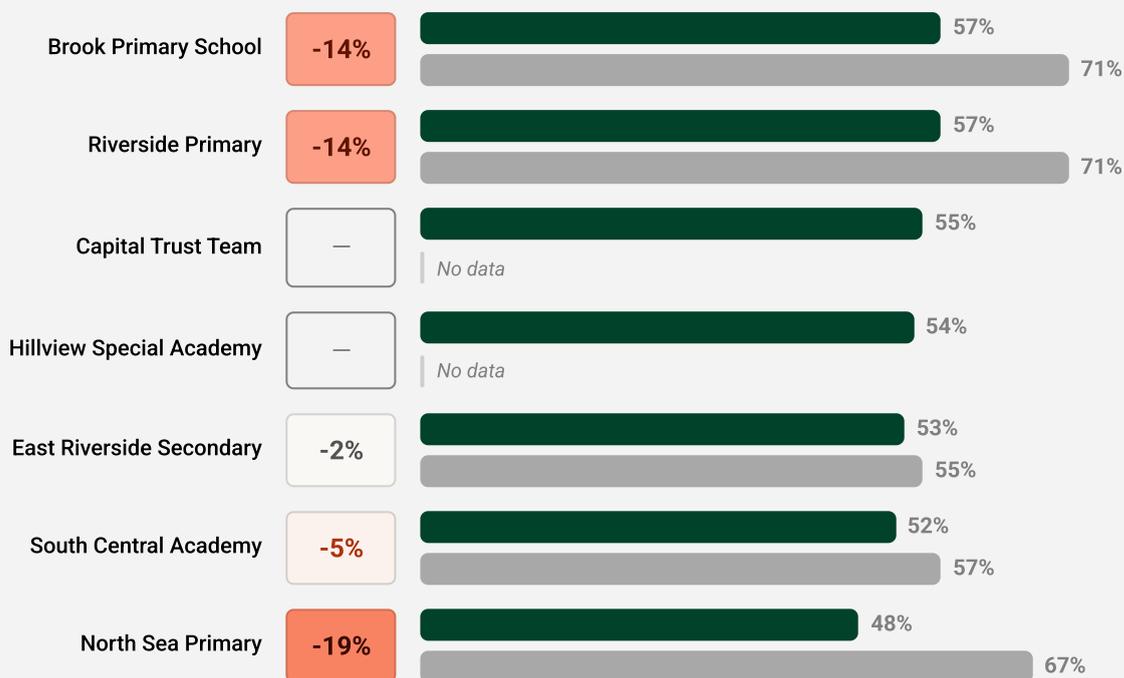
These are the overall results for the Pay and Benefits module. They are slightly above the benchmark. Compared with the previous results, they show a slight decrease.



Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How fair is your pay, compared to similar roles in the organisation?	50%	0%	+3%
How suitable to your personal needs are employee benefits, e.g., health care, insurance, time off etc., provided by your workplace?	53%	-9%	-1%
How satisfied are you with the options for flexible working currently available to you (including options for part-time work)?	39%	-	+7%

How suitable to your personal needs are employee benefits, e.g., health care, insurance, time off etc., provided by your workplace?

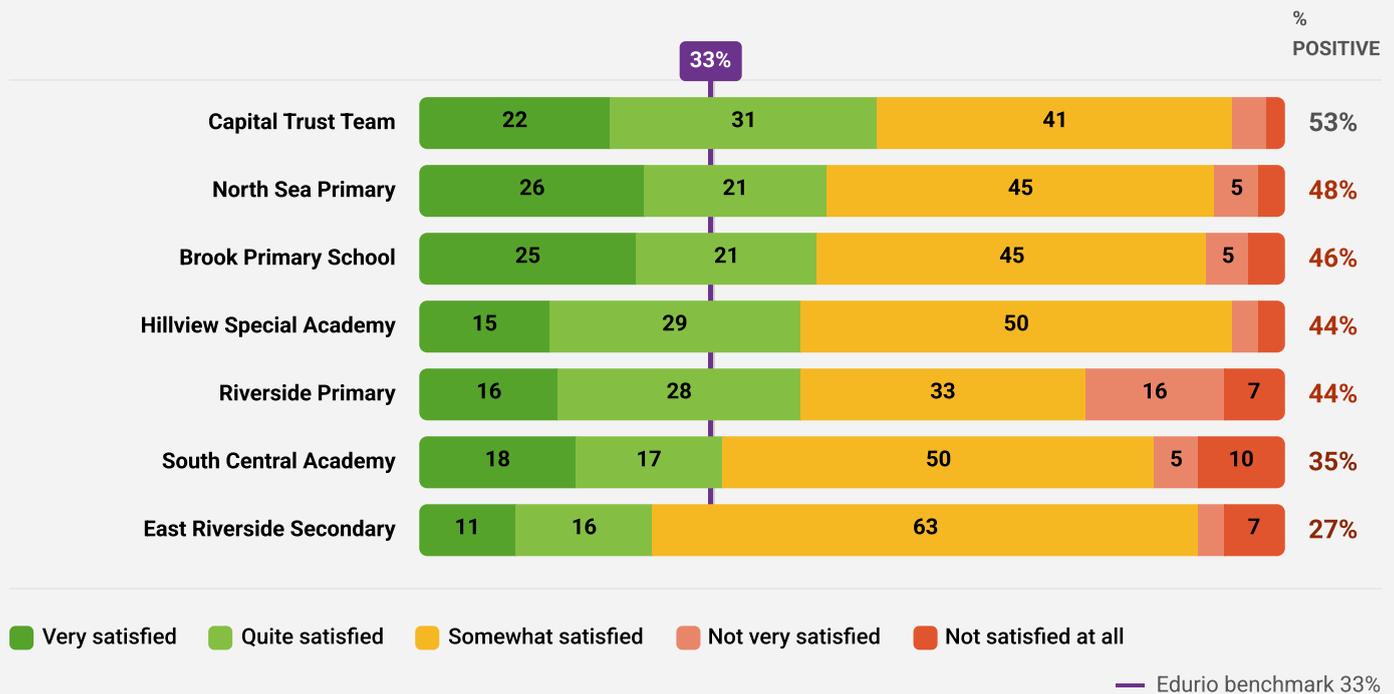
% responding 'Very suitable' or 'Quite suitable'



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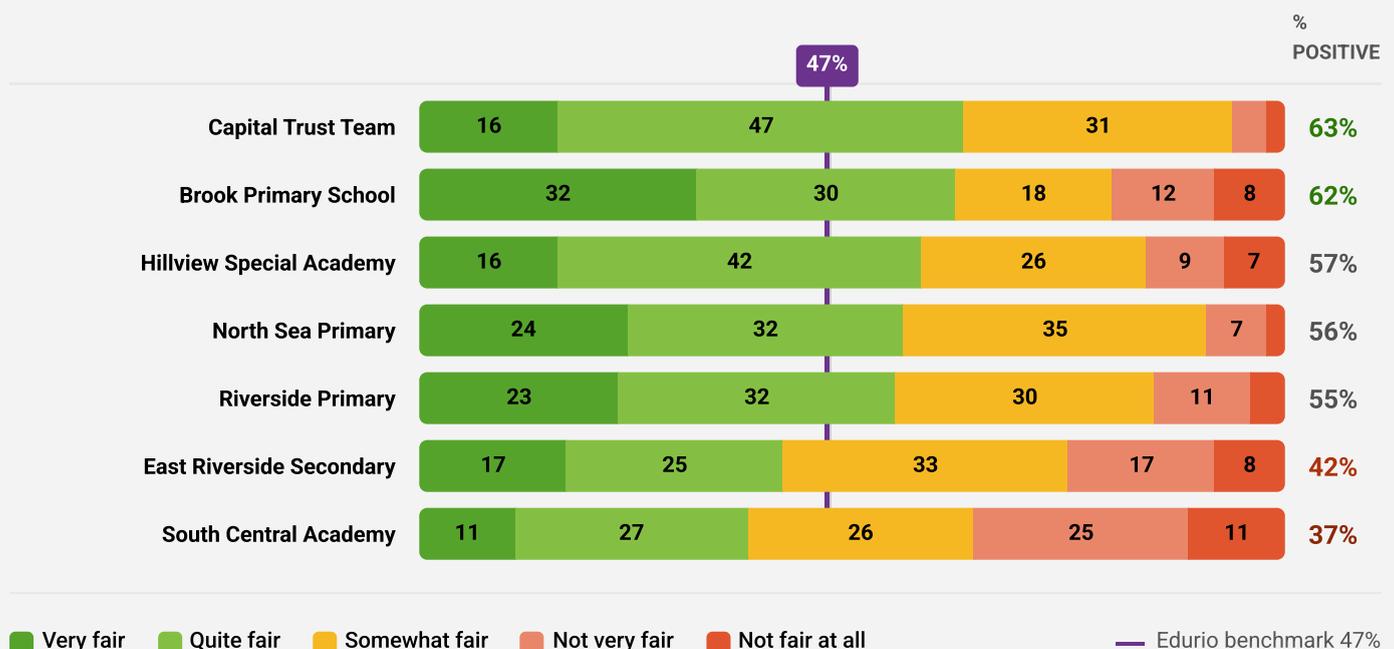
Results differed across the seven schools, spanning 9 percentage points. When set against the benchmark, the picture was mixed, with four schools producing findings largely consistent with it. Among schools for which comparable data exist from the previous survey, the average score fell from 64% to 53%.

How satisfied are you with the options for flexible working currently available to you (including options for part-time work)?



Most schools reported results falling between 44% and 53%, with five out of seven schools scoring above the benchmark. Only East Riverside Secondary fell below this threshold.

How fair is your pay, compared to similar roles in the organisation?



The majority of schools reported results ranging from 55% to 63%, though South Central Academy and East Riverside Secondary stood out for scoring considerably lower than their counterparts, with

South Central Academy recording the lowest proportion of positive responses. Five out of seven schools surpassed the benchmark, leaving only South Central Academy and East Riverside Secondary below it. Among schools that participated in the previous survey, scores remained largely stable, though the average dipped marginally from 51% to 50%.

AREA: CLEAR GAP

You are noticeably underperforming compared with peers in the sector.



Workload module shows a clear gap, falling noticeably below the benchmark.

- **Explore:** This suggests an area of relative weakness in the staff experience compared with the wider sector.
- **Reflect:** Is there a structural reason for this? Or is it a cultural difference?
- **Enquire:** Don't assume the cause. Ask staff to share their views on why other organisations may be scoring higher and what your organisation might be overlooking.

AREA: CLEAR GAP

Workload

These are the overall results for the Workload module. They are notably below the benchmark. Compared with the previous results, they show a slight improvement.

26%

Positive responses

+3%

Difference from previous

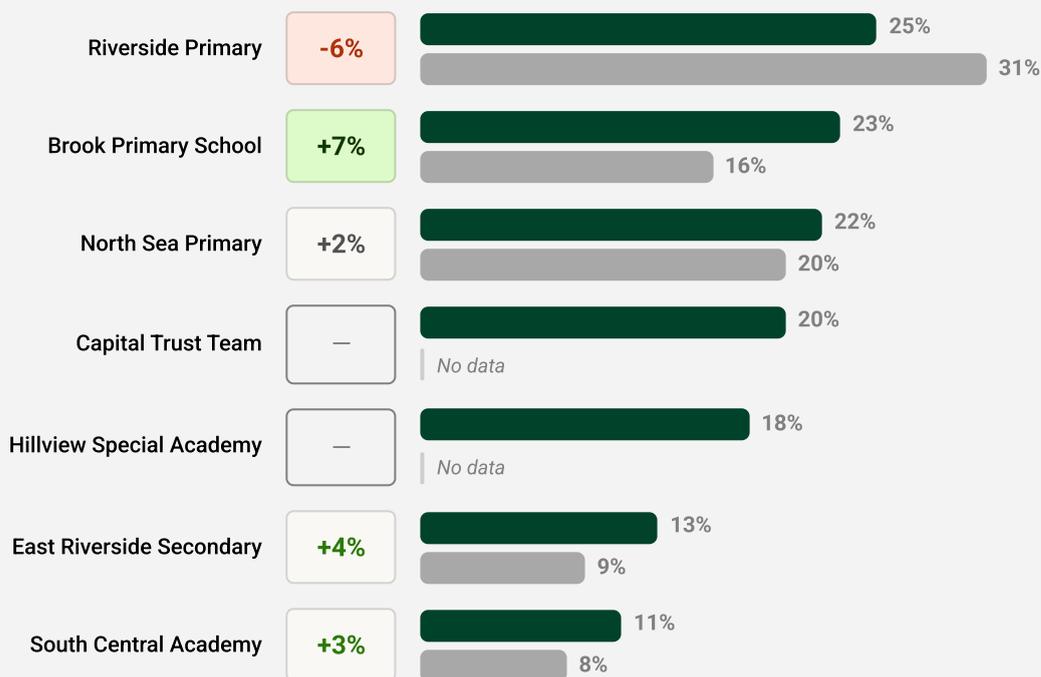
-7%

Difference from benchmark

Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How easy is it to stay on top of your work responsibilities?	29%	-	-5%
To what extent can you plan your day in a way that works for you?	32%	+2%	-10%
How often do you feel overworked?	17%	+4%	-6%

How often do you feel overworked?

% responding 'Rarely' or 'Never'

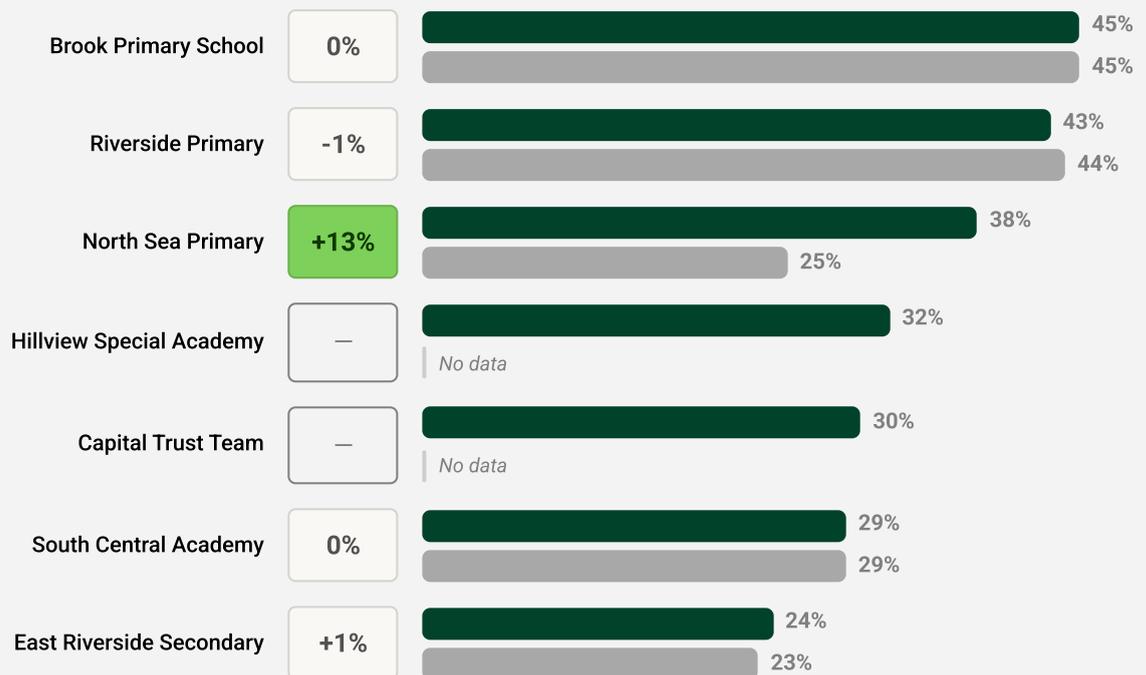


■ Oct 2025 ■ Sept 2023

Most schools recorded results within the range of 18% to 25%. When set against the benchmark, the findings were mixed, with 4 out of 7 schools falling below it. Among the schools with comparable data from the previous survey, scores remained largely consistent, though the average rose slightly from 17% to 19%.

To what extent can you plan your day in a way that works for you?

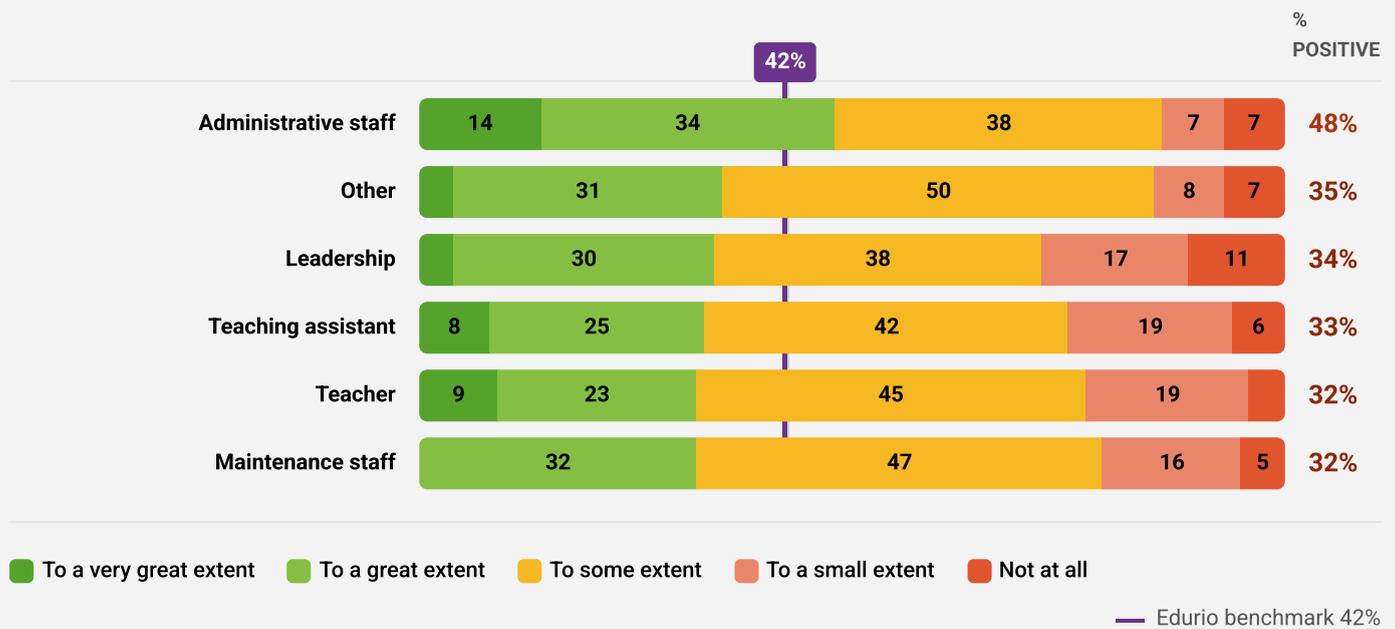
% responding 'To a very great extent' or 'To a great extent'



■ Oct 2025 ■ Sept 2023

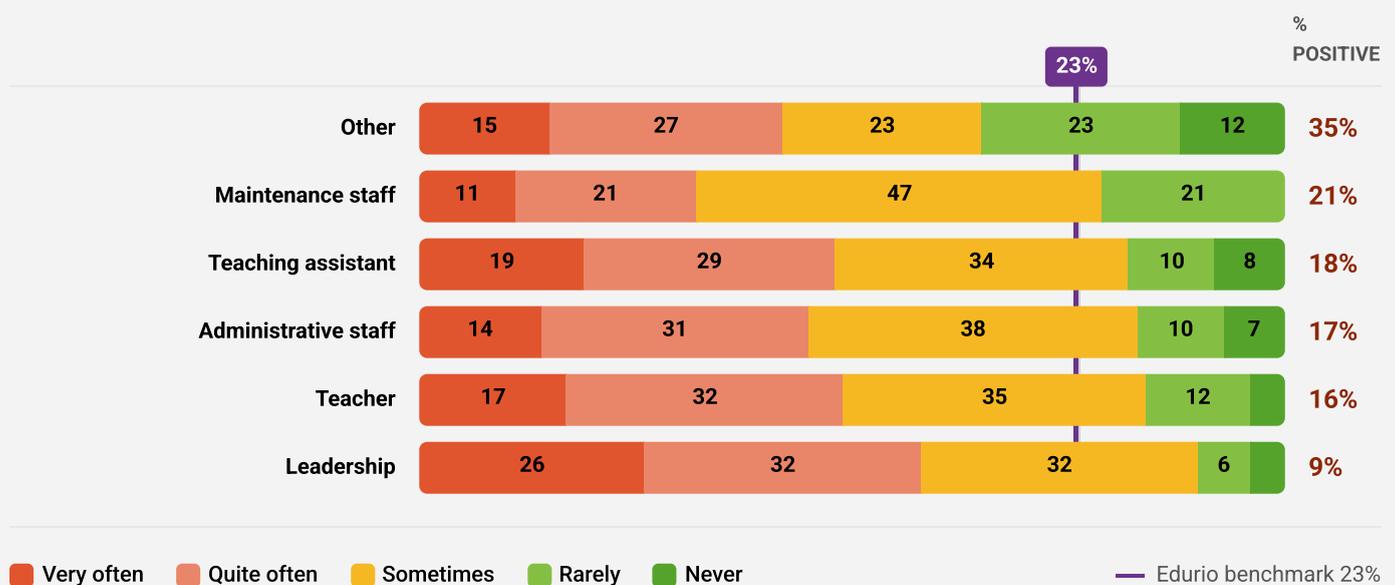
Results differed considerably across the seven schools, spanning 21 percentage points. Overall, the results were low, with five schools recording responses below the benchmark and only Brook Primary School positioned above it. Among schools that participated in the previous survey, responses remained largely consistent, though the average increased slightly from 33% to 36%. North Sea Primary showed considerable improvement, with an increase of 13 percentage points.

To what extent can you plan your day in a way that works for you?



Most professions recorded positive response rates between 32% and 35%, with `Administrative staff` standing out considerably above the others as the only profession to exceed the benchmark. Five out of six professions fell below the benchmark. Compared with the previous survey, the overall findings were largely consistent, though the group average increased from 33% to 36%. `Teaching assistants` and `Leadership` demonstrated significant improvement, whereas `Other` staff experienced a significant decline of 14%.

How often do you feel overworked?



Most professions showed positive response rates ranging from 16% to 21%. `Other` staff were considerably more positive than the remaining professions and stood out as the only profession to

exceed the benchmark. Five out of six professions fell below the benchmark. When compared with the previous survey, the overall results were lower, with the group average declining from 24% to 19%. Teachers, however, demonstrated notable improvement, with their positive responses rising by 11 percentage points.

RESULTS: OTHER MODULES

This section summarises the results for the remaining modules of the survey. These findings were less prominent than the focus areas discussed earlier, but remain relevant for a complete understanding of staff experience.

As you look through these results, consider:

- Are the scores aligned with your ambitions in these areas? If you were expecting change, has this been realised?
- What might you know or want to find out about the context (people, processes, events, etc.) of these modules to better understand these results?

RESULTS: OTHER MODULES

Staff support and relationships

These are the overall results for the Staff support and relationships module. They are broadly in line with the benchmark. Compared with the previous results, there is a slight improvement.

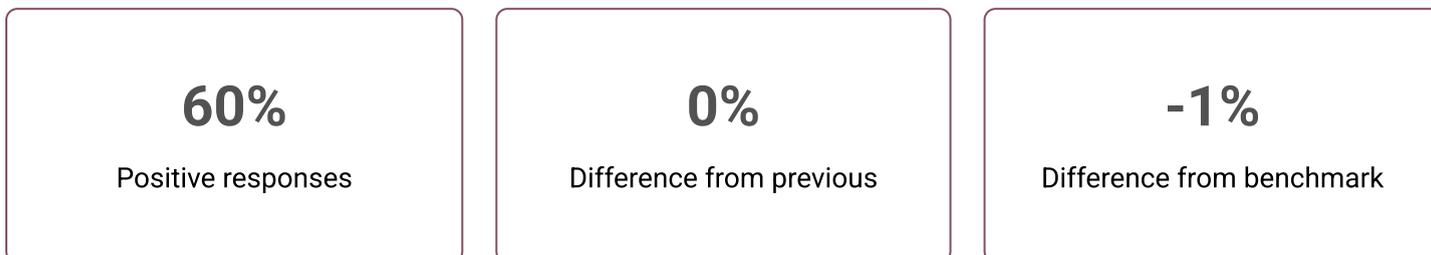


Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How comfortable are you with asking your colleagues for help when you need it?	89%	-	+2%
To what extent do you feel like a part of a team with your colleagues?	76%	+3%	-3%
How respected by your colleagues do you feel?	87%	-	+1%

RESULTS: OTHER MODULES

Career opportunities

These are the overall results for the Career opportunities module. They are largely consistent with the benchmark. Compared with the previous results, they are largely consistent.



Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How satisfied are you with the performance management (appraisal) procedures in your workplace?	57%	-1%	+2%
How satisfied are you with opportunities for career progression in your workplace?	46%	-	-1%
Have you ever felt discouraged from applying for promotion in your time here?	88%	+2%	0%
How well do the professional development activities available to you suit your needs?	45%	-	-7%

RESULTS: OTHER MODULES

Pupil behaviour

These are the overall results for the Pupil behaviour module. They broadly align with the benchmark. Compared with the previous results, there is a slight improvement.

41%

Positive responses

+4%

Difference from previous

+1%

Difference from benchmark

Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How easy is it to get support with pupil behaviour?	54%	-	+4%
How good is pupil behaviour across the school?	33%	-	+2%
How often is your work disrupted by poor pupil behaviour?	35%	+4%	-5%

SCHOOL COMPARISON MATRIX

The school comparison matrix displays each school's proportion of positive responses for every module.



The modules and schools are sorted from the highest to the lowest based on their scoring and the module average.

As you look through these results, consider:

- If there are specific schools with higher or lower results all around, ask yourself why that could be. Check response rates of individual schools.
- What might you know or want to find out about the context (people, processes, events, etc.) of these modules to better understand the situation in the schools?

SCHOOL COMPARISON MATRIX 1/1

MODULE	Riverside Primary	Hillview Special Academy	Capital Trust Team	Brook Primary School	North Sea Primary	Capital Academy Trust	South Central Academy	East Riverside Secondary
Overall Score	64%	60%	60%	56%	56%	54%	50%	46%
Safety	97%	88%	86%	90%	95%	91%	90%	91%
Staff support and relationships	91%	86%	86%	89%	85%	84%	79%	80%
Communication	69%	79%	84%	67%	62%	64%	64%	42%
General job satisfaction	75%	77%	56%	68%	65%	62%	66%	37%
Career opportunities	68%	65%	65%	57%	62%	60%	52%	57%
Trust perception	71%	57%	63%	52%	47%	50%	44%	41%
Professional support	58%	54%	55%	47%	50%	48%	41%	43%
Pay and Benefits	52%	52%	57%	55%	51%	47%	41%	40%
Leadership dynamics	53%	48%	59%	53%	43%	44%	41%	32%
Pupil behaviour	59%	50%	63%	39%	44%	41%	33%	31%
Health and emotional wellbeing	49%	42%	39%	32%	38%	35%	26%	32%
Workload	37%	24%	20%	35%	30%	26%	25%	20%

NEXT STEPS

Explore national staff insights and best-practice tips

You now have the data to understand the staff experience at Capital Academy Trust. Use our insights reports and best-practice guides to compare your results with national trends and develop targeted strategies for improvement

School Staff Experience Report

See what's most changed in how staff describe work and culture in schools.

[Read the report →](#)

Balancing Staff Workload Guide

Get workload balance tips from top performing school and trust leaders.

[Get the guide →](#)

Embedding TrustWide Values

Explore how leading trusts embed their values into everyday school life.

[Get the blog →](#)

Turn staff feedback into a plan for progress

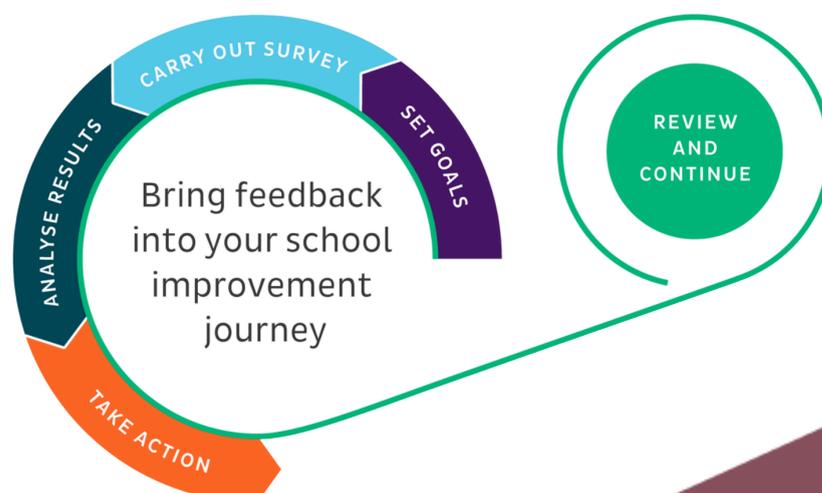
Moving from gathering data to taking action is the most important part of the school improvement process. Visit our Stakeholder Feedback Hub for practical tips and adaptable materials to help you turn survey results into meaningful change.

Visit the Hub for tips on:

[Effective survey analysis →](#)

[Communicating results with stakeholders →](#)

[Taking action to drive school improvement →](#)



EDURIO COMMUNITY: **BEST PRACTICE**

Becoming a Listening Organisation

Read how Ted Wragg Trust navigated one of its toughest moments not with anger or arrogance, but with humility and hope, and continues to become a stronger, more connected organisation as a result of the work.

[Keep reading →](#)

School Improvement Success

Learn how Windsor Academy Trust's methodical approach to survey feedback led to organisational improvement, increased engagement and empowerment of stakeholders, and more effective and targeted problem-solving.

[Keep reading →](#)

Stakeholder Voice Beyond Surveys

Explore how the Cabot Learning Federation uses surveys to embed voice work at every leadership level and ensure that their staff and pupils are not just consulted but actively included in shaping their school experience.

[Keep reading →](#)

Embracing Open Communication

Discover how the Pinnacle Learning Trust ensures trust-wide collaboration and clarity with a distributed leadership model, fostering active engagement across its academies and creating positive perceptions of leadership dynamics.

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A Strong Foundation for Growth

Uncover the strategies and approaches employed by Trinity Multi-Academy Trust to foster a strong organisational culture conducive to manageable and fulfilling workloads for staff across the organisation.

[Keep reading →](#)

Shared Belonging and Responsibility

Learn how The Priory Federation of Academies navigates between standardisation and autonomy to ensure centralised support while giving schools the liberty to customise their curricular and operational strategies.

[Keep reading →](#)

HOW TO USE THIS REPORT

What the results show:



Positive responses are those that belong to the top half of the possible responses. If there is a neutral middle response (coloured in yellow) when the number of possible responses is odd, that answer is not included in the positive responses. In Edurio questions, these will usually be the top two answer options (coloured in green). The value is expressed as 0-100% where 0% indicates no positive responses and 100% indicates all responses positive. A higher positive percentage is always better, no matter how the question is formulated.



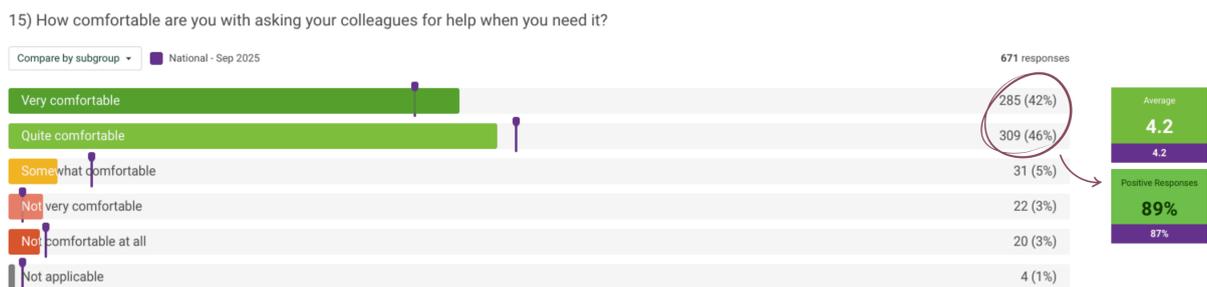
Comparison against previous results shows the difference in percentage points between your result and the previous survey results. The value is expressed as -100% to +100%



Comparison against benchmark shows the difference in percentage points between your result and the benchmark. The value is expressed as -100% to +100%.

How results are calculated

In the example below, the positive responses were calculated by using the following formula: $(285 + 309) / (671 - 4) = 89\%$.



Sample size is the number of respondents for your survey. **Response rate** is the percentage of people who finished the survey out of the total number that were eligible to participate. It does not include people who closed the survey without completing it in full. That said, their answers were saved by the platform. As a result, you might notice a higher respondent number to some of the survey questions. Higher response rates provide more reliability

