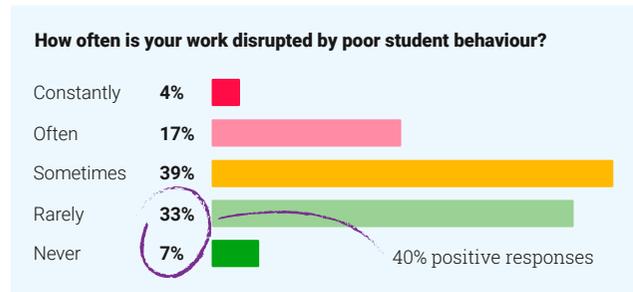


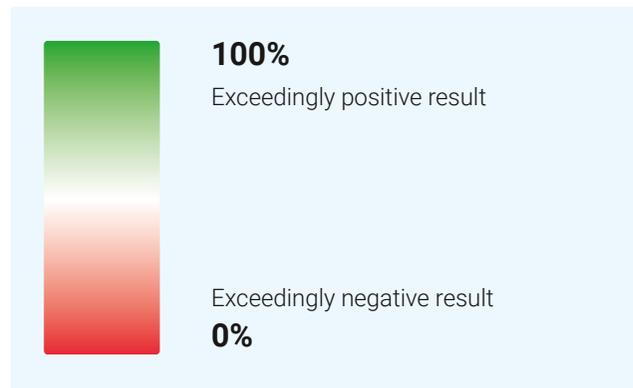
How to use this report

Positive percentage shows percentage of positive above average responses in the question or module. The value is expressed as **0% to 100%**.

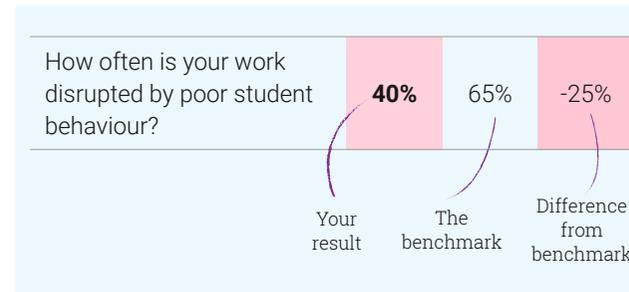
Higher positive percentage is always better, no matter how the question is formulated.



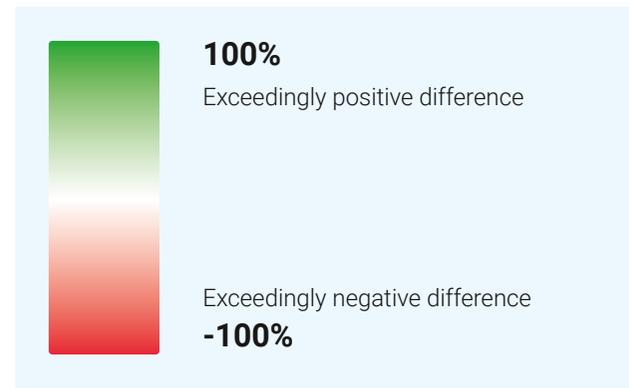
The positive percentages are represented in the following color scales.



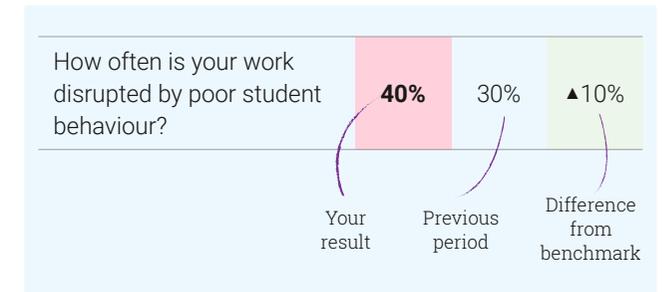
Difference from benchmark shows the difference in percentage points between your result and the benchmark. The value is expressed as **-100% to +100%**.



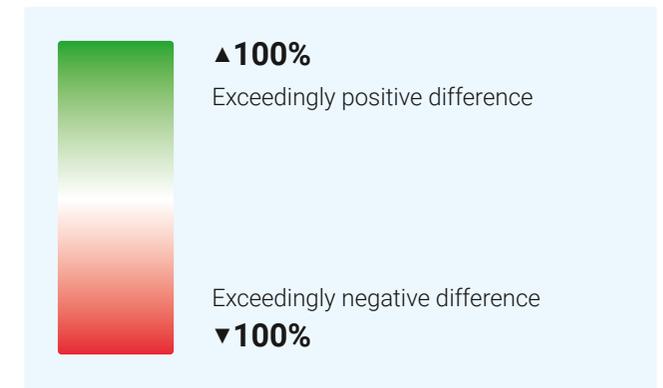
The difference from benchmark is represented in the following color scales.



Difference in time shows the difference in percentage points between your current result and the previous result. The value is expressed as **▲100% to ▼100%**.



The difference in time is represented in the following color scales.



Introduction to the Report

50% response rate

243 respondents from 9 schools

During March 2020 a staff well-being survey was done across all 9 Trust schools. With a 50% response rate (18% below the benchmark) the results are a good staff body representation and can be used to draw conclusions.

Results are benchmarked against **Demo National Benchmark 2019** (comprised of 3000 staff answers from 50 Trust demo schools). Only matching questions to the ones in the benchmark were used in the comparison calculation.



Keep doing a Staff Wellbeing and Working Conditions survey on a regular basis to see how your staff's attitudes have changed and if any interventions have worked!

Positive percentage

Shows the percentage of positive responses in the question or module. The value is expressed as 0-100%.

Relative percentage

shows the positive response difference between your result and the benchmark. The value is expressed as -100% to +100%.

Module summary from most to least positive

MODULE	POSITIVE RESPONSES	DIFFERENCE FROM THE DEMO NATIONAL BENCHMARK 2019
Staff support and relationships	86%	+5%
Professional support: Line manager	70%	-10%
Student behaviour	65%	+24%
Communication	48%	+3%
Leadership dynamics	45%	+1%
Trust perception	37%	-6%
Professional support	26%	-21%
Workload	22%	-8%

School comparison matrix

The table displays each school's positive responses for each module. The modules are sorted from the highest to the lowest scoring. Schools are divided into primaries and secondaries, and are also sorted from highest to lowest based on their all module average.

	PRIMARIES					SECONDARIES			
	North Sea Primary	North Port Primary	South Port Primary	Riverside Primary	Brook Primary School	Great Lakes Secondary	South Central Academy	West Riverside Secondary	East Riverside Secondary
Staff support and relationships	87%	77%	96%	81%	51%	92%	80%	94%	60%
Professional support: Line manager	62%	78%	63%	73%	34%	69%	77%	63%	45%
Student behaviour	74%	72%	64%	65%	56%	58%	75%	62%	34%
Communication	58%	49%	45%	52%	45%	58%	50%	47%	45%
Leadership dynamics	78%	53%	34%	41%	52%	54%	39%	48%	39%
Trust perception	39%	27%	67%	33%	28%	35%	29%	10%	44%
Professional support	56%	30%	19%	28%	20%	60%	29%	29%	18%
Workload	10%	25%	21%	28%	17%	18%	18%	22%	26%

Staff retention

44%

POSITIVE RESPONSES

-16%

DIFFERENCE FROM THE DEMO NATIONAL BENCHMARK 2019

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



The retention question score is below the UK National average. To reduce the risk of losing staff, investigating reasons for staff responses and taking action should be a priority.

Because scores vary greatly across schools, this could be a school level not a Trust-wide problem.

Category	School	Score	Change
TOP PERFORMERS	North Sea Primary	78%	+18%
	North Port Primary	76%	+16%
BOTTOM PERFORMERS	West Riverside Secondary	41%	-19%
	East Riverside Secondary	35%	-25%
	Brook Primary School	24%	-36%

Positive responses decline with growing **teaching experience**. Investigation and improvement planning should particularly concern more experienced staff.

Teaching Experience	Percentage
0-1 years	80%
2-3 years	55%
4-5 years	49%
6-7 years	36%
8 years or more	24%

Reason for staying

"The children and colleagues are the ones which help pull through particularly difficult periods."

Reason for leaving

"The workload is unbearable and leadership doesn't support us, having increased our tasks in the past semester. Seriously considering leaving the profession altogether."

Trust strength: Student behaviour

65%

POSITIVE RESPONSES

+24%

DIFFERENCE FROM THE NATIONAL BENCHMARK 2019

Student behaviour is a definite strength of the Trust. Responses are positive in absolute values and are higher than the National average for all student behaviour questions.

How safe do you feel in this school with regards to the behaviour of students?	80%	+8%
How respected by students do you feel?	66%	+14%
How often is your work disrupted by poor student behaviour?	52%	+28%

Respondent insights

"Since the SLT made it a priority to tackle poor student behaviour and we have started doing interventions for difficult classes, there are less disruptions."

"Most students are great, there are only a few I struggle with."

"The new parent communication channel has helped to engage unmotivated students."

Examine schools

TOP PERFORMER	North Sea Primary	74%
BOTTOM PERFORMER	East Riverside Secondary	34%

Consider actions

Support from parents and school leadership can be great help for teachers that find student behaviour a problem. Explore your results for the Professional Support module to see how your Trust is helping staff in dealing with disruption from students. Share best practice within your Trust from schools with the most positive overall responses.

Trust strength: Staff support and relationships

86%

POSITIVE RESPONSES

+5%

DIFFERENCE FROM THE NATIONAL BENCHMARK 2019

The module has particularly high positive response count across all questions. All questions are also above the National average.

How respected by your colleagues do you feel?	90%	+7%
How comfortable are you with asking your colleagues for help when you need it?	88%	+10%
To what extent do you feel like a part of a team with your colleagues?	82%	+1%

Respondent insights

"The weekly informal staff meeting really improved my connection with colleagues. Easier to ask them for help now."

"Colleagues are really supportive here. The staff and the pupils are the reason I'm staying in the school."

"The people I work with daily are really friendly."

Examine schools

TOP PERFORMER	North Port Primary	78%
BOTTOM PERFORMER	Brook Primary School	34%

Consider actions

For some schools the module score is lower than the Trust average. Best practice sharing from top performing schools can help the lower performing ones with taking improvement action. Take pride and celebrate staff relationships in your Trust to sustain this strength!

Trust areas for improvement: Professional support

26%

POSITIVE RESPONSES

-21%

DIFFERENCE FROM THE NATIONAL BENCHMARK 2019

Staff find it difficult to get support with their tasks and their wellbeing. All module questions have low positive response count and are below the National average.

How easy or difficult is it to get support with your mental and emotional well-being?	4%	-26%
How easy or difficult is it to get support with marking and assessment?	18%	-16%
How easy or difficult is it to get support with administrative tasks and data management?	36%	-18%

Respondent insights

"There are a lot of stressors but the school offers very few tools to deal with it."

"I'd like to have more say about the marking and assessment policy in our school. The teachers know their pupils best."

"Too much data input in too many different systems!"

Examine schools

TOP PERFORMER	Great Lakes Secondary	60%
BOTTOM PERFORMER	East Riverside Secondary	18%

Consider actions

Most schools in your Trust have similarly low responses in this module. Delve deeper into each school's respondent commentaries and suggestions, which may reveal the reasons for these issues. Speak with the top performer and find out what they do differently.

Trust areas for improvement: Workload

22%

POSITIVE RESPONSES

-8%

DIFFERENCE FROM THE NATIONAL BENCHMARK 2019

Workload is the lowest scoring module for your Trust. The overall module score is below the National average.

Higher positive percentage is always better, no matter how the question is formulated

How often do you feel overworked?	8%	-8%
How easy or difficult is it to stay on top of your work responsibilities?	12%	+5%
How satisfied are you with your work-life balance?	45%	-15%

Respondent insights

"Too many reports and overly long meetings."

"Often have to bring work home."

"I would welcome some help in responsibility allocation and prioritization from SLT. Can't deal with everything in the set deadlines."

Examine schools

TOP PERFORMER	Riverside Primary	28%
BOTTOM PERFORMER	North Sea Primary	10%

Consider actions

Explore respondent suggestions and investigate which practices generate most workload across Trust schools. As a first step, communicate and share understanding of this challenge to the staff. Introducing a successful policy would benefit almost all of your staff.