



Archbishop Cranmer C of E Academy
'Striving for life in all its fullness' John 10:10

Staff Survey Response Summer 2024

We aim to lead the best school possible - where all staff are happy, empowered, feel valued and work seamlessly to help everyone achieve their best! To help in this, we asked you to let me know your views about the school. The response has been overwhelmingly positive and we thank you for your continued support, your hard work and commitment to school.

Out of the 30 staff members, we had 15 responses (50%)

Questions	Yes – a lot better	Yes – a little better	Neither better nor worse	No – a little worse	No – lot worse
Do you think this school has improved since it was last inspected?	100%				
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I am proud to be a member of staff at this school.	87%	13%			
Pupils are safe at this school.	93%	7%			
Behaviour and Attitudes					
Staff consistently manage the behaviour of pupils well.	93%	7%			
The pupils' behaviour is at least good at this school.	93%	7%			
Leaders support staff well in managing behaviour.	87%	13%			
The school deals with any cases of bullying of pupils effectively (bullying includes persistent name-calling, online or prejudice-based bullying).	87%	13%			
Leadership and Management					

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Leaders use professional development to encourage, challenge and support teachers' improvement.	73%	20%	7%		
Leaders do all they can to ensure the school has a motivated, respected and effective teaching staff.	80%	20%			
Leaders have created a climate in which teachers are trusted to take risks and innovate in ways that are right for the pupils.	73%	20%	7%		
This school has a culture that encourages calm and orderly conduct and is aspirational for all pupils.	87%	13%			
The school challenges all pupils to make at least good progress.	87%	13%			
This school is well led and managed.	80%	20%			
Leaders and managers take workload into account when developing and implementing policies and procedures so as to avoid placing unnecessary burdens on staff.	73%	20%	7%		
I feel well supported working in this school.	87%	13%			
All staff are treated fairly and with respect at this school.	67%	33%			
Leaders and managers are considerate of my well-being.	80%	20%			
I enjoy working at this school.	93%	7%			

Comments

I enjoy working at our school:

- I absolutely love working at ABCA, I love the people I work with and the school community. I have been given so many opportunities and learn so much every day.
- Whilst at times we work in a very challenging environment, I thoroughly enjoy working at Archbishop Cranmer and love being part of our fantastic team.
- I am proud to work at Archbishop Cranmer! The children and staff make the school a very special place to be.
- It's outstanding!
- I love working here it's perfect.
- Happy friendly place to work.
- It is a joy to be part of the ABCA school community.

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- I am happy coming into work each day. The atmosphere is very positive and caring.
- It's a team like no other everyone is invested.
- One of the most supportive, proactive and happiest place I have ever worked in.
- Wouldn't want to work anywhere else.

Leaders do all they can to ensure the school has a motivated, respected and effective teaching staff:

- Extensive CPD offer, considerate on workload.
- Open door policy for SLT. Regular staff meetings and training. Everyone's opinion matters.
- Staff are always listened to and new ideas tried.
- Regular staff meetings support this, positivity all round and support in all areas is available.
- From what I can see teaching staff are very well respected.
- Leaders are always supportive and encouraging professional development.
- There is a positive atmosphere amongst staff throughout the school.
- Established a working environment that works.
- Always well informed, supported and listened to.
- We are encouraged by taking time for our wellbeing (providing yoga classes, taking 5mins to take a breath when workload mounts, headteachers door always open for a chat if needed).
- Leaders lead by example.

Leaders have created a climate in which teachers are trusted to take risks and innovate in ways that are right for the pupils:

- Staff are given autonomy over planning and curriculum content.
- Teachers are able to complete planning, trips and residentials (KS2) to ensure a varied balance of learning takes place.
- Teachers and support staff are wholly trusted by leaders to trial different strategies and develop their practice, this includes sharing ideas, putting forward CPD opportunities and encouraging ownership of lesson delivery but with the support of foundations in the form of schemes to plan from.
- We are encouraged to 'teach our own way' whilst still following school policies.
- Always encouraging us to step out of our comfort zone to both teach and learn.
- Teachers are very good at what they do.
- Teaching staff are encouraged to be innovative using a range of quality teaching and learning resources.
- There do seem to be more ideas floating around than other schools.
- Teachers are encouraged to plan lessons that are engaging and innovative.

This school has a culture that encourages calm and orderly conduct and is aspirational for all pupils:

- Young leaders promote aspirations for life beyond ABCA, 'everyone a learner - everyone a leader', embedded vision, huge culture of opportunity, rewards and praise given, careers and aspirations are promoted.
- Archbishop Cranmer has a calm working environment for all pupils. This is regularly commented on after visitors have been shown around the school.
- Our vision and values provide a clear structure which the children thrive to achieve within - it encourages the children to develop life-long skills and fosters each pupil's individual goals.
- Children are actively encouraged and recognised for positive conduct which in turn has a strong impact on their peers. Other adults visiting school and when out on trips are quick to praise this behavior.
- Behaviour policy all round supports and there is no barriers for any child, equal opportunities for all

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- The children are very well behaved.
- Take Care ethos is securely embedded in all aspects of school life.
- Our school values are embedded across the pupils, staff and school community.
- Pupils are encouraged to take on extra curricular activities. Children generally seem very happy at school.
- Culture of opportunity for all pupils.
- The schools code of conduct is understood by the children and reinforced daily as a mode de vie.
- Older children are an example to younger children.

Leaders and managers take workload into account when developing and implementing policies and procedures so as to avoid placing unnecessary burdens on staff:

- Standards are written to guide and support staff.
- A shared work load is encouraged. PPA, SENCo time, management time and time to achieve are all scheduled and encouraged.
- Workload is carefully considered and support is widely offered where needed to ensure that this is balanced and reasonable. Staff voice is listened to and this filters into workload. Time to achieve is available to access to also support with this.
- Leaders are good at not putting too much pressure on us.
- Time to achieve given to all staff upon request in addition to inset days placed either side of summer holiday to allow for planning time, and in front of Christmas holiday to give staff time for Christmas prep. End of year reports reduced in size again and tick boxes replacing lengthy comments. Marking and feedback taking wellbeing into account for teachers. Option for all staff to take PPA at home if they wish. Early finish and later start encouraged.
- Staff meeting time is often given to complete data and reporting.
- Support is always offered from leaders. "

I feel well supported working in this school:

- SLT and subject leaders support in every way they can. We are a tight community where we support one another fully.
- We have a very strong team who will always help colleagues out whenever needed.
- The staff team work collegiately and everyone looks after one another in the most supportive way - people genuinely care for one another and this makes for a positive working atmosphere.
- SLT always listen and actively support.
- Everyone is supporting and helpful no matter what the issue and I have never felt afraid to ask for support.
- There's always extra help when needed,.
- Friendly and helpful.
- We are a supportive team guided by a supporting leadership team.
- There is a friendly atmosphere and staff care about each other.
- Senior leadership open door policy.
- Always someone there to help or support if needed.
- Always someone in leadership to talk to.

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

- Absolutely - everyone has the same opportunities offered to them.

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- All levels of staff are treated equally.
- Staff are valued and celebrated for their strengths - everyone works well as a team as we respect one another for what they bring to our school.
- All are treated equal.
- Definitely treated with respect.
- All equal.
- Whole staff team - not split into 'roles'.
- Every voice is heard and respected.
- All staff provide support to others.
- We are often told how valued and important each of our roles are, regardless of rank.
- Everyone is treated as an equal.

Leaders and managers are considerate of my well-being:

- Wellbeing is at the forefront of leaders minds - TTA offered - assembly time.
- Always trying to encourage me to leave early!
- Leaders check in and are there to support. I know that my well-being is put first and prioritised by way of the support offered to me.
- I am listened to and solutions are found to support my wellbeing.
- Always checking in on everyone and ensuring we are looking after ourselves.
- Definitely considering my wellbeing.
- Always someone to talk to if needed.
- Work-life balance is always considered. Yoga is offered. Staff meetings always begin with butterfly moments. Workload is considered and TTA is available on request.
- I am listened to and supported also yoga on a Thursday is great for wellbeing.
- I take advantage and really enjoy my free weekly yoga sessions provided by the school.
- Always wellbeing checks, and information provided should it be needed.

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