



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

Staff Survey Response Summer 2023

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 29 staff members, we had 18 responses (62%)

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?	94%	6%			
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I am proud to be a member of staff at this school.	100%				
Pupils are safe at this school.	94%	6%			
Behaviour and Attitudes					
Staff consistently manage the behaviour of pupils well.	89%	6%	6%		
The pupils' behaviour is at least good at this school.	89%	11%			
Leaders support staff well in managing behaviour.	89%	11%			
The school deals with any cases of bullying of pupils effectively (bullying includes persistent name-calling, online or prejudice-based bullying).	83%	17%			
Leadership and Management					

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Leaders use professional development to encourage, challenge and support teachers' improvement.	61%	28%	11%		
Leaders do all they can to ensure the school has a motivated, respected and effective teaching staff.	89%	11%			
Leaders have created a climate in which teachers are trusted to take risks and innovate in ways that are right for the pupils.	61%	33%	6%		
This school has a culture that encourages calm and orderly conduct and is aspirational for all pupils.	83%	17%			
The school challenges all pupils to make at least good progress.	94%	6%			
This school is well led and managed.	89%	11%			
Leaders and managers take workload into account when developing and implementing policies and procedures so as to avoid placing unnecessary burdens on staff.	67%	33%			
I feel well supported working in this school.	83%	17%			
All staff are treated fairly and with respect at this school.	78%	22%			
Leaders and managers are considerate of my well-being.	89%	11%			
I enjoy working at this school.	89%	11%			

Comments

I enjoy working at our school:

- I love working at this school. I love the people, the children, the vision and ethos. It is a nurturing and purposeful environment where everyone is supported and encouraged to strive to achieve their best. Wellbeing is considered at every opportunity.
- It's a unique environment to work in, I've never felt such comradery between coworkers, all willing to help or assist in any way.
- I'm just very happy and feel extremely happy to work in such a supportive, friendly environment
- There is a staff team like no other
- I love being part of such an amazing team and working with some inspiring children.
- I am proud to work at ABCA alongside a group of passionate, talented and kind individuals- together, we make

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the best team!

- I feel well supported and enjoy it
- There is no better place to work.
- A fantastic school with amazing staff and pupils - who wouldn't want to be part of Team ABC!
- Staff are welcoming and friendly, hard-working and professional.
- Best school ever
- Because we work as a team, my work is varied, the children are great, we have downtime (yoga) for well-being too!
- It's rare to have such genuine deep joy for teaching and the profound difference it can make. This school restores your faith in education and the phenomenal impact it can have on the lives of families and staff. It is such a delicate balancing act and one which the senior leaders work hard to get right to ensure a happy well motivated team. In my eyes I consider our school to be an outstanding primary school.
- I love seeing how the children develop and grow in confidence through the years

I am proud to be a member of staff at this school:

- It's a positive and inspiring place to work and study for teachers and pupils, and I'm proud to be part of the team
- Everyone is committed to their role and doing their best for each and every child.
- It's a brilliant school to be a part of
- The school's reputation says it all. Amazing learning environment for all children.
- This school has a good reputation, high standards and contributes to the local community.
- Hardworking and dedicated staff.

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

- Well-being at the forefront, excellent CPD offer, appraisals, staff meetings (inc butterflies), What's App groups
- Our leaders do all they can to help staff in and out of work, both emotionally and practically in work and homelife
- We are valued and trusted in our day-to-day practice as well as having opportunities to work as a team and for CPD.
- Through CPD, staff are supported to develop their areas of strength and actively encouraged to keep up to date and to be inspired with new ideas and resources
- Super Head that always encourages and praises achievements
- Opportunities are afforded to all staff to live out our values and drivers. Senior leaders support subject leaders by encouraging and enabling them to make and act on decisions about their subject area. Courses and PD opportunities are actively shared and encouraged to allow all staff members to develop their skill set and further their careers. Staff are widely celebrated for their achievements and you feel a sense of shared pride through the family-centred, collegiate team that has been built.
- Strong relationships in school and senior leaders always listen.
- It's obvious as all the teachers are brilliant.
- Senior Leaders lead by example, they are always available and have high standards.
- Management is dedicated to ensuring that teaching staff have a voice, are listened to and respected.
- Leaders provide inspirational leadership with the caveat of protecting staff wellbeing. This ensures all staff are able to teach their classes to their full potential.

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

- Supportive curriculum, profound personal development is at the heart for everyone, everyone a learner, everyone a leader ethos, teach meets/ shared resources /lesson shared between staff are just a few ways.
- Our teachers are talented and have the children's best interests at heart.
- We are encouraged to teach in ways we know will engage and encourage children in order for them to make the best progress.
- It is what underpins our school and is the ethos of the school to live life in all its fullness
- Going above is always encouraged
- Foundations are implemented to support curriculum planning, but staff have ownership over their planning and delivery, where they feel empowered to make adaptations, try new ideas and take risks to inspire and motivate our children. Research and best practice guidance is shared actively by senior leaders and staff are encouraged to implement and feedback findings.
- We are able to have freedom with planning to get the very best from our cohort – there is trust in the teachers.
- Residential, trips, bringing in additional providers and allowance to buy resources required.
- Teachers are encouraged to explore different approaches to each child's learning .
- There is a wonderful synergy of ideas, support, inspiration and enthusiasm that is unique to find in a school. This brings a wealth of benefits to the children of the school. A carefully designed curriculum and careful deployment of staff ensures all children have the highest best quality of expertise.

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

- Values driven, parliament, raising aspirations through careers week, ambitious curriculum, NCETM always striving for better, ELSA supports emotional health, behaviour chart consistent across school.
- Children are encouraged to take care, of their work and friends
- Take care culture promoted throughout the school, culture of opportunity evident across all classes, no ceiling on learning or opportunities for any pupil and and this ethos resonates through the school.
- Our values provide a firm foundation from which our pupils strive to achieve in a calm and orderly manner. Pupils are proud to attend our school and aspire to live out our take care learning behaviours and Christian values. The number of children who are recognised for demonstrating such behaviours outside of school are testament to the culture established whilst in school.
- Behaviour policies allow this, and work done to boost aspirations eg career visitors
- School has a peaceful and calm atmosphere
- It is led by example. Standards are taught from the start, all the way through school.
- Behaviour policy, code of conduct, integrity awards, the 'hand' and Christian value awards: there is clearly a well-established ethos within the school.
- The take care ethos is a winning one which is deeply embedded in the culture of behaviour in school.

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

- There is a collegiate approach, strong emphasis of wellbeing, rationale is clear and shared amongst staff before anything is changed/brought in, a huge encouragement to a work-life balance, such as report writing days or TTA.

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I feel well supported working in this school:

- All staff are given Time to Achieve (TTA) when required, everyone helps each other, there is a team approach and a caring nature where our values are lived out.
- If I was to need help with any of my duties, all of our staff would be willing to help anytime.
- I have felt more valued at ABCA than any other school. I feel respected and listened to
- Always great support from all staff towards each other
- Following surgery, school worked closely with me to enable me to return to my role.
- Alongside our pupils, our staff live out our take care pledge of taking care of one another - staff go above and beyond in supporting and enabling one another in a collaborative and collegiate team.
- All staff take on the responsibility to help others
- All leaders are readily available to talk to and give advice.
- Mel is always there to support where needed
- There is mutual respect across the school.
- All staff support one another in many different ways
- All staff are helpful and work as a team.
- Lots of opportunities to check in with SLT weekly and daily to share concerns.
- Any worries are always dealt with

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

- Open door policy, relevant CPD offered to all, shared rotas and roles.
- There is no culture of bullying or disrespect between any staff members. We're all respected for whatever role we play
- Our Take Care ethos applies to all
- All staff are afforded opportunities to lead wherever possible and engage in making decisions about future actions at our school.
- All staff are treated fairly and equally – it is the same standards for all.
- We are all treated equally - irrespective of our roles
- All staff part of staff team WhatsApp group and included in all meetings eg staff meeting
- From cleaners to teachers to cooks, everyone plays an important part.
- There is always someone to talk to if needed.

Leaders and managers are considerate of my well-being:

- We are offered Yoga, TTA, report writing days, work/life balance encouraged, reasonable timeframes given for requests to name a few.
- Every member of staff looks out for one another, and I know if I needed to talk about anything either personal or professional, I could find someone to listen and help
- Yoga offered, leaders always there to listen, encouraged to leave in good time, work/life balance at forefront of leaders' minds
- Open door policy, senior management always available always supportive always find a way through.4
- Workload is well considered to ensure that staff feel well supported - for example, spreading tasks across the term, providing cover where additional time out of class is needed, and sharing jobs as required to support with workload. Changes have been made to reduce the workload, such as implementing a marking policy that reduces time spent marking and support is given to help manage time and tasks.
- Senior Leaders are good at checking in each day.

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