



People & Culture Survey Feedback
Autumn 2024

People & Culture Survey

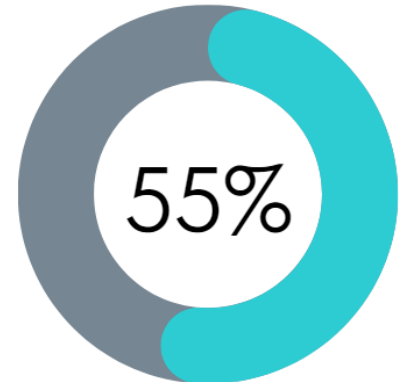
We truly value the feedback we receive from every member of our School Trust, and the annual People & Culture survey is one of the best ways we capture your voice. Your insights are essential in helping us discover opportunities to improve and refine what we offer, and they play a vital role in understanding how well our People Strategy is being implemented across our School Trust.

We have sought input from colleagues across our School Trust, with the exception of those from St Andrew's and Bovey Tracey, due to their recent arrival in the Trust. We look forward to hearing their views in the future

This year, we are pleased to report a 55% response rate. In response to feedback from previous years, we've made changes to enhance the anonymity of the survey. For example, we've removed certain aspects to ensure that individual responses cannot be traced back to anyone. We also continuously review the survey to make sure it's easy for everyone to access and complete. This year, we've made improvements including mobile accessibility, QR code links, and more straightforward navigation.

We are thrilled to use your feedback to spark positive changes and to continue fostering a supportive and inclusive environment for all. Thank you again for your participation - it truly makes a difference!

Trust response rate 24/25



“Being able to engage in creative activities and exploring new experiences, whether it’s unplugging from technology at home or seizing the chance to learn a new skill at work, can be incredibly rewarding”





“Having the opportunity to support the wider Trust one day a week has had an impact on my job satisfaction and therefore my well-being.”



I am happy in my role



I am proud to tell others that I work at the Learning Academy Partnership.



I am supported in my role. (e.g., career opportunities, development)

To measure colleague voice, we asked you to score the above questions out of 5, with 5 being the highest score.

There is strong sense of pride and happiness within the Learning Academy Partnership and the results reflect a positive overall sentiment towards our School Trust. The majority of colleagues express a strong connection to their work and a high level of satisfaction, indicating that they feel truly valued and engaged in their roles.

This year has presented many challenges in education, yet we are delighted with such high results. The survey results also show that there are high levels of support felt by colleagues, indicating that colleagues believe they receive the necessary resources, guidance, and assistance to perform their roles effectively. This result is a testament to the dedication and effort invested in ensuring our colleagues feel supported empowered and are equipped to succeed.

Last academic year, our School Trust introduced a new approach to appraisals, incorporating a revised Appraisal Review form, policy, and process. This new system has clarified the criteria for pay increments and encouraged meaningful conversations, inspiring creativity and empowering colleagues to deliver their best for all children. Alongside this, the Trust has broadened CPD opportunities by offering a wider range of programs tailored to diverse career paths and interests, regardless of role. Feedback has highlighted a supportive work environment that promotes both personal and professional growth, reaffirming our commitment to development at every stage of your journey.



The survey aimed to assess how colleagues feel about receiving feedback, discussing concerns with their Line Manager, and understanding their role in achieving our Trust's mission of 'Flourishing Futures'.



I am noticed and given feedback on the role that I do.



The culture within our Trust enables me to talk to my Line Manager if I had any work-related issues I found concerning.



I understand the role I play in living our mission: Flourishing Futures.

The overall positive feedback indicates that our colleagues feel recognised, well-supported and are clear about their roles, with scores averaging above 3.8 across the three questions. These high ratings reflect our continued commitment to fostering a culture where colleagues feel valued, understood, and aligned with our School Trust's mission.

Colleagues feel that they are noticed and given feedback, which is essential for growth and motivation which leads to enhanced professional development and job satisfaction. The score suggests there is a strong foundation in feedback practices, with opportunities to improve consistency across our School Trust, which will be a key area of focus.

Our School Trust fosters a culture of open communication between colleagues and their Line Managers, reflected in a strong score of 4.2. Colleagues feel confident raising concerns and discussing work-related issues, which is vital for sustaining a positive and collaborative Trust culture.

The highest score of 4.4 reflects that colleagues feel a strong sense of alignment with the School Trust's mission, "**Flourishing Futures.**" This understanding is essential for ensuring that everyone, regardless of their role, works towards shared goals. The clarity around this mission helps to foster a sense of purpose and unity within our School Trust.

We will continue to ensure that this mission is reinforced regularly through school events, professional development opportunities, and consistent communication from leadership.

"Having a leader that truly understands the importance of wellbeing and ensuring a positive work-life balance is so valuable and has a great impact on my wellbeing."

Trust People Strategy



**I have been made
aware of the People
Strategy**



Our People Strategy is a cornerstone document that outlines our vision for the workforce, defines our values, and reinforces the culture we want to foster. It articulates the kind of organisation we aspire to be and provides a roadmap for attracting, engaging, and retaining top talent.

82% of colleagues are aware of our Trust People Strategy which indicates a strong level of awareness among colleagues regarding our Trust People Strategy, reflecting effective communication and sharing of information.

Our School Trust recognises the vital connection between the People Strategy and enhancing teaching and learning. We believe that every member of the team plays an essential role in this shared effort. This collaborative approach ensures that the People Strategy is not just a document, but a living, actionable framework that supports our long-term success.

There is an opportunity to engage colleagues who are not yet familiar with the People Strategy. Future initiatives such as workshops, Q&A sessions, and regular updates can help raise awareness. By fostering ongoing communication and transparency, we can ensure all colleagues feel informed, engaged, and aligned with the goals of our School Trust.

We are committed to building an organisation that puts people first, supports their development, and ensures they thrive. This is how we will achieve excellence for our children and our schools.

“To enhance my skillset, I have been given the opportunity to volunteer in the youngest classroom in school to provide me with additional experience. I am really enjoying it.”

“Having flexibility with my PPA is a huge benefit to my mental health and well-being. I am much more productive, and I feel the children get the best version of me because of it.”

Health & Wellbeing



I am aware of our Trust Employee Assistant Programme.



Colleagues are aware of our School Trust's Employee Assistance Programme (EAP) and Wellbeing Network, reflecting effective communication and access to support resources. This highlights our School Trust's commitment to employee wellbeing.

Moving forward, our School Trust should continue gathering feedback, ensure wellbeing information is easily accessible through multiple channels, and provide training for leaders and Wellbeing Champions. Celebrating the success of initiatives and regularly updating resources will help maintain momentum and ongoing support.

Colleagues highlighted a variety of wellbeing initiatives they find beneficial, including:

- Employee Assistant Programme accessibility (helpline, counselling, Wisdom app)
- Flu vaccination reimbursement
- Flexible working opportunities
- Flexibility with PPA (Planning, Preparation, and Assessment time)
- Leaders role modelling, approachability, and non-judgmental attitudes
- Wellbeing Champion/Mental Health First Aider support
- Team unity and a sense of belonging
- Supportive emails and resources
- Email restrictions (e.g., to reduce stress and burnout)

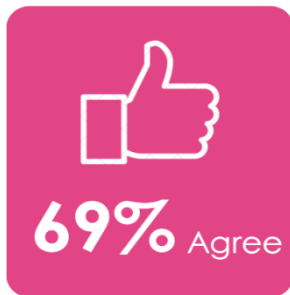
These responses demonstrate that colleagues appreciate a range of initiatives that support their mental, physical, and emotional wellbeing.

“The flu vaccine reimbursement has led to me taking up the winter flu vaccine which I would not have been able to do if I had to pay out of my own pocket.”

“It benefits me to have access to counselling for not only myself but also my family, and I use the Wisdom app for recipes and workout videos.”

“Emails with supportive resources for the holidays is useful, particularly the perimenopause and menopause information provided.”

Equity, Equality, Diversity & Inclusion



I can name the 9 protected characteristics as identified in the Equality Act.



I feel that the Trust values promote equality, equity, diversity and inclusion in the workplace - Sense of belonging



I am comfortable to discuss topics related to diversity, equality, equity, and inclusion at work with my leaders and colleagues.

While 69% of colleagues can name the 9 protected characteristics from the Equality Act, this suggests that there is a solid base of awareness, there is opportunity to improve awareness across our School Trust. We will focus on increasing visibility and understanding through targeted training, campaigns, and resources.

Our School Trust's values of Equality, Equity, Diversity and Inclusion (EED&I) resonate strongly with colleagues, with a score of 4.1, indicating colleagues feel these values are actively promoted. We will continue to embed these values in all aspects of our School Trust's work to ensure they remain a cornerstone of our culture.

Colleagues also feel comfortable discussing EED&I topics, suggesting an open and supportive culture where colleagues feel safe to engage. We will build on this by creating more opportunities for these discussions through forums, focus groups, and training.

These positive results reflect a culture of respect and inclusion within our School Trust, contributing to employee satisfaction, well-being, and collaboration. We have begun prioritising EED&I initiatives, including enhancing recruitment processes and ensuring support for diverse needs in the workplace. We've also reviewed policies and developed an inclusive EEDI policy to promote fairness and respect.

We are pleased with the progress in awareness and openness but recognize that there is still work to be done. As we shape our 3-year strategy from 2025, we are dedicated to fostering a School Trust where everyone feels a sense of belonging. Our efforts will remain focussed on training, resource development, and cultivating an inclusive environment for all.

While there is still work to do, these results demonstrate we are on the right track. By engaging colleagues and strengthening our commitment to EED&I, we aim to build a foundation of mutual respect and fairness. This is key to fostering an inclusive workplace culture that reflects our School Trust's core value of 'a sense of belonging,' ensuring all colleagues feel supported, regardless of their background or identity.

“Being part of a hub planning model, having the marking policy and sharing key information during non-pupil days supports my workload and work life balance.”

Retention

Which of the statements most reflects your current thoughts about working here?



The high percentage (59%) of colleagues wishing to stay for at least the next 3 years indicates a strong sense of loyalty and satisfaction within our School Trust. This is a positive sign of stability and employee engagement.

The 28% of colleagues who wish to stay for at least the next year highlights a relatively stable workforce. This also suggests that some colleagues may be reflecting on their long-term place within our School Trust, presenting an opportunity to strengthen engagement and alignment for the future.

The 11% of colleagues who wish to leave within the next 12 months and the 2% who wish to leave as soon as possible highlight areas that need immediate attention to prevent turnover.

A significant factor contributing to colleagues considering leaving within the next 12 months is the desire for an improved work/life balance. In response, our School Trust has prioritised flexible working opportunities and will continue to explore strategies to ensure manageable workloads across all roles.

Additionally, there has been a noticeable reduction in the number of colleagues seeking a career change, year on year. This trend reflects our School Trust's ongoing efforts to expand the CPD offer and create clearer career pathways.

The survey results indicate a positive outlook among colleagues, with a significant majority expressing a desire to stay with our School Trust long-term. Continuing to address the concerns related to career development, work/life balance, and the working environment will be crucial in maintaining and enhancing colleague satisfaction and retention.

Main reasons for wanting to leave Learning Academy Partnership



The positive results from this year's People & Culture survey indicate that our School Trust has created a supportive, communicative, and inclusive workplace culture where colleagues feel valued and proud to contribute. It reflects the continuous efforts made by leadership and the wider teams to build an environment where colleagues truly want to be, where they can grow, and flourish. We have also recognised that workload is an area that is important to our colleagues, and we are committed to exploring new measures and ways to better support this, ensuring a healthy work-life balance for all colleagues.