

# Staff Wellbeing Survey



APRIL 2021

Our Trust mission is to 'Transform Children's Lives' and it is our staff who make this possible.

Our Trust wide vision is to always be the employer of choice and we do this by constantly reviewing our offer to staff. We constantly challenge our approach on workload, wellbeing and how we empower and develop staff to not only be fulfilled but be able to achieve the very best for our wonderful pupils.

Workload and wellbeing are at the heart of our offer to staff and we recognise that this is an ongoing journey, and we can do more. In order to support our strategy, we asked staff to provide feedback so that it feeds into our next steps.

In this year's questionnaire our response rate went up from 53% to 78% with a strong representation from all teams within the Trust.

We value the time that staff have taken to provide feedback and this report not only captures the impact of what we have already put in place but will shape our future direction and strategy.

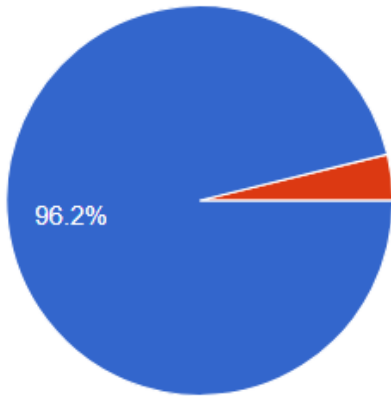


*Tracey Cleverly*

Tracey Cleverly  
Chief Executive

**“A FANTASTIC AND  
SUPPORTIVE PLACE  
TO WORK”**





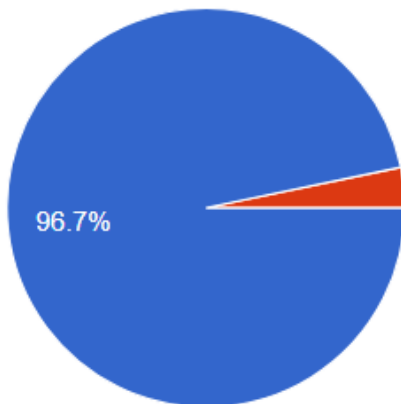
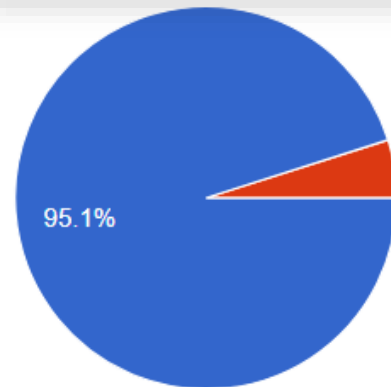
### 1. I am proud to be a member of staff in the Trust

96% of staff responded Yes to this question, which is an increase from 92% since 2018.



### 2. Would you recommend the Trust as a place to work?

95% of staff responded Yes to this question. Our vision is to be Employer of Choice within the education sector and nationally. As part of this vision we have reviewed all our Support Services and have reviewed and updated all the Trust HR Policies which now reflect the requirements of a successful MAT, ensuring excellent working practices and consistency for all staff across the Trust.

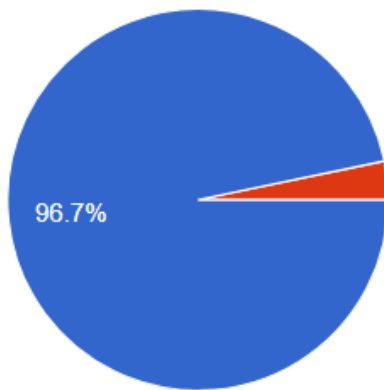
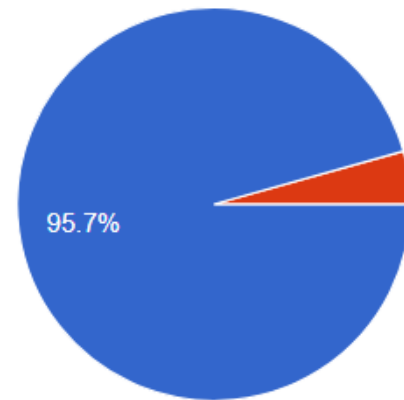


### 3. Would you recommend the Trust to friends and family as a place to send their children?

97% of staff responded Yes to this question.

#### 4. Is the Trust well led and managed?

96% of staff responded Yes to this question, which is an increase from 94% in 2018.

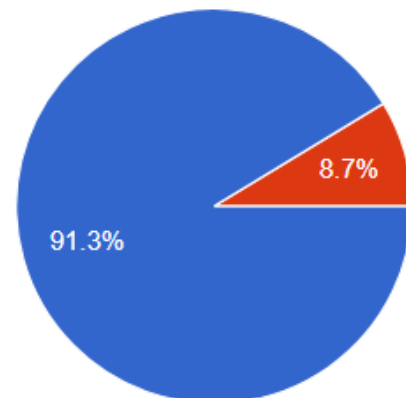


#### 5. Has the Vision of the Trust been communicated clearly? Do you know what it is?

97% of staff responded Yes to this question.

#### 10. I feel supported working in my role

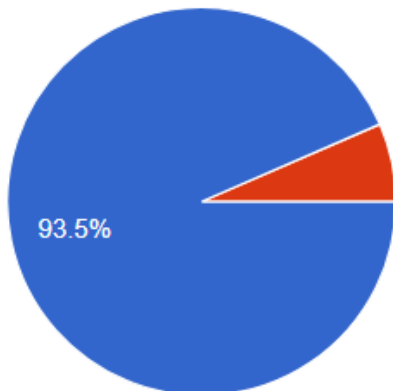
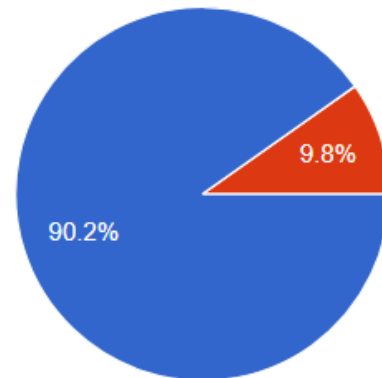
91% of staff responded Yes to this question. This has increased since 2018 from 85%. Since the previous questionnaire we have reviewed our HR policies, our school improvement and CPD offer to staff and increased our support for staff for personal and pastoral needs. This is also reflected in our very low staff absence rates as we are able to support staff to be empowered in their role.



**“IN THE SHORT AMOUNT OF TIME I HAVE SPENT HERE I HAVE BEEN MADE TO FEEL VERY WELCOME AND I DO VERY MUCH FEEL PART OF THE TEAM, AND KNOW I HAVE THE SUPPORT OF COLLEAGUES. THIS HAS A VERY POSITIVE IMPACT ON MY WELLBEING AND I LOOK FORWARD TO MEETING AND GETTING TO KNOW MORE OF YOU”**

### 11. All staff are treated fairly, equally and with respect in my team or academy

90% of staff responded Yes to this question. In 2018 73% of staff answered yes to this question. Leaders/Managers have worked hard to understand where there were concerns resulting in a more positive culture and improved best practice. This change has been supported by the review and updating of HR policies ensuring clarity and consistency across the Trust.



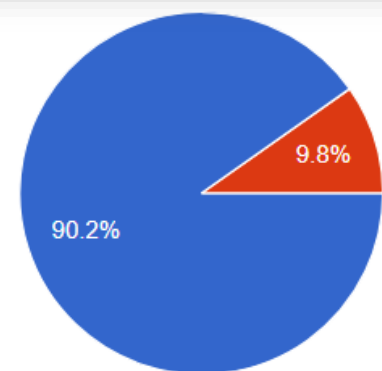
### 12. My Leader / Manager notices my contributions and values the role I play

93% of staff responded Yes to this question.



### 13. Do Leaders/Managers model the importance of their own wellbeing to create a positive culture?

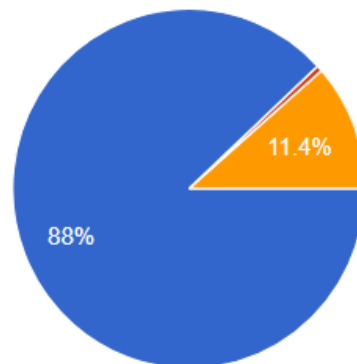
90% of staff responded Yes to this question. In 2018 only 68% of staff agreed with this. Since then we have considered how we better support staff by reducing workload and having honest conversations about how we keep workload sensible and do not waste time doing things which do not impact on children. We have more to do but there is evidence of impact.





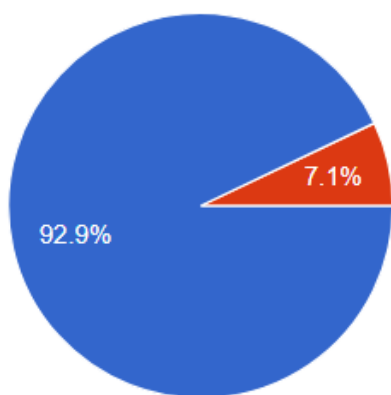
#### 14. Being part of our Trust is beneficial to pupils in our academies

88% of staff responded Yes to this question. 11% of staff responded 'do not know' which indicates that not all staff are receiving effective communication as to the impact that being part of the Trust has on pupils. This will be an area of focus.



#### 15. Does the Trust support staff professionally (e.g. career progression, development)?

93% of staff responded Yes to this question. This has increased from 87% in 2018. We have renewed our Trust Succession Planning and Talent Management approaches to ensure that wherever possible we can provide a range of opportunities for staff. We have also increased the scope of our CPD offer to ensure that all teams benefit from the power of being a collective and working as a Trust.



**“THIS JOB IS AS ENJOYABLE AND FULFILLING AS MY FAVOURITE JOBS DURING MY TEACHING CAREER - THANK YOU”**

#### 16. Does the Trust support staff personally (e.g. illness, bereavement, career breaks)?

96% of staff responded Yes to this question.

#### 17. Leaders/Managers do all they can to ensure that we have a happy, motivated, respected and effective working environment

92% of staff responded Yes to this question. In 2018 the response to this question was 78% so this is a significant improvement.

