



## Staff Pandemic Survey – Full Report (May/June 2021)

### Introduction:

Please find below results of the Staff Survey open from 26<sup>th</sup> May – 16<sup>th</sup> June 2021 for a period of 22 calendar days (including half term).

The survey was conducted via Microsoft Forms with web link and QR code to access on any internet device. This is free software (part of existing Office package) and set up / administered through the HR team. Settings within the survey ensured anyone with the link could participate and responses were confidential (no individual record of who responded).

The main survey asked 13 questions of which 10 were multiple choice and 3 were free text. Indications are that it took respondents an average of 12.5 minutes to complete.

We received the highest participation rate to this occurrence of the survey with 778 responses, a rate of 40.5% (based on establishment headcount of 1917 employees).

WeST Staff Survey:	Participant Numbers:	% of Staff Participating:
May-20	732	36.11
Oct-20	672	34.23
Feb-21	765	40.16
<b>May/June 2021</b>	<b>775</b>	<b>40.58</b>

Drivers for this increased response rate include the additional marketing through the Monday Messenger, Wednesday Whistle, and Ms Teams channels with a particular increase in responses noted following publication of individual school rates.

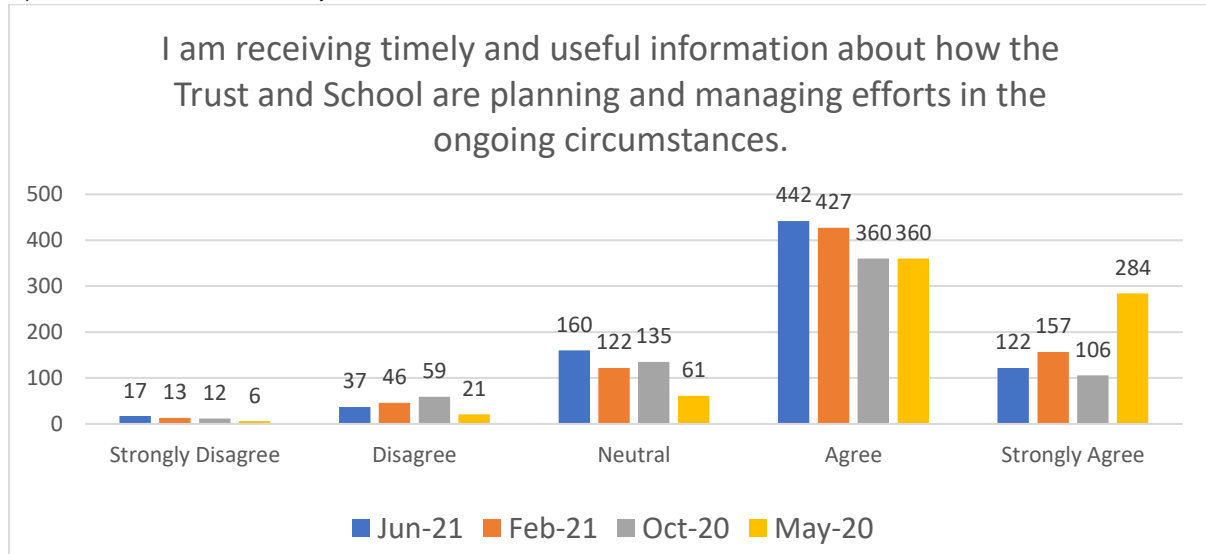
Online research into industry standards indicates there is no set benchmark rate but that 60% or more participation is considered to be a gold standard in engagement surveys. This latest occurrence remains a strong base for the whole WEST surveys given the backdrop of staff working in challenging circumstances due to COVID. However, there is an opportunity to strive for increased participation in future occurrences.

The core question base is routed in well-established and researched employee engagement themes. While the core questions remained consistent for the fourth survey, we did develop some of the settings to enable greater data analysis and this is detailed in the outcomes below. The question base for 2021/2022 surveys will be evolved to dive into more engagement and wellbeing themes.

This edition of the survey included a values-based question which will be analysed and reported separately as part of the wider work on WeST core values review.

**Outcomes:**

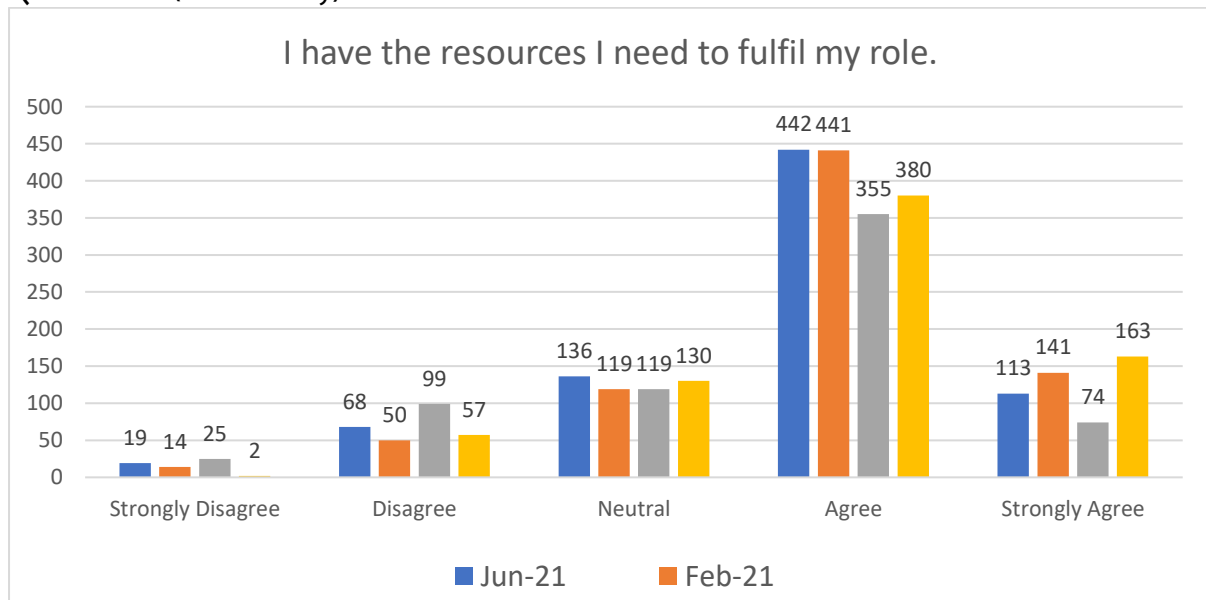
**Question 1 (mandatory):**



I am receiving timely and useful information about how the Trust and School are planning and managing efforts in the ongoing circumstances.	June 21	Feb-21	Oct-20	May-20
Percentage of response who Strongly Agree or Agree.	72	76	69	88

For the latest survey there remains a majority representation for in the percentage of respondents who agree or strongly agree.

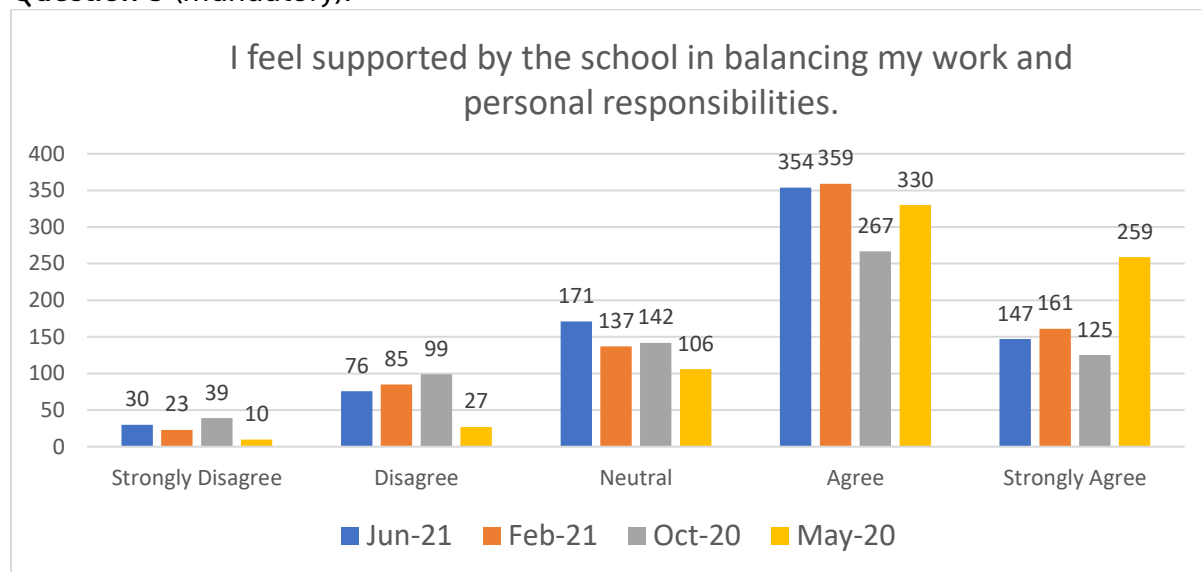
**Question 2 (mandatory):**



I have the resources I need to fulfil my role.	June 21	Feb-21	Oct-20	May-20
Percentage of response who Strongly Agree or Agree.	71	76	64	74

For the latest survey there is an improvement and the highest percentage of all the surveys so far for respondents who agree or strongly agree.

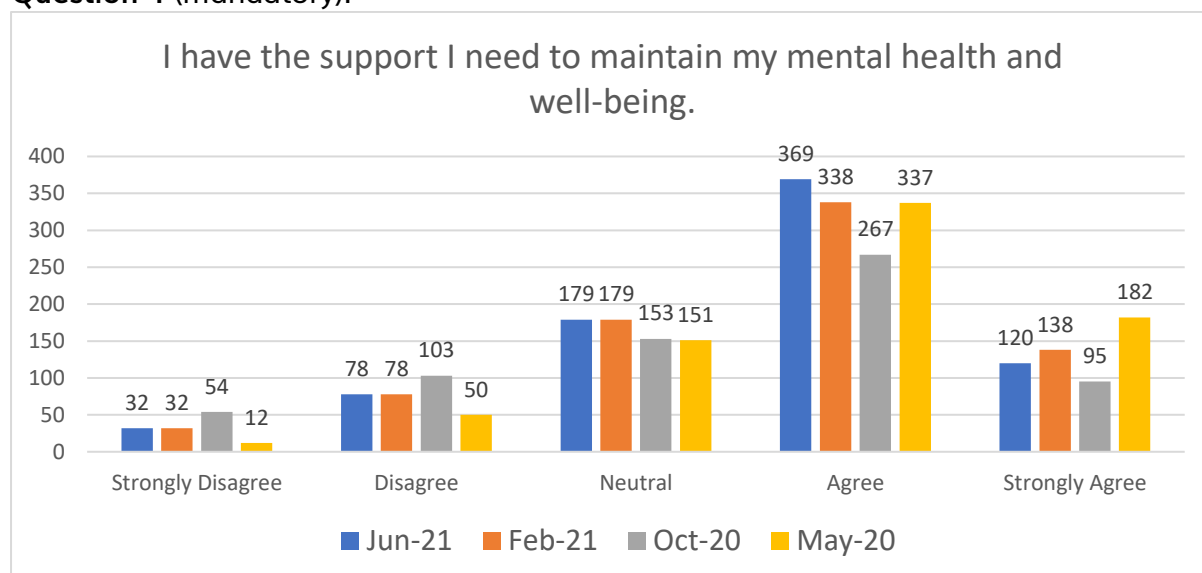
**Question 3 (mandatory):**



I feel supported by the school in balancing my work and personal responsibilities.	June 21	Feb-21	Oct-20	May-20
Percentage of response who Strongly Agree or Agree.	64	68	58	80

There are a notable number of neutral responses which should be considered in how we might further support with balancing responsibilities. This theme overlaps with the free text comments which also identifies time / balance as a factor.

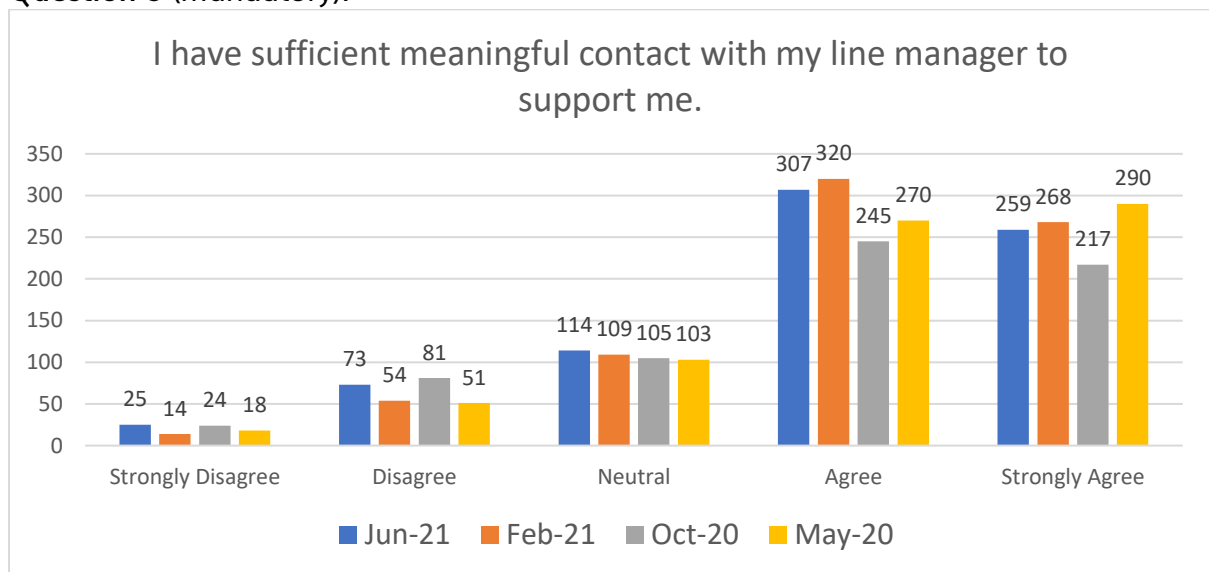
**Question 4 (mandatory):**



I have the support I need to maintain my mental health and well-being.	June 21	Feb-21	Oct-20	May-20
Percentage of response who Strongly Agree or Agree.	63	62	54	71

For the latest survey there is a slight improvement in the percentage of respondents who agree or strongly agree, remaining weighted towards positive however there are again a notable number of neutral / disagree which should be considered in shaping the action plan to ensure ongoing support to reach all staff in maintaining mental health and well-being.

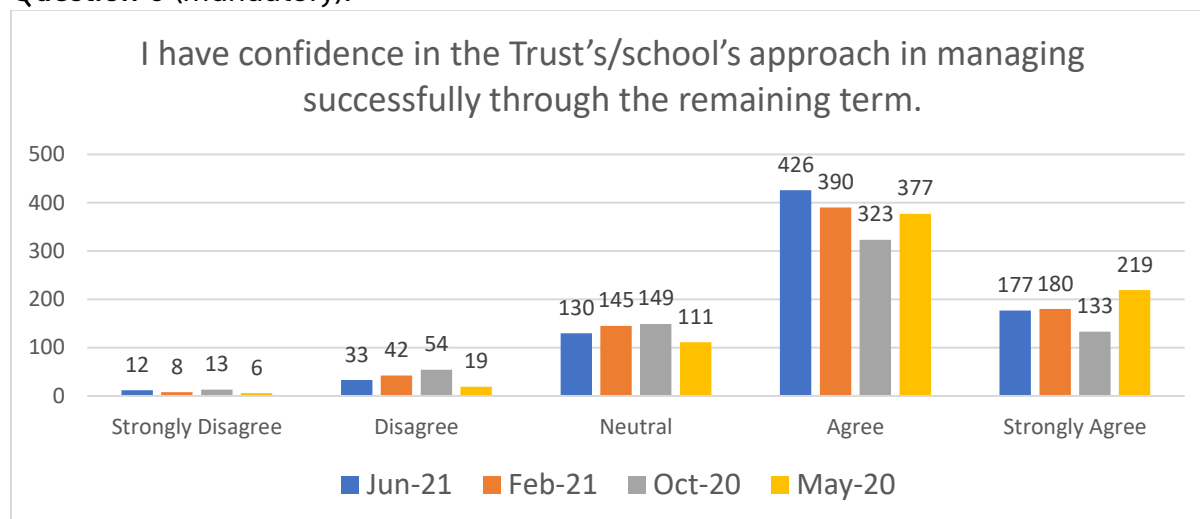
**Question 5 (mandatory):**



I have sufficient meaningful contact with my line manager to support me.	June 21	Feb-21	Oct-20	May-20
Percentage of response who Strongly Agree or Agree.	73	77	69	77

Percentage of respondents who agree or strongly agree remains strong which is a positive representation of the importance of contact and communication.

**Question 6 (mandatory):**



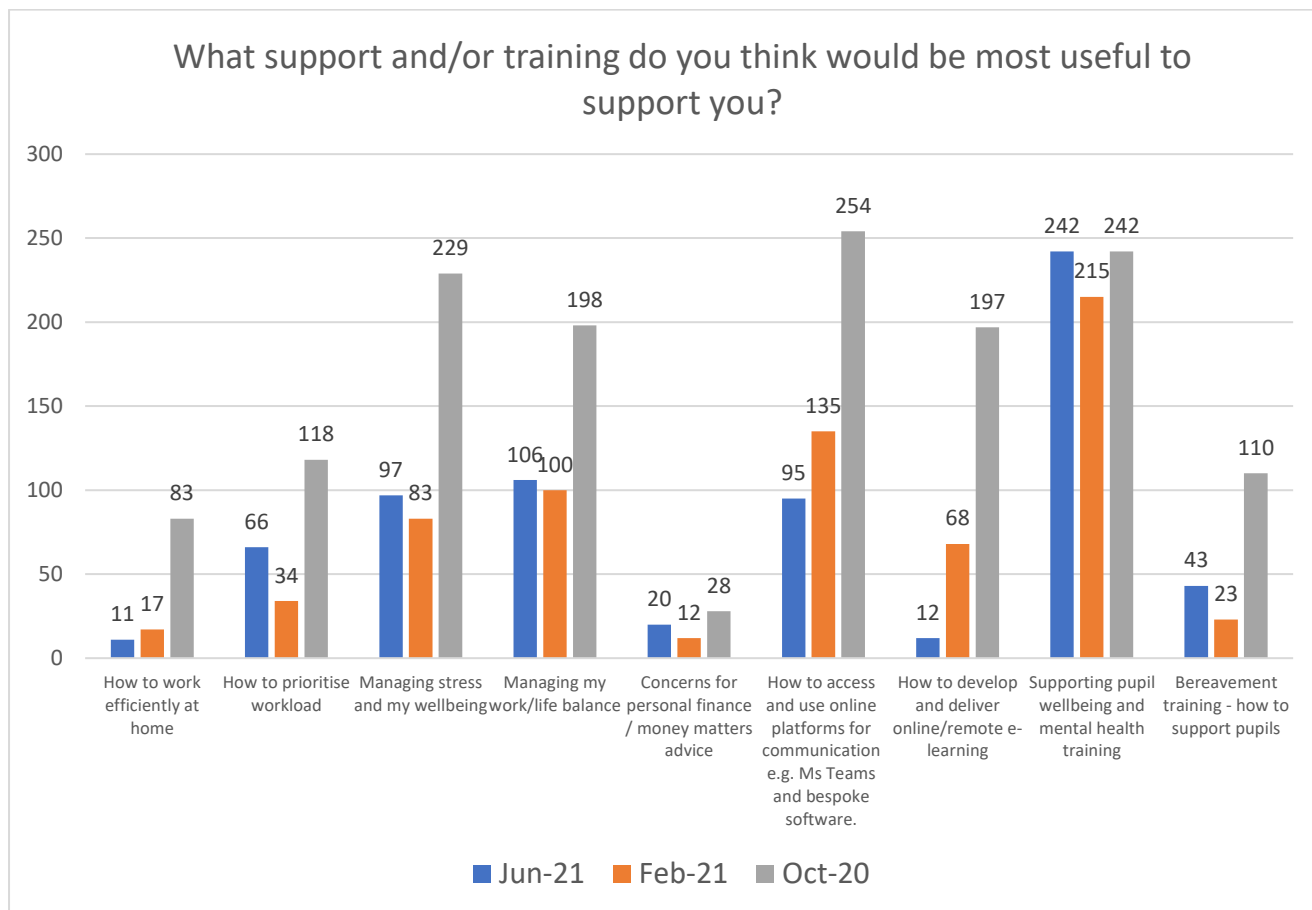
I have confidence in the Trust's/school's approach in managing successfully through the remaining term.	June 21	Feb-21	Oct-20	May-20
Percentage of response who Strongly Agree or Agree.	78	75	68	81

This question remains weighted towards the positive responses and a gradual increase in percentage of strongly agree / agree.

**Question 7 (mandatory):**

In the initial May 2020 survey this was a free text question. Then, in Oct 2020 we developed this into multiple choice options, so respondents were able to tick multiple choices and enter free text for the 'other' option.

To aid data analysis and focus the information, in the Feb version of the staff survey we updated the settings so that respondents could only select one option as the most important for them. This was again repeated in the May/June version of the staff survey.



We used branching to take those who marked 'Other' to Question 8 for further details and all other participants on to Question 9.

#### Question 8 (optional):

This question enabled those who selected 'Other' above to enter more details in a free text field.

We received a total of 86 responses, each individual comment has been reviewed and key themes identified. This is the highest level of response for this question.

Key Themes (by order of frequency):
CPD /Qualifications / Training / Courses/ System Training (SIMS)
None / N.A. / Nothing Specific / Blank
IT / ICT / Systems / Laptop / Equipment
Workload / Time / Time out of Class
SEND / SEN / Dyslexia /Additional Needs / ASD / Autism
HR Processes
Behaviour Management / Behaviour
Exam Syllabus / Exam / Exam Board
Classroom practice / Supporting Literacy / Language
Wellbeing / Mental Health
Curriculum
Homeworking / Work Form Home
Communication / Communications Policy / Planning & Moderation

Youth Culture, LGBTQ+ Awareness / Sexual Harassment Training
Foundation / ECF
Marking
Staff Social Activities
Understanding Leadership

**Question 9** (optional): Is there anything else you think the Trust or school could realistically be doing to support your work and wellbeing at this time?

We received a total of 280 comments on this occurrence of the survey, which is a decrease on the level of free text comments from recent editions:

Is there anything else you think the Trust or school could realistically be doing to support your work and wellbeing at this time?	June- 21	Feb-21	Oct-20	May-20
Free Text	280	334	301	248

Each individual comment has been reviewed and key themes identified:

Key Themes (by order of frequency):
Improve IT/ICT/ Systems / technology
None / N.A. / Nothing Specific / Blank / No
Improve Communication / Consultation
Workload / Additional Time for Tasks / Workplace Pressure / Deadlines
Wellbeing / Mental Health
CPD / Training / Courses / Development / Progression
Meeting Frequency
Poor Behaviour Support / Discipline
Resources / Equipment
Acknowledgement & Support for Support Staff
Health & Safety
Calendar/ Timetable Published Earlier
Mentor
Work/life Balance
Flexible Working
Listen to Concerns
Pay
Curriculum Development / Curriculum Support
COVID
Focus on the Positives / Celebrate Achievements
Staff Room / Staff Space
Clearly Defined Roles
Make Better Use of INSET Days

We will be able to provide individual school reports with a summary comments from their area.

**Question 10** (optional): What are the biggest challenges you anticipate you will have in supporting the needs of pupils over the remainder of this term?

We'd received a total of 339 comments on this occurrence of the survey, which is lower than the previous occurrence:

What are the biggest challenges you anticipate you will have in supporting the needs of pupils over the remainder of this term?	June- 21	Feb-21	Oct-20	May-20
Free Text	339	481	377	349

Each individual comment has been reviewed and key themes identified:

Key Themes:
Time Management & Work / Life Balance / Workload
Managing Anxiety / Mental Health / Emotional Needs of Pupils
Behaviour Management / Conduct of Pupils
Transition
Maintaining Focus / Keeping On Task / Engagement / Motivation of Pupils
Catch Up / Closing the Gap
None / N.A. / Nothing Specific / Blank
ICT / IT / Computers /Internet / Laptop / Technology
Returning to Routines
Resources / Equipment
Attendance Levels

We will be able to provide individual school reports with a summary comments from their area.

**Question 11** (optional): Please select your place of work.

Sorted by participation %:

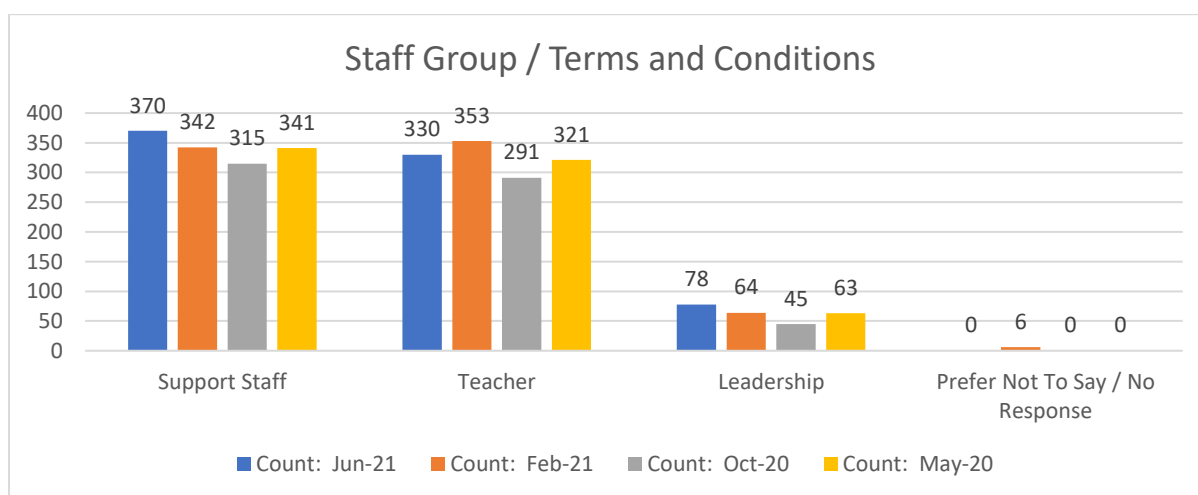
Please select your place of work.	Response Count June:	Participation % of Headcount June:
Coombe Dean School	81	66
Buckfastleigh Primary	21	60
Holbeton Primary School	8	57
Core Service Team	19	54
Ashburton Primary School	17	49
Plymstock School	102	49
Woodford Primary School	28	46
Sherford Vale School	13	45
Dunstone Primary School	15	44
South Dartmoor Community College	53	44
Boringdon Primary School	20	43
Oreston Community Academy	28	41
Ivybridge Community College	145	36
Yealmpton Primary School	9	36



Chaddlewood Primary School	20	35
Glen Park Primary School	17	32
Woodlands Park Primary School	15	32
Callington Community College	35	25
Wembury Primary School	8	22
Hele's School	35	21
Stowford School	12	21
Plympton St Maurice Primary	5	18
The Atrium	2	17
The Learning Institute (TLI)	11	12
Prefer Not to Say	59	N/A
<b>Total Count</b>	<b>778</b>	<b>40.5%</b>

### Question 12 (optional): Staff Groups (Terms and Conditions)

This question shows the balance of responses from leadership / teaching staff / support staff.



### Summary:

The final whole WeST staff survey of the year has received a positive level of response and provided an opportunity for all staff in all schools to share feedback. This will support Trust/school leaders in planning for the next phase of educational provision.

Using the Wednesday Whistle, high level results have already been shared on 23<sup>rd</sup> June (a week since the survey closed) and we are now able to share further details in coming weeks. Individual school reports will shortly be prepared and distributed. We have received a high level of interest in these to aid leadership planning and staff voice.

The final outcomes from this paper have been shared with Trust ELT initially for discussion and consideration. Resultant responses/action plans will be shared with staff and Trustees.

An action plan will be developed to build upon the remaining actions of the February edition to ensure staff are provided with complete feedback on how their comments have been actioned.

