



Staff Pandemic Survey – Full Report (February 2021)

Introduction:

Please find below results of the Staff Survey open from 10th – 26th February 2021 for a period of 17 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 12 questions of which 9 were multiple choice and 3 were free text. Indications are that it took respondents an average of 9.5 minutes to complete on average.

We received the highest participation rate to this occurrence of the survey with 765 responses, a rate of 40% (based on establishment headcount of 1905 employees).

WeST Staff Survey:	Participant Numbers:	Staff Base:	% of Staff Participating:
May-20	732	2027	36.11
Oct-20	672	1963	34.23
Feb-21	765	1905	40.16

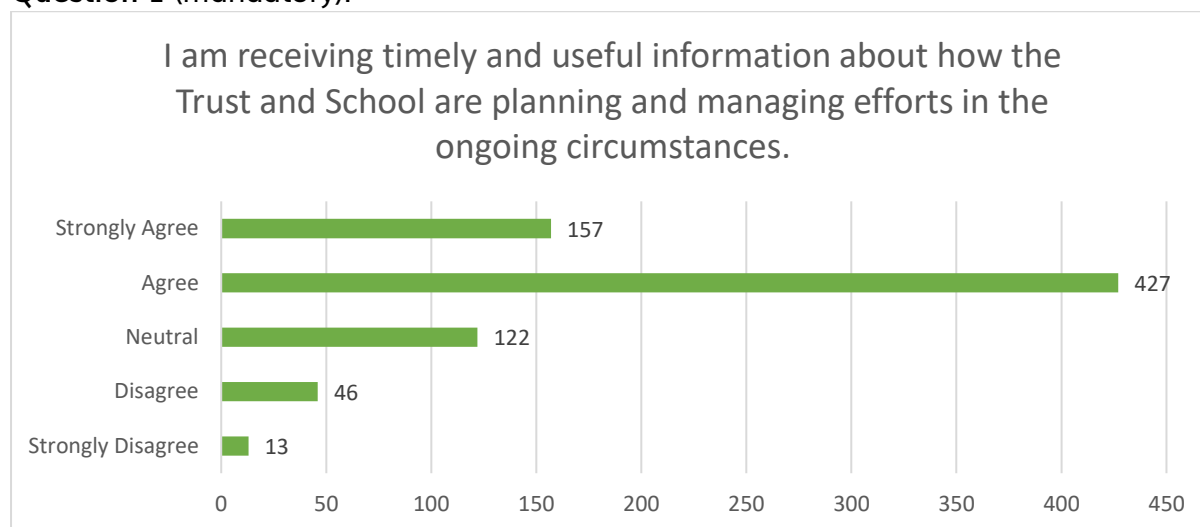
Drivers for this increased response rate include the additional marketing through the Monday Messenger, Wednesday Whistle, and Ms Teams channels with a particular increase in responses noted following publication of individual school rates.

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 different settings (on site, working from home, or not working at present 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 third survey, we did develop some of the settings to enable greater data analysis and this is detailed in the outcomes below.

Outcomes:

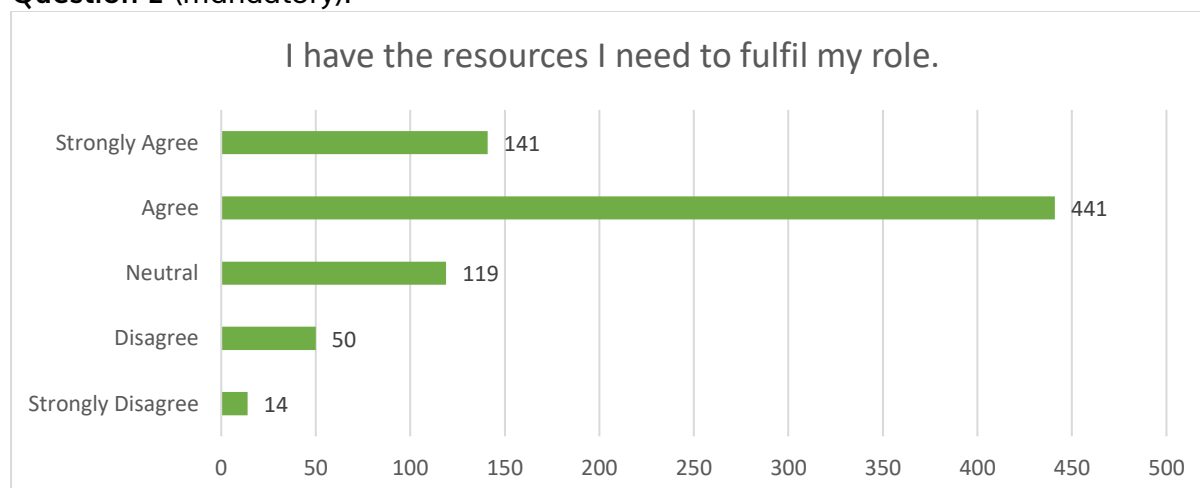
Question 1 (mandatory):



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

For the latest survey there is a slight improvement in the percentage of respondents who agree or strongly agree, remaining a majority representation.

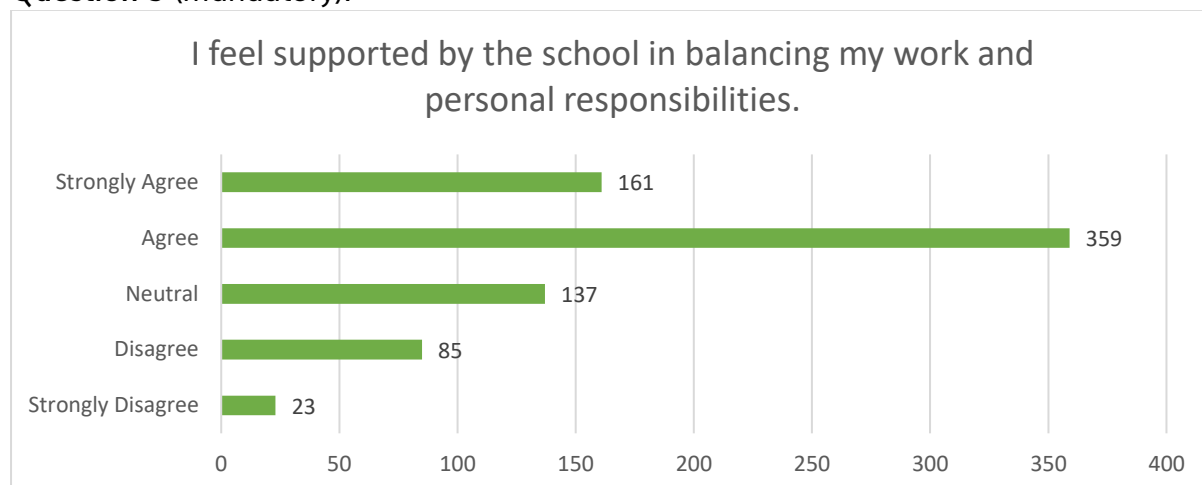
Question 2 (mandatory):



	Feb-21	Oct-20	May-20
I have the resources I need to fulfil my role.	Count:	Count:	Count:
Percentage of response who Strongly Agree or Agree	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.

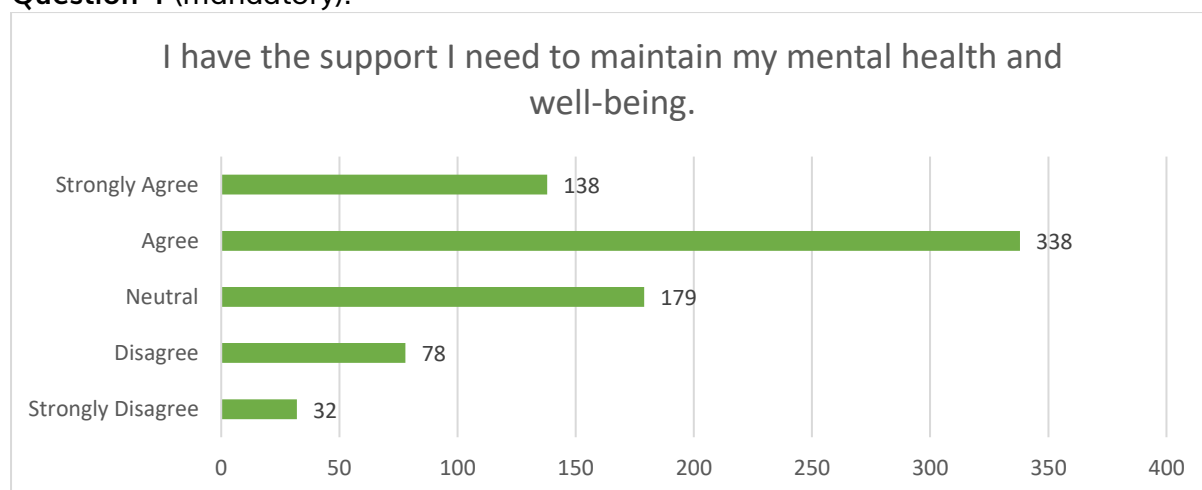
Question 3 (mandatory):



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

In October, 58% of the respondents agree or strongly agree, with the latest results this has improved to 68% however remains far from the initial May 2020 level. 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 identify time / balance as a factor.

Question 4 (mandatory):

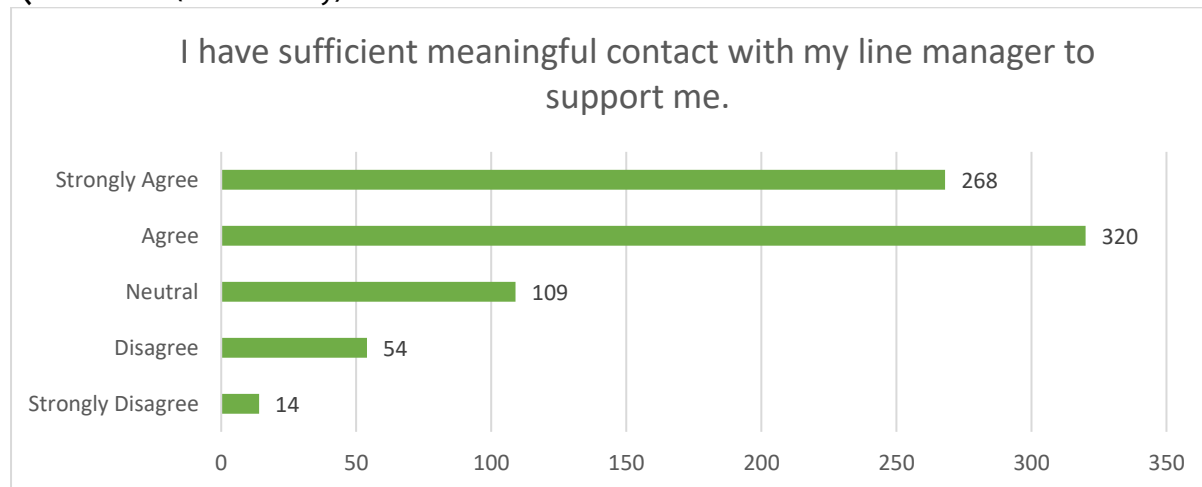


	Feb-21	Oct-20	May-20
I have the support I need to maintain my mental health and well-being.	Count:	Count:	Count:
Percentage of response who Strongly Agree or Agree	62	54	71

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.

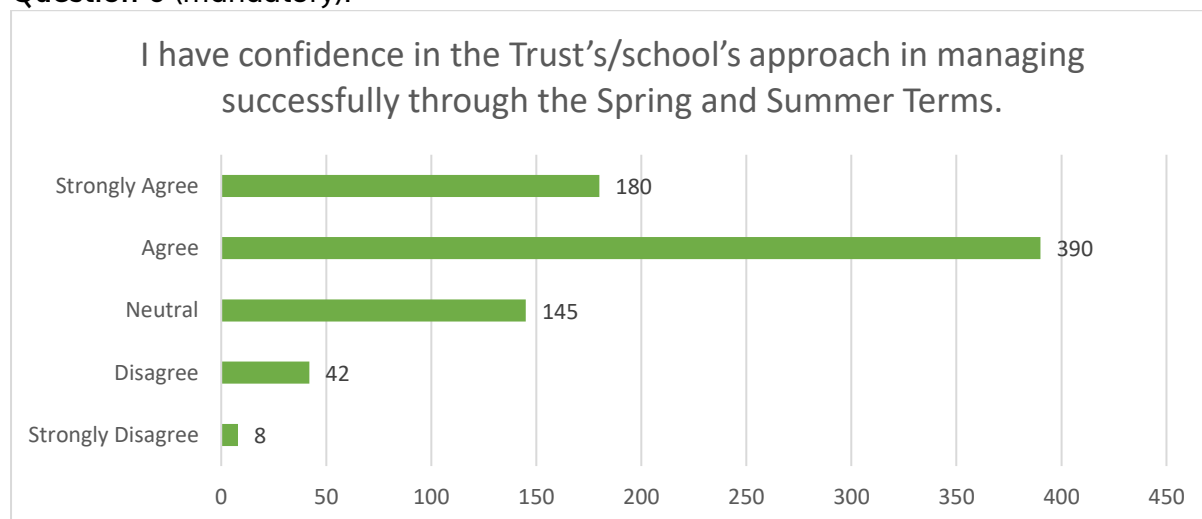
Question 5 (mandatory):



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

Percentage of respondents who agree or strongly agree returns to 77% which is a positive representation of the importance of contact and communication.

Question 6 (mandatory):



	Feb-21	Oct-20	May-20
I have confidence in the Trust's/school's approach in managing successfully through the Spring and Summer Terms.	Count:	Count:	Count:
Percentage of response who Strongly Agree or Agree	75	68	81

In October, 68% of the respondents agree or strongly agree, the latest results show an improvement to 75% but remain far from the May 2020 results level.

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 this version of the staff survey we updated the settings so that respondents could only select one option as the most important for them.



The top choices of staff for support/training remain consistent:

Theme:	Feb Count:	Oct Count:
How to access and use online platforms for communication e.g. Ms Teams and bespoke software.	135	254
Supporting pupil wellbeing and mental health training	215	242
Managing stress and my wellbeing	83	229
Managing my work/life balance	100	198

Within this occurrence of the 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 78 responses, each individual comment has been reviewed and key themes identified.

Key Themes (by order of frequency):
IT / ICT / Technology
Deadlines / Time management / PPA Time
None / N.A. / Nothing Specific / Blank
Workload
Concerns for screen time
Pressure of additional work / responsibility for improvements
Equipment
Curriculum
Communication
Clear decisions
Work/Life Balance
Anti-Bullying (for pupils)

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

Each individual comment has been reviewed and key themes identified by order of frequency (most frequent first):

Key Themes
None / N.A. / Nothing Specific / Blank
ICT / IT / Computers
Deadlines / Time Management / PPA Time
Working from Home
The role of WeST / Trust (Clarity needed or Concerns regarding)
Workload Levels
Flexibility in Working Patterns/Location
Ms Teams functions
Support Staff vs Teaching Staff
Communication
Performance / Appraisal
Redundancy Worry
Childcare
Health and Safety
Reduce administration
Home learning gap

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

Each individual comment has been reviewed and key themes identified by order of frequency (most frequent first):

Key Themes:
None / N.A. / Nothing Specific / Blank
Engagement / Motivation of Pupils
Mental Health / Anxiety / Stress
Learning Gaps / Catch up
Assessments / Examination Worries
Implementing Routine / Structure
Behaviour / Management of Behaviour
Health and Safety/COVID Secure Environment/Social Distancing/Masks
ICT / IT / Computers
Balancing / Work and Home Life Balance / Time
Availability of Resources
Attendance
Language / Terminology / Negativity
Supporting Pupils With Friendships
Dealing with Uncertainty

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

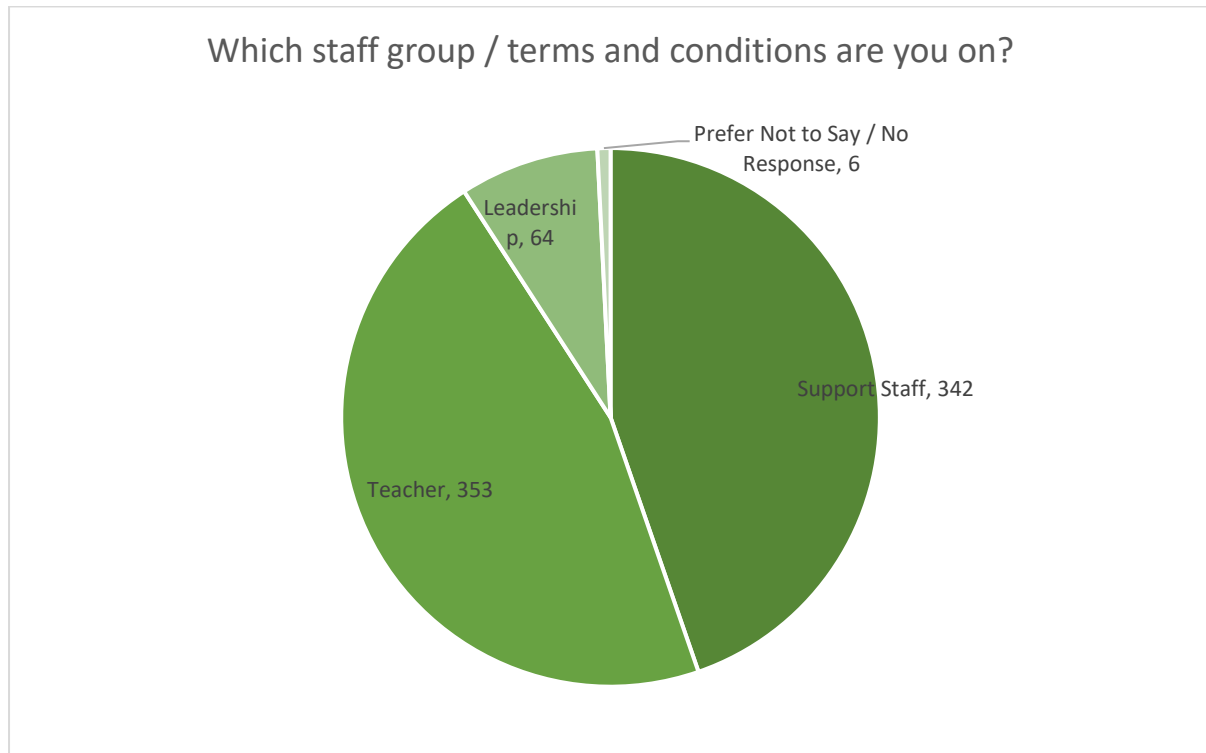
Sorted by participation %:

Place of work.	Response Count:	Participation % of Headcount:
Buckfastleigh Primary	21	62
Core Service Team	18	55
Holbeton Primary School	7	54
Woodlands Park Primary School	26	54
Woodford Primary School	30	51
Sherford Vale School	11	48
Oreston Community Academy	29	45
Plymstock School	96	45
Coombe Dean School	55	44
Ashburton Primary School	14	39
Yealmpton Primary School	9	38
Ivybridge Community College	152	37
Stowford School	19	34
Dunstone Primary School	11	32
Glen Park Primary School	16	30
Hele's School	47	29
South Dartmoor Community College	40	29
Callington Community College	36	28
Wembury Primary School	9	25
Boringdon Primary School	8	17

Plympton St Maurice Primary	3	11
The Learning Institute (TLI)	7	11
Chaddlewood Primary School	6	10
The Atrium	1	6
Prefer Not to Say	94	-

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

This question shows the balance of responses from leadership / teaching staff / support staff, with a small number electing not to specify.



Summary:

The third whole WeST staff survey 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 3rd March (less than a week since the survey closed) and on 17th March the final report was shared. Resultant responses/action plans will be shared with staff and Trustees in coming weeks.

Key stakeholders will also be provided with a copy, including Trustees and Wellbeing Network. Individual school reports will be issued on 17th March 2021 to Headteachers / Principals / Directors. We have received a high level of interest in these to aid leadership planning and staff voice.

In constructing action plans it is worth noting that the survey was conducted during February, including the half term break and preparations for easing lockdown / return to school on site delivery.

