

Staff Pandemic Survey – Full Report (October 2020)

Introduction:

Please find below results of the Staff Survey open from 14/10/2020 –28/10/2020 for a period of 14 calendar days.

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.

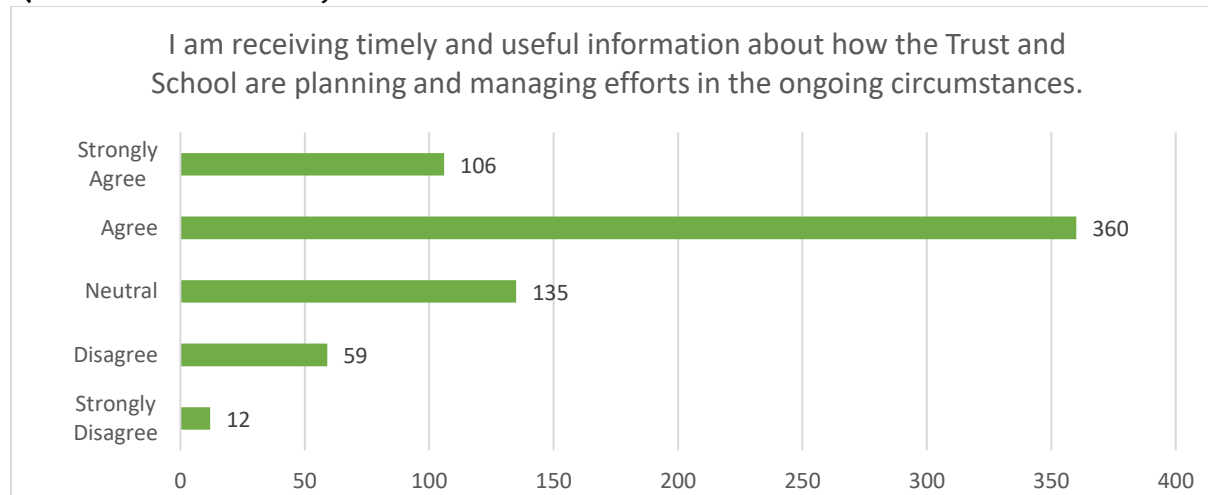
The main survey asked 11 questions of which 9 were multiple choice and 2 were free text. Following which there were 5 optional additional questions centred on 4 free text. Indications are that it took respondents between 9-10 minutes to complete on average.

We received 672 responses, a rate of 34% (based on establishment of 1963 employees). This is a slightly lower response rate to the May survey of 732 respondents.

This remains a strong base for the second of 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). Online research into industry standards indicates there is no set benchmark rate but that 60% or more is considered to be a gold standard in engagement surveys.

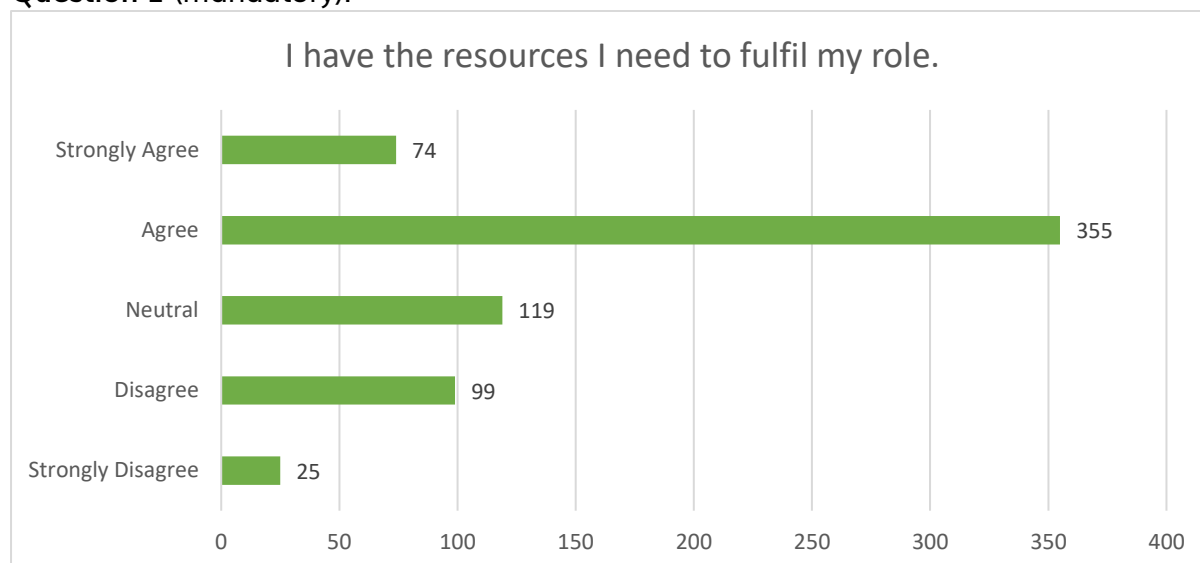
Outcomes:

Question 1 (mandatory):



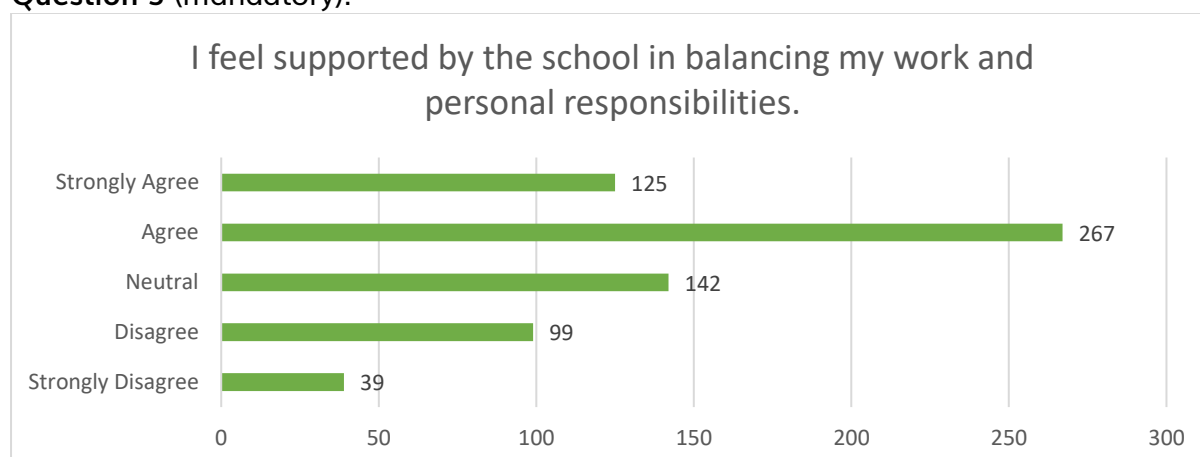
In October, 69% of the respondents agree or strongly agree. This is a slight decline since the May survey which had 88% of the respondents agree or strongly agree. However, it remains a majority representation.

Question 2 (mandatory):



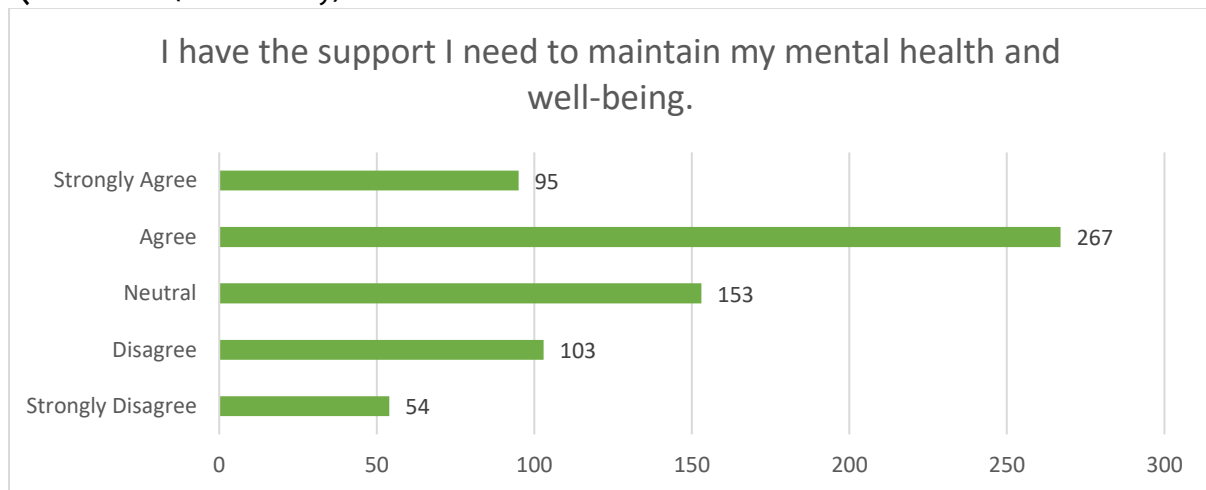
In October, 64% of the respondents agree or strongly agree. This is a slight decline since the May survey which had 74% of the respondents agree or strongly agree. While this is a strong response, there is a greater proportion of neutral / disagree which may link to the themes of the free text comments.

Question 3 (mandatory):



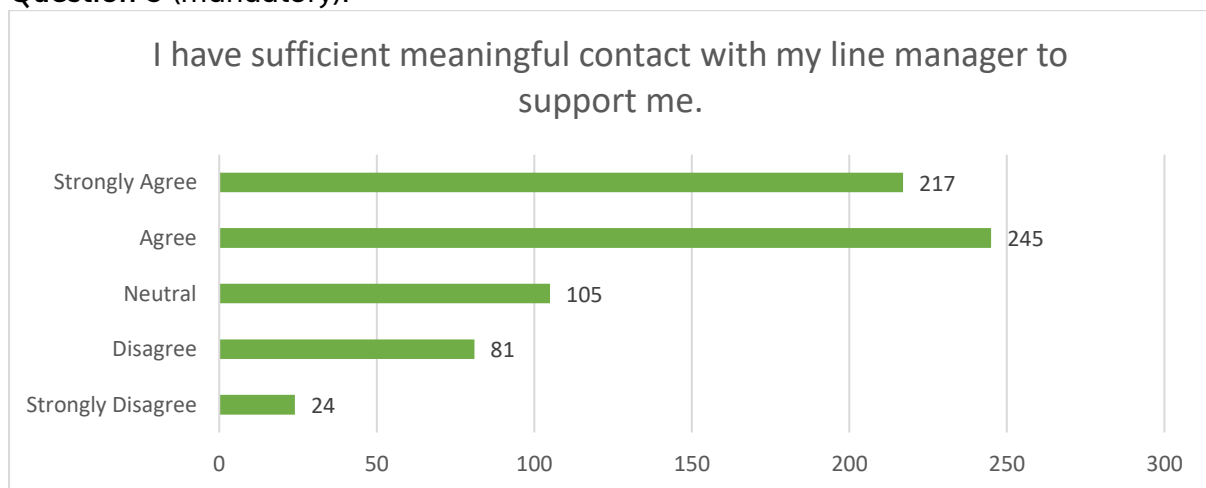
In October, 58% of the respondents agree or strongly agree. This is a significant decline since the May survey which had 80% of the respondents agree or strongly agree. There is again a strongly positive response overall in this area however there are a notable number of neutral/disagree/strongly disagree responses which should be considered in how we might further support with balancing responsibilities.

Question 4 (mandatory):



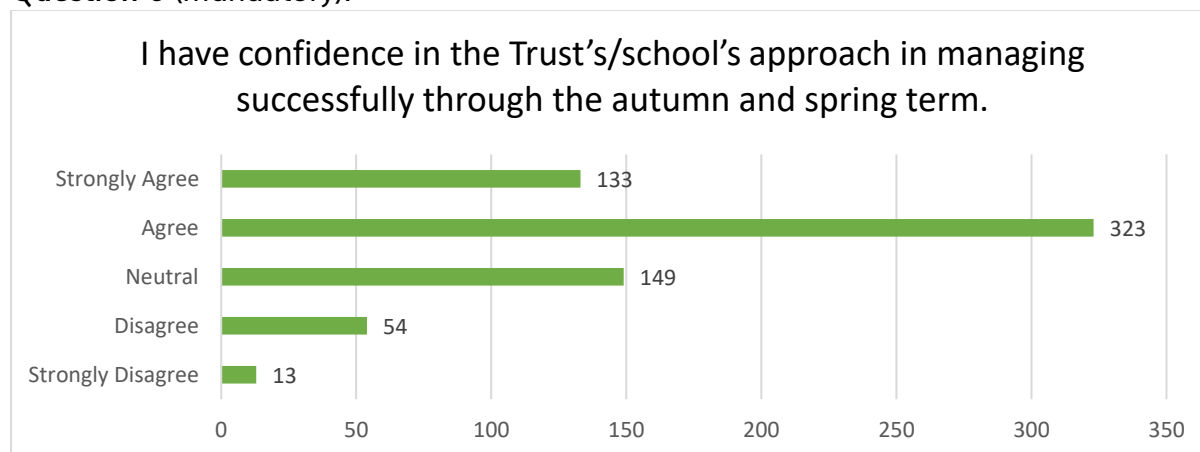
In October, 54% of the respondents agree or strongly agree. This is a significant decline since the May survey which had 71% of the respondents agree or strongly agree. Responses are weighted towards positive however there are again a notable number of neutral / disagree which should be considered in shaping the action plan to ensure ongoing support to reach all staff in maintaining mental health and well-being.

Question 5 (mandatory):



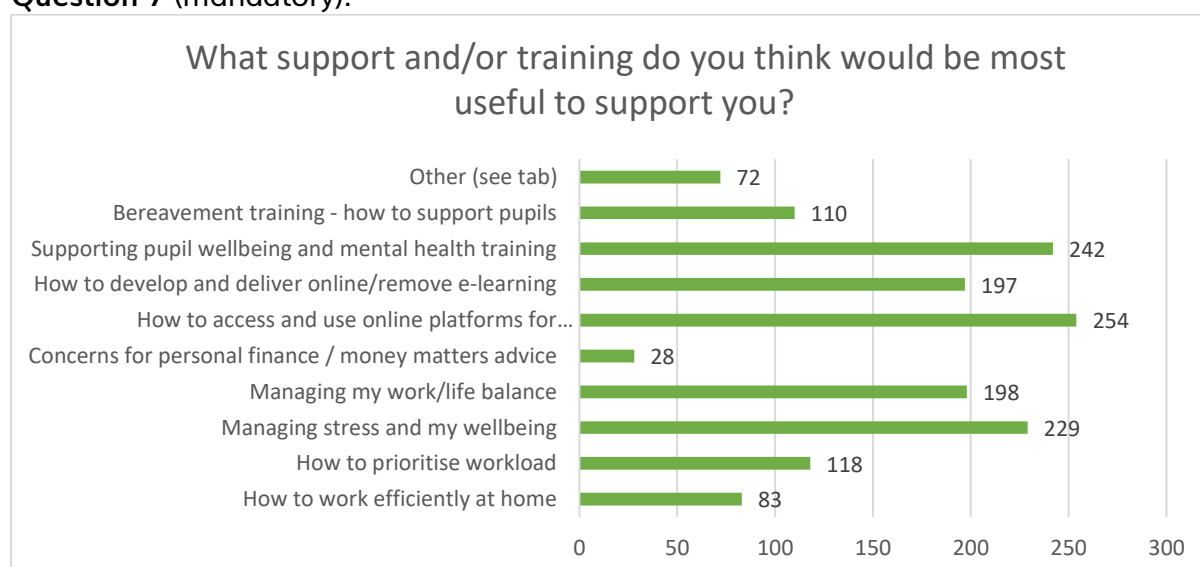
In October, 69% of the respondents agree or strongly agree. This is a slight decline since the May survey which had 77% of the respondents agree or strongly agree. The responses are again weighted to the positive outcomes of strongly agree and agree. However, there is a notable increase in the Disagree and Strongly Disagree.

Question 6 (mandatory):



In October, 68% of the respondents agree or strongly agree. This is a slight decline since the May survey which had 81% of the respondents agree or strongly agree.

Question 7 (mandatory):



A similar question was used in the May survey however it was a free text response. For this survey we choose to provide a number of options which were based on the themes of earlier responses, along with an 'Other' field for any additional comments. The themes from the Other field are:

Themes: (by order of frequency)
IT
None
Additional time
Additional staffing capacity
Management / SLT support
Behaviour
Reduction in administration

Question 8 (optional): Is there anything else you think the Trust or school could realistically be doing to support your work and wellbeing at this time?

As this was an optional free text field with 301 responses, a range of comments covering a range of themes were provided. This is an increase in responses from May which saw 248 comments.

Having reviewed all comments in detail the themes were as follows – in order of frequency, starting with the highest:

Themes: (by order of frequency)
No / continue what you're doing
Improve IT infrastructure / support
Reduce unnecessary workload
Provide more opportunity to work from home / flexible working where possible
Regular staff and Trust wide meetings
Space to retreat as a team with sufficient lunch breaks
Inclusivity of support staff
Realistic expectations of staff and pupils
Less pressure, more support and presence from Senior Management
More staff / time for extra duties e.g. lunch / cleaning
Reduce CPD requirements
Pupil behaviour
Cover [subject specific] staff when absent/sickness
Time to plan / prepare for remote learning including support for Primaries
Address concerns of staff promptly
Improve communication
Reduce admin demand to enable a focus on teaching
Allow time for staff to talk and support each other
Trust to be aware of the affect and demands on staff
MS Teams training
Increase/provide PPA time
Do not start T&L initiatives in already challenging times
Listen and consider staff before implementing/actioning changes
Provide updates as soon as possible
Provide IT equipment/laptops to staff
Stop additional pressure on staff
Supporting staff the same as pupils
Less policy driven approach
Reduce emails
Decide on a learning platform
Stop outsiders/visitors onsite at schools
Provide free flu jabs
Ensure staff have a work life balance
Strict enforcement of mask wearing
Continue staff surveys
Remove requirement for narrated PowerPoints

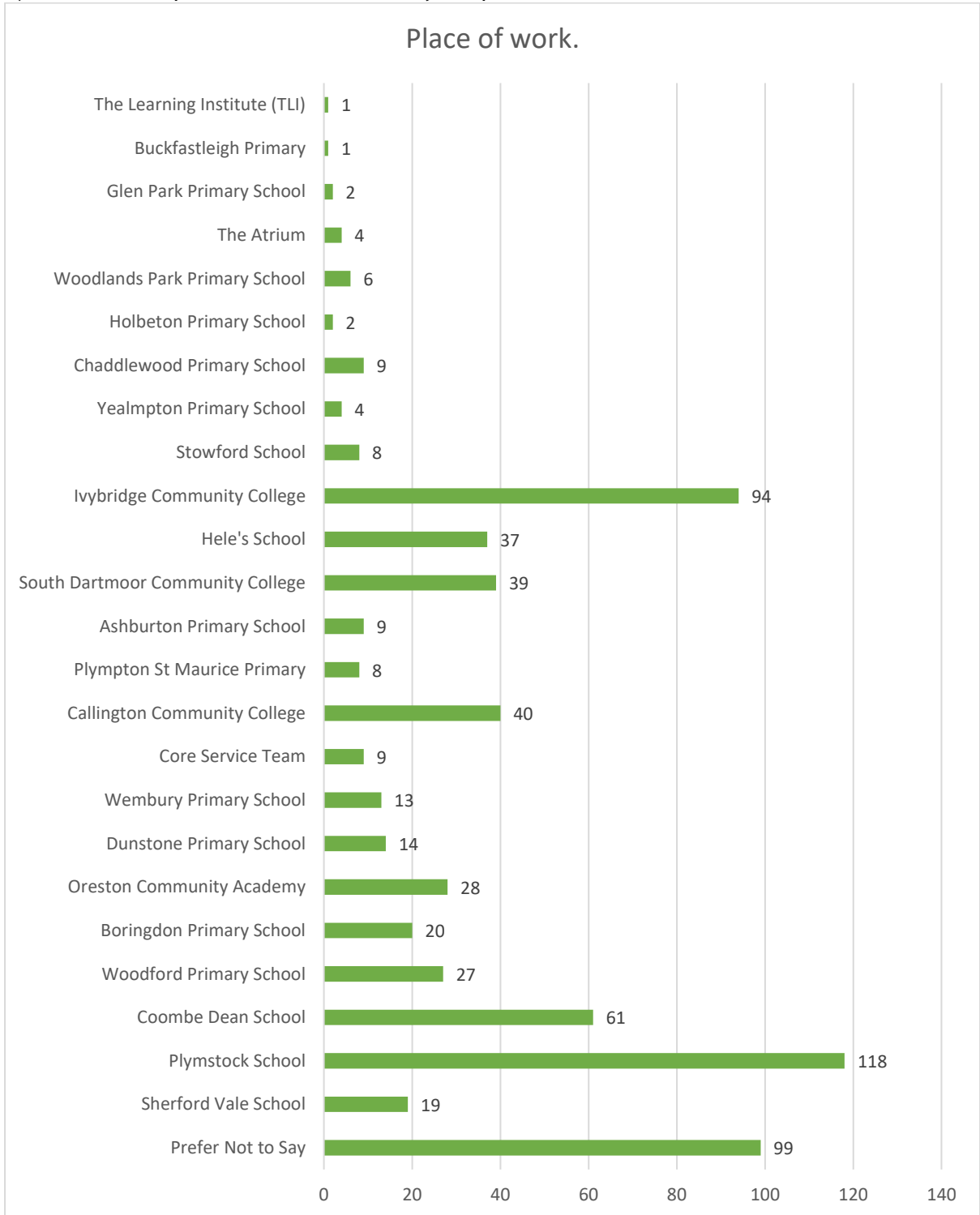
Question 9 (optional): What are the biggest challenges you anticipate you will have in supporting the needs of pupils over the remainder of this term?

As this was an optional free text field with 377 responses, a range of comments covering a range of themes were provided. The level of response is fairly sustained for this specific question since 349 comments were received in May 2020. Having reviewed all comments in detail the themes were as follows – in order of frequency, starting with the highest:

Themes: (by order of frequency)
IT support / access / equipment
Time restraints on staff
Managing classroom / online / remote / missed learning
Managing pupil behaviour and attitude
Supporting vulnerable / SEN pupils
Health and wellbeing of staff
Mental wellbeing of staff and pupils
Preparations / uncertainty for exams
Impacts of another lockdown
Pupil catch up requirements with additional disruptions (isolation)
Resources available to pupils and staff
Supporting staff and pupils isolating
Focus on learning due to extra tasks / duties / workload
Absence of both staff and pupils due to COVID / tests / isolation / sickness
Gaps in learning
Keeping COVID safe
Anxiety of pupils and parents
Balancing work/home life and classroom/virtual learning
Being able to assess and manage pupil progress
Motivating and engaging pupils
Maintaining standards
Managing uncertainty
Knowledge, training and usage of MS Teams to full capacity
Ensuring the wear of face masks
Practical's in classrooms
Emotional stress / support
Providing an exciting and engaging curriculum
Additional pressure on coursework / assessments
COVID related disruptions
Meeting curriculum demands
Balancing risk and need for face to face interaction
Making sure pupils feel happy
Potential bereavement / loss of family members
Pastoral support for pupils and staff
Creating a positive environment
Keeping the school open

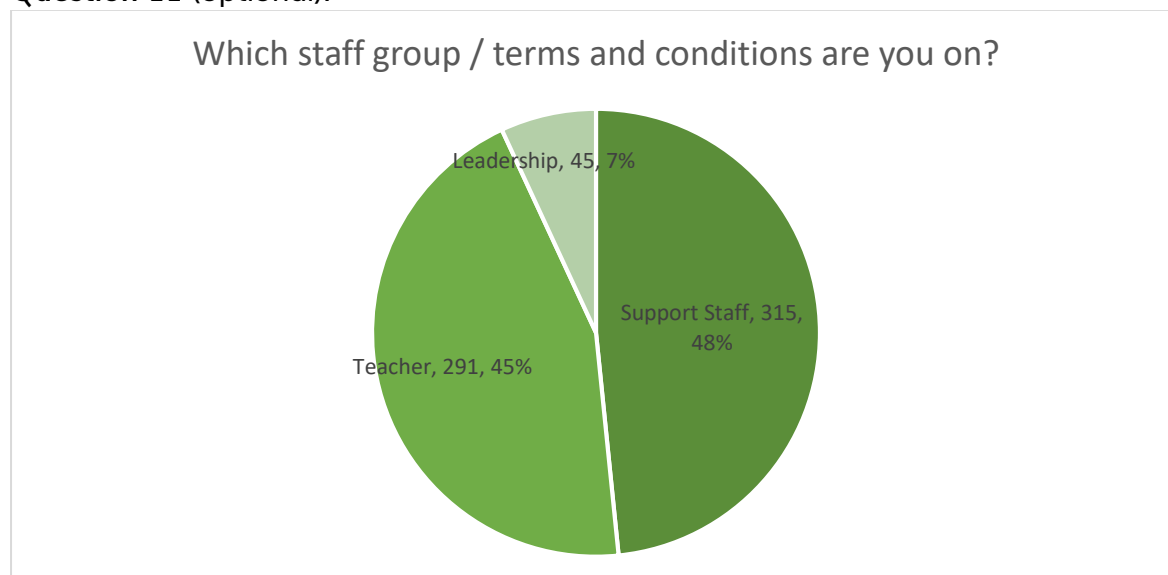
Ventilating rooms in cold weather
Outbreak of COVID cases
Financial restraints on school budgets

Question 10 (optional): Please select your place of work.



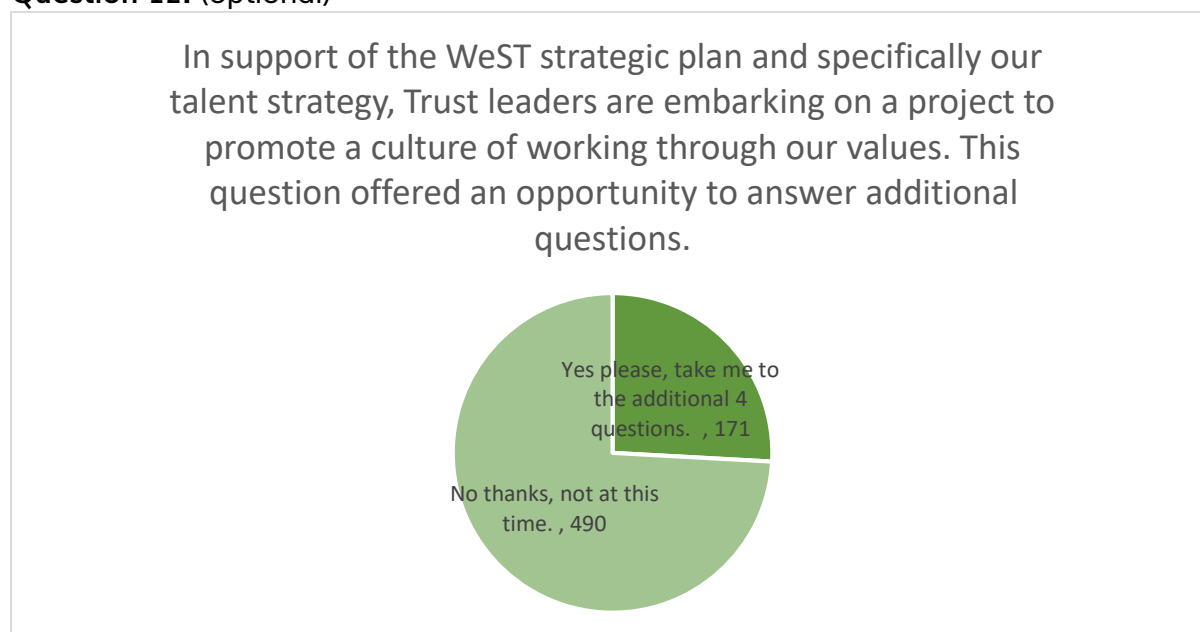
This was a new question to capture the work base of respondents however we provided a Prefer Not to Say option too.

Question 11 (optional):



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

Question 12: (optional)



Summary:

The second 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 will be shared on 4th November and further details are to be published in coming weeks. The final outcomes from this paper have been shared with Trust ELT and are being circulated to Senior Leaders for discussion and consideration within their own settings. Resultant responses/action plans will be shared with staff and Trustees.

In constructing action plans it is worth noting that the survey was conducted just prior to the October half term break following a sustained period of COVID circumstances.

