

Wednesday Whistle



WeST Staff Survey Results

Thank you to everyone who participated in the recent staff pandemic survey! We are pleased to confirm a 36% response rate to share feedback with Exec Team and Senior Leaders.

With so many responses we are working through a detailed analysis and action plan, however below is a summary of the key information gathered for your review.

Question 1: I am receiving timely and useful information about how the Trust and School are planning and managing efforts in response to the pandemic.

88% of respondents agree or strongly agree.

Question 2: I have the resources I need to fulfil my role during the pandemic.

74% of respondents agree or strongly agree.

Question 3: I feel supported by the school in balancing my work and personal responsibilities at this time.

80% of respondents agree or strongly agree.

Question 4: I have the support I need to maintain my mental health and well-being.

71% of respondents agree or strongly agree.

Question 5: I have sufficient meaningful contact with my line manager to support me at this time.

76% of respondents agree or strongly agree.

Question 6: I am having enough meaningful contact with my colleagues to support me at work at this time.

80% of respondents agree or strongly agree.



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Question 7: I have confidence in the Trust's/school's approach in managing successfully through the pandemic.

81% of respondents agree or strongly agree.

Question 8: Is there any specific training or CPD that would be useful to support you in working through the remainder of this term?

203 free text responses.

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

248 free text responses.

What are the biggest challenges you anticipate you will have in supporting the needs of pupils or other service users (applicable to non-school based staff) over the remainder of this term?

349 free text responses.

Whilst, of course, it is reassuring to our senior leadership teams to have received such a positive response, we also acknowledge that further work is needed to make progress in those areas where you believe we could do better. Further updates will follow via the Whistle and your local leadership teams once a more detailed analysis of outcomes and comments is complete and we can begin to consider possible improvement actions.

Thank you once again for taking the time to contribute and for making the survey a success.

Staff Appraisals

We have consulted with Senior Leaders and union colleagues to introduce a light-touch appraisal process this year in recognition of the exceptional circumstances. Our aim is to remove additional pressure from the organisation next term as we all focus our efforts on developing education provision. We also recognise that the planned objectives and development for our staff have been very different to those expected. The attached guidance takes account of this whilst ensuring this year's process does not impact negatively on development opportunities or pay. It also provides the opportunity for professional dialogue to discuss performance objectives, development and wellbeing issues on a 1-2-1 basis (which should underpin all good appraisal processes) but in a way that removes the necessity for pay determinations. Should you have any questions or concerns on the detail please contact the HR Team.

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Book launch - meet the authors!

On 25th June 'The National Curriculum Outdoors' series of 5 books (from KS1 – Year 6) written by Deborah Lambert, Michelle Roberts and Sue Waite, with contributions also made by Jenny Nash, Helen Blackburn and Kayleigh Halifax, will be published by Bloomsbury Education

The books offer progressions for English, maths, science, geography, history, Art and Design, Design Technology, RE and music for each year group, and include French Language for Key Stage 2.

We will be holding a book launch on **30th June 1.30pm to 3.30pm** where you will have the opportunity to meet the authors and help us celebrate the publication of these long awaited books.

We will have a practical workshop in the delivery of the National Curriculum maths objectives outdoors using innovative techniques such as Raccoon Circles and easily available resources, linking to the speaking and listening elements of the National Curriculum with a focus on building, using and applying mathematical vocabulary – showcasing techniques which are used throughout the books



The course will be delivered at **Sterts Theatre, Upton Cross Liskeard PL14 5AZ** to allow for 2 metre social distancing and to ensure we meet all current Covid-19 requirements. The theatre has been licenced by Cornwall Council to hold outdoor events during this time. You will be sent all details of risk assessments and operating procedures prior to attending this event.

Places are limited so please book early to avoid disappointment
TO BOOK CLICK HERE.

Free Tes Portal Training Session

On Monday 29th June at 11:00am, Product Training Specialist Diana Park will be showing Westcountry Schools Trust's Tes Portal users how to get the most of their Tes Recruitment and Staff Pulse Subscription by showing Portal users how they can utilise features that are included in their subscriptions.

The training (via zoom) will take approximately 45 minutes and will be covering how to book an advert, the Applicant Tracking System, smartMatch, smartReach, how to control access rights, the school career site, getting access to the Tes magazine, and Staff Pulse.

To book your free place please contact Diana via her e-mail
Diana.Park@tesglobal.com



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The Learning Institute

FOUNDATION DEGREE COURSES*

STILL RECRUITING FOR SEPTEMBER 2020!

- **FdA Early Years Professional**
- **FdA Inclusive Education**
- **FdA Learning and Education**
- **FdSc Mental Health and Wellbeing of Children and Young People**

Weekly sessions (Tuesdays, 1.00pm – 7.30pm)

Delivered using a combination of live online learning and face-to-face sessions in local venues.



Upcoming online information sessions:

Thursday 25th June | Tuesday 30th June | Monday 6th July

Contact degrees@learninginstitute.co.uk or call Caley on 07956 056447 for more information.

**All venues and courses run subject to numbers.*

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NOTICE BOARD

Vacancies

The following vacancies are currently being advertised within our organisation:

Ashburton Primary School

- Teaching Assistant (Maternity cover)
<https://www.ashburton-primary.devon.sch.uk/vacancies/>

Glen Park

- Class Teacher (temporary)
<https://www.glenpark.plymouth.sch.uk/community-1/job-vacancies>

Hele's School

- Finance Officer
 - Pastoral Support Managers
 - SEN Admin
- <https://www.heles.plymouth.sch.uk/category/vacancies>

South Dartmoor Community College

- Premises Manager
<https://www.westst.org.uk/news/?pid=7&nid=2&storyid=100>

Testing for Covid-19

Tests are now available for our staff and members of their household who have coronavirus (COVID-19) symptoms and are self-isolating. Tests can be booked directly via the government's online system [here](#) and guidance on how to do this is provided [here](#).

Staff Info – Self-Isolation Due to Planned Medical Procedures

As you may be aware, recent government guidance has indicated that anyone who is due to go into hospital as an in-patient (including day surgery) for planned or elective surgery/medical care must self-isolate, along with all members of their household, for 14 days prior to admission. Where these circumstances apply, the individual due to undergo the procedure, will receive written notification from the NHS.

If this affects you as a staff member or if you are a member living in an affected household, you should liaise with your line manager / Headteacher / Principal / Director in the first instance. You may be asked to put your request in writing as a self-declaration of your circumstances and when these take effect (including start / end date, availability for working from home, and any other relevant information).

Where possible working from home will be facilitated and this may include amended duties for this period. All staff will be supported with normal full pay for the duration of the planned self-isolation period unless they are absent due to sickness / other leave and thus the relevant pay entitlements will apply.

Should the planned procedure date be amended you should continue to ensure your line manager is informed of any changes / extension to the potential period.

Should you have any queries regarding these arrangements please contact hr@westst.org.uk.

