
STAFF QUESTIONNAIRE



The Blue Kite
Academy Trust

'I think that the Trust is doing a lot to improve processes. Keep up the good work, I am proud to work here and feel valued and supported.'

MARCH 2022



From our Vision and Values:

We believe that our schools and our Trust should be the best employers we can be. We develop our staff and will be considerate of their well-being.

This is the first Trust-wide staff survey we have completed and I am humbled to see such an overwhelmingly positive response.

To ensure we remain an employer of choice and we want to constantly review our offer to staff. We wish to 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 pupils.

In this year's questionnaire we had a focus on mental health and well being as we have introduced new policies and support packages this year and through the pandemic. 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.

There is still much work to be done to improve the scope and range of what we offer. As the pandemic recedes we are relooking to increase our networking and CPD opportunities for all staff. We will look to further develop our well being offer and align more processes across the Trust to create a more equitable system for all.

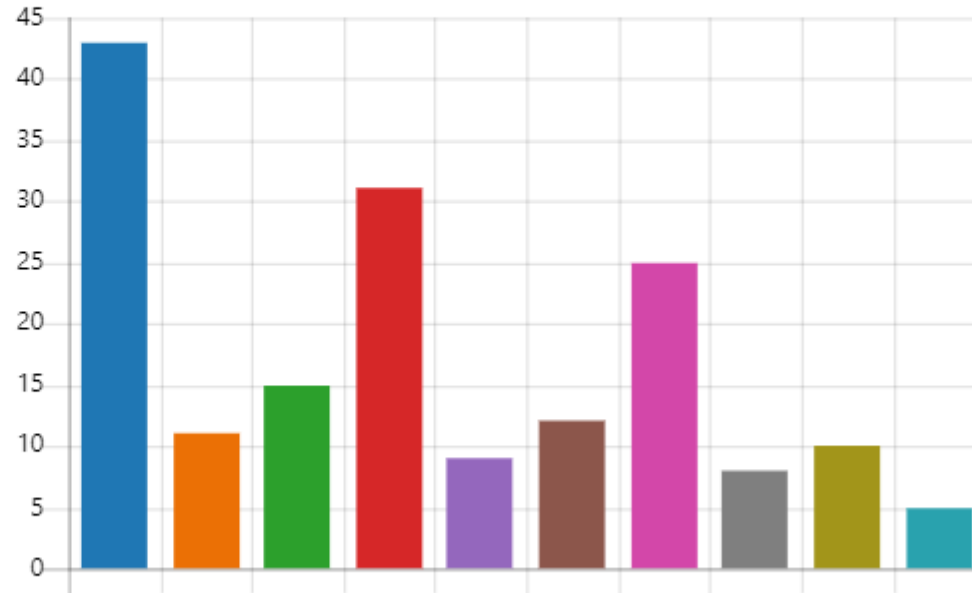
1. School name?

169 RESPONSES

[More Details](#)





 Insights

● Abbey Meads	43
● Badbury Park	11
● Brook Field	15
● Catherine Wayte	31
● Colebrook	9
● Ferndale	12
● Ruskin	25
● William Morris	8
● Trust Central Team	10
● Lighthouse	5



2. What is your job role?

[More Details](#)

 School leadership	19
 Teacher	48
 Non-teaching staff	92
 Trust Central Team	9



It was important to us that the survey reached out to all members of staff. However, we were aware that some job roles would have less knowledge of the Trust's work and impact than others so we included a 'don't know' option rather than forcing a negative choice.

Where we have calculated percentages in the grey boxes, these have the 'don't know' option removed.





Non-teaching staff were grouped together as to not identify specific individuals in smaller schools.

3. I am proud to be a member of the Trust

97% Agree

[More Details](#)

 [Insights](#)

 Strongly agree	73
 Agree	90
 Disagree	5
 Strongly disagree	0



'I am extremely proud of my job and where I work. We have great leadership and a wonderful team of staff the go beyond the call of duty.'





'I think that the Trust is doing a lot to improve processes. Keep up the good work, I am proud to work here and feel valued and supported.'

4. I would recommend the Trust as a good place to work

97% Agree

[More Details](#)

 [Insights](#)

 Strongly agree	71
 Agree	95
 Disagree	3
 Strongly disagree	0








5. The Trust has a culture that is based on strong values

100% Agree

[More Details](#)

 [Insights](#)

 Strongly agree	67
 Agree	86
 Disagree	0
 Strongly disagree	0
 Don't know	15







'I feel that the Trust has strong values that tie in with my own – in particular the high focus on pastoral support.'

6. I feel supported in my role

94% Agree

[More Details](#)

 [Insights](#)

 Strongly agree	69
 Agree	89
 Disagree	10
 Strongly disagree	0



7. All staff are treated fairly, equally and with respect

[More Details](#)

● Strongly agree	63
● Agree	82
● Disagree	11
● Strongly disagree	1
● Don't know	12

92% Agree



'The networking opportunities via Teams has worked well as it has allowed for CPD opportunities across the entire range of staff within the Trust. I felt the CPD regarding the Trust writing moderation event was particularly good.'

8. The Trust supports professional development and creates opportunities to develop staff and meet their needs.

[More Details](#)

● Strongly agree	49
● Agree	105
● Disagree	8
● Strongly disagree	1

94% Agree



9. The Trust supports staff personally (eg. illness, compassionate, flexible working)

98% Agree

[More Details](#)

[Insights](#)

Strongly agree	90
Agree	59
Disagree	3
Strongly disagree	0
Don't know	17



'The SAS app works well.'

'Curriculum bricks meeting a good opportunity to share practice'

'Cross-school collaboration and CPD is working extremely well. I am very much looking forward to the further development of enrichment opportunities for children across the Trust e.g. colour runs!'

10. The Trust is developing strong methods of collaboration and sharing good practice

98% Agree

[More Details](#)

[Insights](#)

Strongly agree	61
Agree	90
Disagree	4
Strongly disagree	0
Don't know	12



11. The Trust is well led and managed

[More Details](#) [Insights](#)

99% Agree

Strongly agree	70
Agree	85
Disagree	1
Strongly disagree	0
Don't know	12



I have always felt very well supported by the Trust. They are always available to offer support.

I feel very lucky to be part of the Trust, especially during the pandemic when the support was second to none. As a leader that was a very stressful time however that stress was most definitely lessened by having the Trust by my side. I continue to feel very well supported by the Trust.

12. I feel that I have had good communication and have felt well informed throughout the Covid crisis

[More Details](#)

98% Agree

Strongly agree	99
Agree	66
Disagree	3
Strongly disagree	0



13. I know who to talk to about my workload and would be confident to do so

94% Agree

[More Details](#)

Strongly agree	72
Agree	81
Disagree	10
Strongly disagree	0
Don't know	6



'Access to external mental health is very positive as it also allows you to do it when you feel comfortable. It is good knowing that is always there.'

'We have details of what help is available to staff as part of the Trust but there are also other sources of help locally that staff could be signposted to, especially for staff in schools who do not buy into SAS. I believe the Trust provides invaluable support for the central team and all of our schools.'

14. I know where to access internal and external support for mental health wellbeing

95% Agree

[More Details](#)

Insights

Strongly agree	55
Agree	95
Disagree	8
Strongly disagree	0
Don't know	11



AREAS TO DEVELOP

Any TA support would be good as all geared for teachers and other support staff don't feel valued. Teachers are offered in school/work time opportunities to develop and network. TAs basically don't get this!!

Designated well being impartial member of staff

I feel the main focus on development and "having a voice" is aimed at teaching staff. Support staff are rarely given the opportunity to put their thoughts across in a meeting situation. Support staff rarely given training opportunities to develop their skills.

It would be helpful if changes/ideas could be communicated at the same time to all.

It's been difficult with Covid restrictions, to have face to face meetings, however, moving forward, maybe have whole school, TD Day dedicated to Well Being. Everyone is exhausted so maybe a day of chill, team building, but on a relaxing level?

More time to be given to support staff to voice problems, concerns, be informed more ie, meetings once a term to discuss agenda's and have a say.

Area to Develop	Trust Response
Any TA development, networking and support	<ul style="list-style-type: none"> As we come out of COVID restrictions we will return to offering more face to face opportunities for training. Specific training for TAs is being developed and we will survey our schools to match the needs to the CPD. We are also working closely with local colleges to create opportunities to develop existing staff through the apprentice scheme.
TA Voice	<ul style="list-style-type: none"> All our schools will be encouraged to hold TA meetings to ensure they have a voice. A Trust-wide appraisal process is now in place which support staff development and provides parity across the Trust.
Designated wellbeing impartial member of staff	<ul style="list-style-type: none"> In most schools, we now have a designated Mental Health Leads. This is a recent development and is part of our wider wellbeing strategy.
Staff Wellbeing	<ul style="list-style-type: none"> A group has been set up to develop wellbeing and mental health support strategies. This has already developed a new Wellbeing and Mental Health Policy which will be shared with school staff shortly. We have also introduced a wellbeing app which offers a wide range of counselling and other services free of charge for our staff.
Trust Wide Communication	<ul style="list-style-type: none"> A new newsletter has been developed to share updates from across the Trust and its schools Our website will be redesigned next year to be easier to access and provide more information Trust social media will be further developed next year so that any followers can get updates immediately.

TRUST STAFF SURVEY MARCH 2022

169 Responses	<i>Adjusted for 'Don't Know' removed</i>
Question	Strongly Agree/Agree
3.I am proud to be a member of the Trust	97% Agree 73% Strongly agree
4. I would recommend the Trust as a good place to work	97% Agree 71% Strongly agree
5.The Trust has a culture that is based on strong values	100% Agree 67% Strongly agree
6. I feel supported in my role	94% Agree 69% Strongly agree
7. All staff are treated fairly, equally and with respect	92% Agree 63% Strongly agree
8. The Trust supports professional development and creates opportunities to develop staff and meet their needs.	94% Agree 49% Strongly agree
9. The Trust supports staff personally (eg. illness, compassionate, flexible working)	98% Agree 90% Strongly agree
10. The Trust is developing strong methods of collaboration and sharing good practice	98% Agree 61% Strongly agree
11. The Trust is well led and managed	99% Agree 61% Strongly agree
12. I feel that I have had good communication and have felt well informed throughout the Covid crisis	98% Agree 59% Strongly agree
13. I know who to talk to about my workload and would be confident to do so	94% Agree 43% Strongly agree
14. I know where to access internal and external support for mental health wellbeing	95% Agree 55% Strongly agree