

Staff FEEDBACK

All staff were asked to complete the survey. All 3 members of the admin team, all 12 teaching assistants and all 5 teachers excluding the Head teacher and Assistant Head Teachers all provided their responses. A BIG thank you to all the staff for completing the staff survey your thoughts and opinions are valuable to us.

	Yes	Sometimes	No
Are you happy working at Meadow View?	19	1	0
Do you feel you have the right training in place for you to improve and develop in your role?	19	1	0
Which of the following do you feel provides good support for you in your role?	SLT Head Teacher Inclusion Team Partner Teacher SENDCo Admin Team Phonics Leader Internal CPD Behaviour Leader External CPD		17 16 13 11 10 10 8 8 6 4

SLT Response:

It is wonderful to see that so many members of staff are happy in their work. This is felt on a daily basis in school. We are a very supportive team who recognise the demands of the roles that you do and appreciate all of your hard work. I would welcome a conversation with the member of staff who is only sometimes happy, if they are willing, to find out what we can do to improve your happiness at work. We want all of our Meadow View Family to be happy at work.

Do you feel that behaviour is good in school?	20	0	0
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Summary of things you think we do well for behaviour:

- Consistency including the language used, rewards and consequences given
- Strong behaviour policy built on trauma informed practice.
- Staff awareness of the robust systems and routine
- Our work with families to reduce escalating behaviour.
- Addressing issues in the moment
- The monitoring and tracking of behaviour to highlight who needs to be discussed at the weekly inclusion meetings
- The use of outside agencies to meet the needs of pupils
- The Access Resource
- Dot charts

SLT Response:

The excellent behaviour that we see around school each day is a product of the efforts of the whole team. The Inclusion Team and SLT cannot thank you enough for your continued positivity, investment in relational moments, engagement and commitment to the behaviour coaching model, commitment to ensuring the consistent implementation of the behaviour policy and your professional curiosity to meet the needs of our SEND pupils.

Summary of things you think we could do better for behaviour:

- An induction programme for new pupil arrivals
- More available adults and smaller class sizes
- More work with parents to implement the behaviour policy at home
- Add resources into the regulation room
- More play equipment at breaktime and lunchtime
- Give objects/prizes as a reward

SLT Response:

Thank you for your ideas. We have already been looking at our admissions pack and induction procedures for our more complex pupils, amending and further developing our diversity and belonging strategy and SEND strategy. Whilst I recognise that the class sizes have grown, they are now in line with other primary schools, the positive aspect of this is over the coming months we should be able to appoint more support staff to provide more support. The ISO and Behaviour Leader will continue to support our parents to better manage the behaviour of their children. We are currently reviewing the use on the regulation room and what resources are required. We are currently reading research papers to ensure we make an informed decision. There is already a good range of activities at breaks and lunchtime, however as usual, our sports coach will audit these and complete some pupil voice to refresh the activities available. We also have some large-scale plans being drawn up to further develop the outdoor area. The inclusion team will consider the use of reward prizes; however, we are looking to build intrinsic motivation in pupils rather than extrinsic motivation.

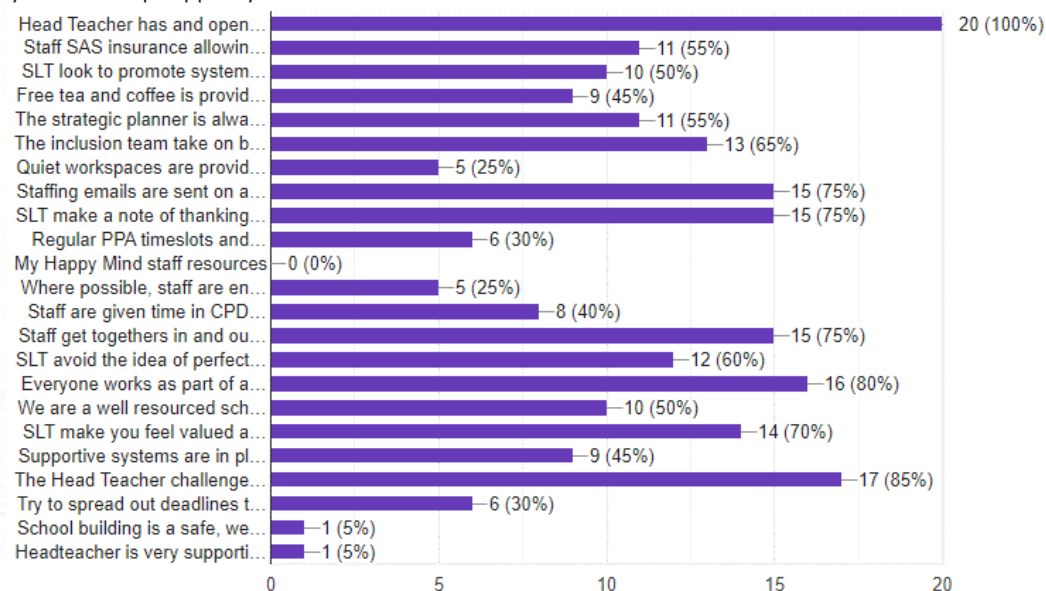
Summary of further CPD you would like to support you in your role:

- Continue to learn more about trauma informed practice
- Further research on transferring knowledge from the short term to long term memory and strategies to support pupils who struggle with their memory.
- Further dyslexia and dyscalculia training
- Further training on supporting children’s mental health
- Birmingham toolkit

SLT Response:

Thank you for your responses. All of the suggestions will be factored into our CPD programme. We will also have a conversation with the After School Club staff to see how we could support them to access more CPD sessions.

These are all of the things that we do to help support mental health and wellbeing. Please tick the ones you think help support you.



SLT Response:

It is great that you all appreciate the package of wellbeing support that we provide for all staff and that you were able to add some of your own suggestions of the things that support you. We will continue to provide all of the things that you appreciate and also look to spend some more time looking at the My Happy Mind materials as they may be of use to some staff.