

Summary of results of Crosby Ravensworth School Staff Online Wellbeing Survey* conducted autumn 2023

By Revd Stephen Tudway

We received 8 out of 11 possible responses, which is a good rate in employee surveys generally and, in my past experience, not a bad rate of return in a school.

- The industry-standard questions seemed to me to produce sensible and clear results and I think we will benefit greatly from running the same survey at the same time next year
- It would probably be better just to run the one simultaneous wellbeing analysis in the future!
- Although there is some interesting nuance in the data, two important things emerge clearly, and from the short session we had with staff alongside the spirituality session on 31 Jan. Neither is particularly surprising, but it is always helpful to have common sense or prior knowledge labelled and examined afresh:
 - Our school is effective (among other reasons) because there are high levels of confidence in colleagues, leaders and governors, both in general terms and with regard to personal well-being. For example, respondents are confident approaching others within the school community with regard to their own wellbeing. Further and more explicit reference to wellbeing in policies, reporting and discussion would be helpful in ensuring that everyone is confident that this is a core priority for which we are taking active and intentional steps.
 - There are very significant indicators of stress and threats to wellbeing in the results, which are traceable to the workload expected of school teachers and other school staff in general, and to the demands of being a very small school in particular. The fact that they are inevitable should not deter us from attempting to reduce or alleviate the causes. Duncan's 'does it make the boat go faster' is a great jumping off principle for doing this, but we need to do more than simply avoid new initiatives. Duncan and I agree that marking/feedback/formative assessment is a good

illustration (and purely an illustration) of this. There is a range of legitimate opinion on what good policy looks like in this area, but some approaches are more burdensome than others. **Staff wellbeing is a legitimate factor in deciding how we do most things** (Duncan Priestley's emphasis).

- Extrapolating only a little from these observations, I would say that it is absolutely essential that we recognise that a sense of trust, community and mutual support is what makes such a small school possible. The workload and stress placed on our staff is greater than that placed upon staff in larger schools. We need to recognise and appreciate what makes these burdens tolerable at present, and ensure that our succession planning and recruitment decisions are informed by this understanding.

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* Survey of 12 questions was executed using Microsoft Forms and 8 individuals completed it online between 31/10/23 and 7/11/23. Excel spreadsheet of results is also available on the governors' secure section of the website. Survey structure is retained on Forms for further use and comparison.