

Never look down on anybody unless you are helping him up. Jesse Jackson

Barley Lane School

Hard work, humility, kindness

Team survey: wellbeing 2018-19

28 staff participated 08.07.19 2 responses incomplete and discounted and to not complete response unless in error does not reflect well on those individuals? I note their incomplete responses were very positive in all other categories.

| | Agree strongly | agree | disagree | Disagree strongly | comment |
|--|----------------|-------|----------|-------------------|--|
| 1. I feel authentically valued and supported as a professional and a person | 20 | 6 | 0 | 0 | Be great if those six felt able to express how we can do better in any way they feel comfortable... |
| 2. I am committed to our focus on good relationships between us all because they underpin and promote our wellbeing and so the wellbeing of the children and young people. | 26 | 2 | 0 | 0 | I think and with reason it is best the two respondents reflect on if they need a different setting as any lack of wholehearted commitment to this core value is a problem. |
| 3. I have a say in how I work as an individual and how the school works as an organisation: I feel I am a part of an authentic team effort. | 17 | 9 | 0 | 0 | We have work to do here and 2019-20 offering huge opportunity to do so as whole school organisation to be reviewed and debated as a part of further move to primary model classes and the "school within a school"; who will do what and where? |
| 4. I feel equipped and both challenged and supported to meet the risks and challenges an SEMH school brings | 17 | 9 | 0 | 0 | We have worked to do here too and again it would be so positive and helpful if those who "agree" could and so share what we can do further to both challenge and support them? |
| 5. I am offered practical and emotional support as a professional and a person | 22 | 4 | 0 | 0 | Although a small number for anyone to feel anything less than powerfully supported needs attention and we must find a safe way for folk to express why? Perhaps an anonymous email account that we can all access and share for a period to allow folk to be candid and critical and then we look at then at the credibility of any contributions in wider positive context. |
| 6. Leading and experienced staff are proactive in all the above categories | 23 | 3 | 0 | 0 | Reassuring that those with most urgent and serious responsibility to lead by example are perceived by a very large majority to be doing so and that no-one disagrees. As above be good to know how we can improve the perception of the folk now wholly convinced. |
| 7. I am essentially happy and so well motivated in my work | 14 | 12 | 0 | 0 | Notable and interesting as we could reasonably have expected better given other outcomes and be good to understand the nuances of this perhaps as for me numbers of us find the work inherently very hard and that impacts our happiness? |