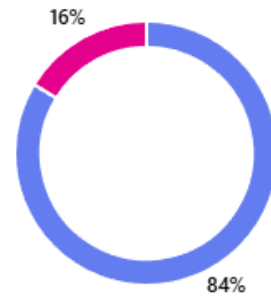


Staff Survey 2024-25

I am proud to be a member of staff at Kemball

● Strongly agree	36
● Agree	7
● Disagree	0
● Strongly disagree	0



Children feel safe at Kemball

● Strongly agree	40
● Agree	3
● Disagree	0
● Strongly disagree	0



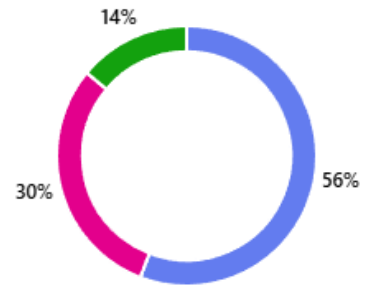
Behaviour is good at this school

● Strongly agree	20
● Agree	22
● Disagree	0
● Strongly disagree	0



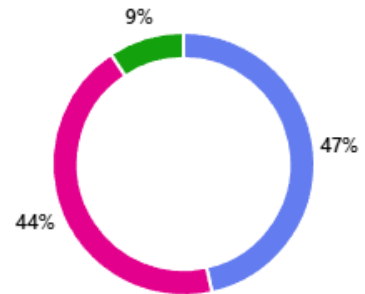
The behaviour of pupils is consistently managed well in my class

● Strongly agree	24
● Agree	13
● Disagree	0
● Strongly disagree	0
● N/A	6



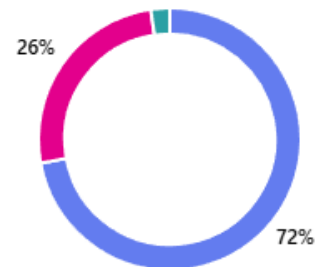
The behaviour of pupils is consistently well managed within the pathway that I work in

● Strongly agree	20
● Agree	19
● Disagree	0
● Strongly disagree	0
● N/A	4



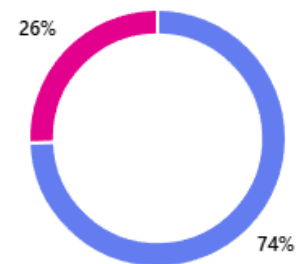
Leaders support staff well in managing behaviours

● Strongly agree	31
● Agree	11
● Disagree	1
● Strongly disagree	0



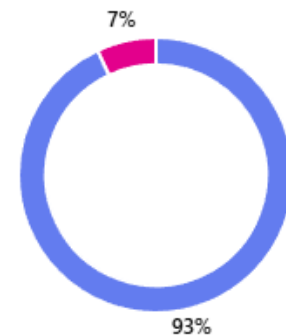
. The school deals with cases of bullying effectively (bullying incidents including persistent name calling, cyber, racist, gender, homophobic bullying etc)

● Strongly agree	32
● Agree	11
● Disagree	0
● Strongly disagree	0



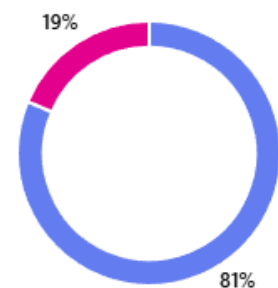
. The school has clear policies and procedures for supporting pupils with medical needs

● Strongly agree	40
● Agree	3
● Disagree	0
● Strongly disagree	0



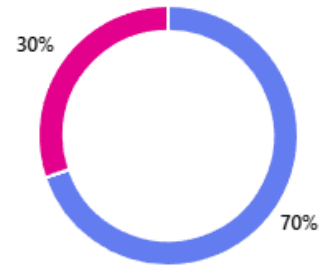
. Staff feel supported by SLT/pathway leads in an emergency situation

● Strongly agree	35
● Agree	8
● Disagree	0
● Strongly disagree	0



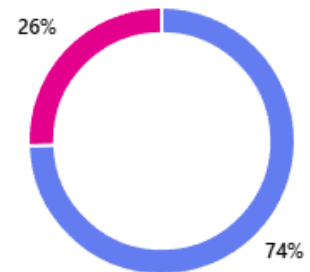
Leaders use professional development to encourage, challenge and support staff improvement

● Strongly agree	30
● Agree	13
● Disagree	0
● Strongly disagree	0



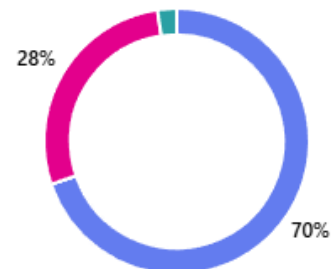
Leaders do all that they can to improve teaching and learning

● Strongly agree	32
● Agree	11
● Disagree	0
● Strongly disagree	0



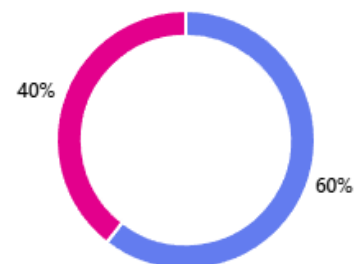
Leaders do all that they can to ensure the school has a motivated, respected and effective staff

● Strongly agree	30
● Agree	12
● Disagree	1
● Strongly disagree	0



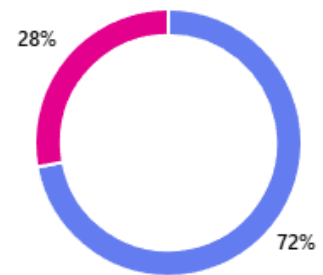
Leaders have created a climate in which staff are trusted to take risks and innovate in ways that are right for the pupils

● Strongly agree	26
● Agree	17
● Disagree	0
● Strongly disagree	0



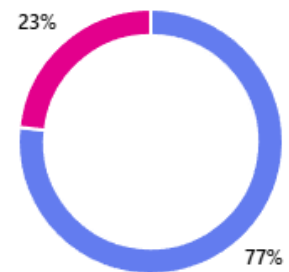
. The school has a culture that encourages calm and orderly conduct and is aspirational for all pupils

● Strongly agree	31
● Agree	12
● Disagree	0
● Strongly disagree	0



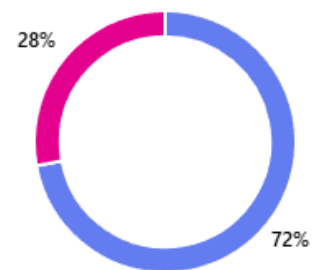
. The school challenges all pupils to make at least good progress

● Strongly agree	33
● Agree	10
● Disagree	0
● Strongly disagree	0



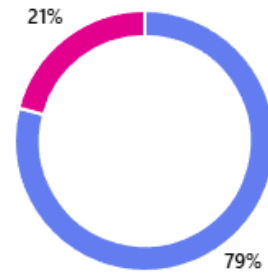
. The school successfully meets the differing needs of individual pupils

● Strongly agree	31
● Agree	12
● Disagree	0
● Strongly disagree	0



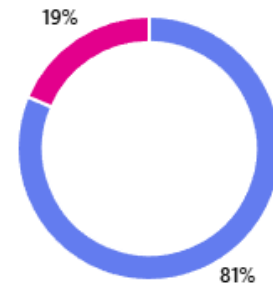
. I know what we are trying to achieve as a school

● Strongly agree	34
● Agree	9
● Disagree	0
● Strongly disagree	0



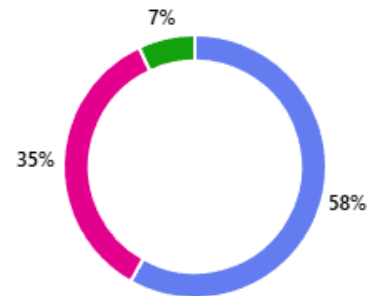
. The school is led and well managed by SLT (Head, Deputy, Assistant Head and School Operations Manager)

● Strongly agree	35
● Agree	8
● Disagree	0
● Strongly disagree	0



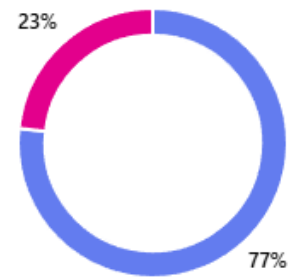
. Leaders take workload into account

● Strongly agree	25
● Agree	15
● Disagree	0
● Strongly disagree	0
● N/A	3



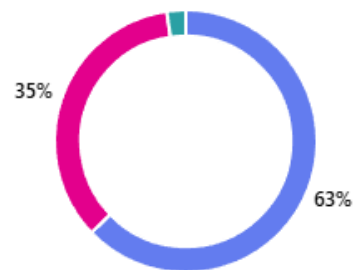
I feel well supported working in this school

● Strongly agree	33
● Agree	10
● Disagree	0
● Strongly disagree	0



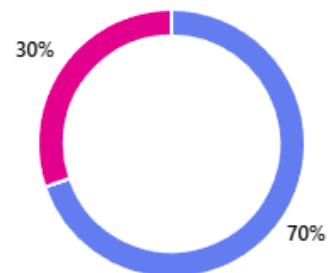
. All staff are treated fairly and with respect at this school

● Strongly agree	27
● Agree	15
● Disagree	1
● Strongly disagree	0



. Leaders and managers are considerate of my well being

● Strongly agree	30
● Agree	13
● Disagree	0
● Strongly disagree	0



Please list the things that you feel that the school does well

- Good communication with staff and children We all come together in times of need Great teamwork across all pathways Support and guidance is always on offer by SLT We meet our children's needs well
- Make staff and pupils feel welcomed and supported.
- Behaviour management, pupil progress, support for staff
- Supporting new staff, managing the varying needs of the pupils
- Supportive SLT.

- SLT are supportive and I feel confident in my role. I know that I can go to them for support if needed. Pupils are settled and well supported within the school. The school and staff have high expectations for all.
- manages behaviour extremely well • has high expectations for pupils • creates a welcoming environment • supports staff
- works as a team and SLT ensure that staff aren't left struggling with children with behaviours.
- Very supportive towards ECTs Working as a team and supporting one another.
- Child focussed, amazing facilities and opportunities for the children to experience. Staff meeting time is well directed to support workload.
- Catering for individual children's needs. Employing good staff members and deploying them to their areas of strength. Lots of relevant training.
- The school work well as a team and everyone supports each other when needed. This is why I like working at Kemball.
- 4 pathways that are well managed where pupils thrive with an appropriate curriculum to meet their individual needs. * All staff know their class pupils well * Staff have a positive, happy and upbeat approach to the day which adds to the happy atmosphere around school. * Giving MHWB time to both staff and pupils
- I think the different pathways work very well to provide the range of provision that the pupils need.
- More of a focus on staff MHWB with the MHWB hours and considerations on workload Tailoring everything to meet pupil needs Always a focus on what pupils can do rather than what they can't and never giving up on potential pupil has
- All staff are very welcoming and are always happy to help when needed. teachers and carers are all very caring and keep children when walking about the school
- Supports in emergency situations both staff and families. Supports children's behaviours across the school.
- I think the school is really good at making you feel welcome and part of the team. The school has a lovely warm feel about it. The communication is good and staff are listened to. The children are very well behaved and well managed if support with behaviour is needed. Nothing seems to much bother for the staff and everyone works really well as a team.
- Respecting both staff and children, dealing with any issues
- Lovely atmosphere. Staff hard working and look out for each other Pupils are inspirational
- Pull together as a team to make whole school events happen to make them special for the pupils. Medical emergencies are staffed really well and staff support each other.

- Children leave the school each day with their needs taken care of. - Management are always willing to listen and to offer support to both staff and children when needed. - Children's individual needs are taken into account and supported. - Fantastic Management team!
- Teaching to a high standard and adapting to meet the needs of each pupil. Caring for the well being of each individual pupil. Giving the pupils as many opportunities as possible to enrich their learning.