Epsom Downs Community School Staff Survey - March 2024

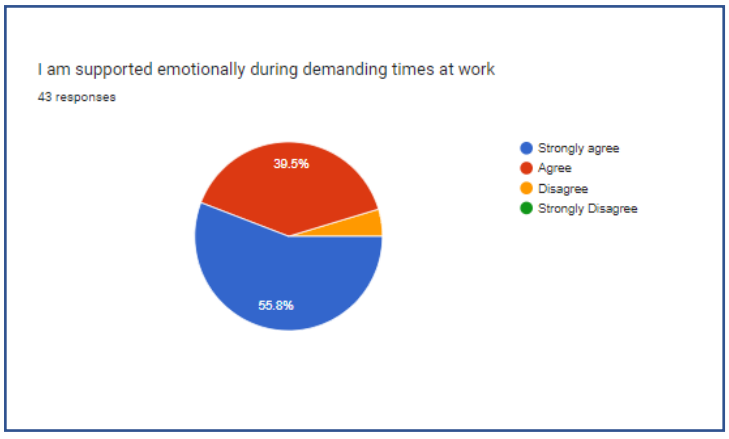
We have analysed the results and chosen two strengths and two areas of development that are recorded below

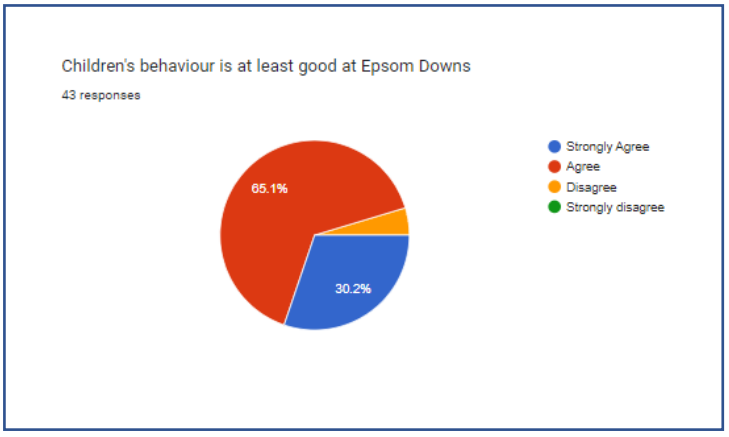
Our Strengths:

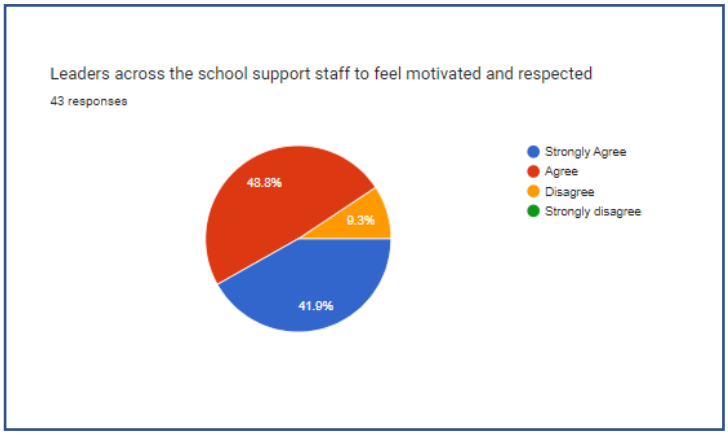
Feeling well supported at work is so important in our jobs that involve a lot of multi-tasking. Staff feeling supported and respected is essential for creating a positive and thriving educational environment. It contributes to the well-being of individual staff members, promotes a positive school culture, and ultimately enhances the quality of education and the overall experience for both staff and students.

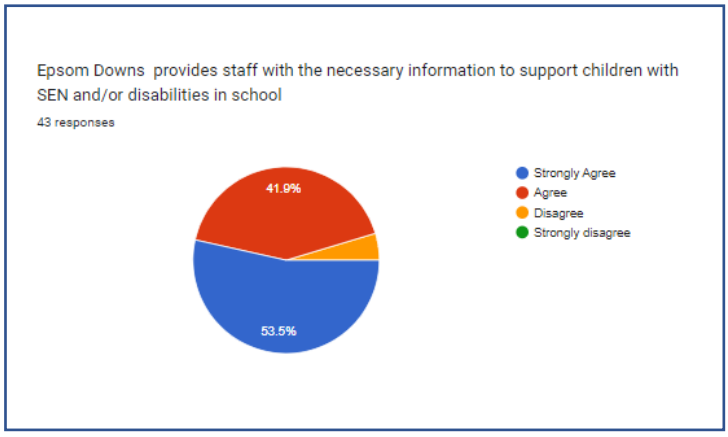
Areas of Development:

In regards to helping staff understand the behavioural needs of focus children with a behaviour plan, share effective strategies to support focus children. Also for all staff across the school to set high expectations and support with whole school transitions.
To develop staff further in dealing with SEND needs provide training for TAs to focus on Neurodiversity and SALT strategies. SENCo to work with school link SALT to offer support to staff. SENCo to work with phase leaders to have a consistent approach to supporting IEP targets. Phase leaders to then support teachers and TAs.









Question	Strongly agree/agree
	2023/2024
I’m proud to be a member of staff at Epsom Downs	100%
Children are safe at Epsom Downs	100%
Across the site, staff consistently manage the behaviour of children	91%
All children are valued at Epsom Downs	100%
Children's behaviour is at least good at Epsom Downs	95%
Leaders across the site support staff well in managing behaviour	98%
Cases of bullying are dealt with effectively across the site (bullying includes persistent name-calling, online or prejudice-based bullying)	100%
All leaders use professional development to encourage, challenge and support staff improvement	98%
All leaders across the site support staff to feel motivated and respected	91%
Epsom Downs has a culture of high expectation believing every child can make it	100%
Epsom Downs values, ethos and curriculum opportunities support the children’s personal development and growth	100%
Epsom Downs challenges all pupils to make at least good progress	100%
Epsom Downs curriculum engages children in learning	100%
Epsom Downs provides staff with the necessary information to support children with SEN and/or disabilities in school	95%
Epsom Downs is well led and managed	100%
Epsom Downs leaders take workload into account to avoid placing unnecessary paperwork/burdens on staff	93%
The appraisal system supports my performance and development	95%
I feel well supported working at Epsom Downs	98%
All staff are treated fairly and with respect at Epsom Downs	98%

I enjoy working at Epsom Downs	100%
I know and understand our Epsom Downs's vision and what we are working to achieve	100%
I know and understand the current priorities of my setting / provision	100%
I am clear of what my duties and responsibilities are	98%
I feel leaders are open and will listen if I need to share issues, work related or personal, affecting my well being	98%
I am supported emotionally during demanding times at work	95%