Staff Survey Evaluation May 2026

Oakwood Academy

Part of KINGS ACADEMY TRUST

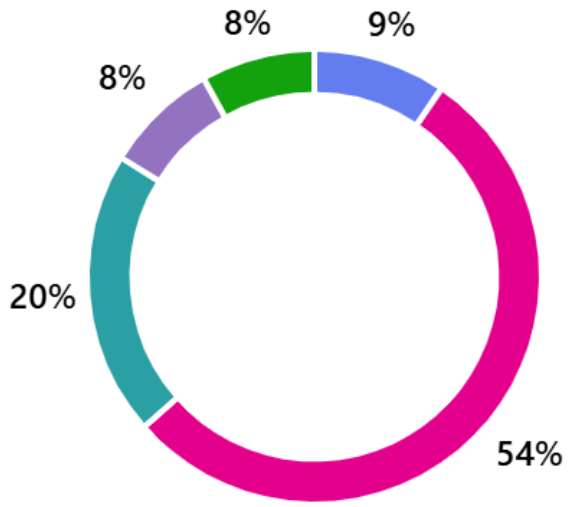
Introduction

We received 75 responses (higher than last years 52 responses)

This is approx. 55% of the whole school

2. Position (0 point)

Non-teaching (i..admin / support staff)	7
Teaching Assistant	40
Teacher	15
Middle Leader	6
Senior Leader	6



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ANNUAL STAFF SURVEY 2025-26

Thank you for your feedback!

Promoting learning excellence – Inclusion beyond the barriers.

75
RESPONSES RECEIVED
Up from 52 last year!

55%
OF ALL STAFF PARTICIPATED
Thank you for making your voice count!

Your feedback helps us continue to make Oakwood Academy a great place to work, learn and grow.

Staff from all roles contributed:

- Teaching Assistants
- Teachers
- Support Staff
- Middle Leaders
- Senior Leaders

OUR RESULTS

OUTSTANDING 95%+

Confidence in Safeguarding Procedures	100%
Pupils are Safe at School	100%
Professional Development Supports Improvement	100%
School Challenges Pupils to Make Good Progress	100%
Pride in Working at Oakwood Academy	98.5%
Staff Support from Colleagues	97.7%
School Deals Effectively with Bullying	97.6%
Enjoy Working at Oakwood Academy	95.3%
Pupils' Behaviour is at Least Good	95.0%

EXTREMELY POSITIVE 90.0% – 94.9%

Resources to Do My Job Effectively	94.9%
Workload Considered by Leaders	92.1%
Knowledge of Pupil Premium Pupils	92.1%
Supported by Senior Leaders	92.9%
Leaders Consider Staff Wellbeing	92.9%
School is Well Led and Managed	90.9%

POSITIVE 85.0% – 89.9%

Understanding of Pupil Premium Strategy	89.2%
Leadership Support for Behaviour	87.8%
Staff Treated Fairly and with Respect	86.7%
Staff Consistently Manage Behaviour Well	86.0%

DEVELOPMENT PRIORITY 75.0% – 79.9%

Information About Pupils' SEND Needs is Communicated Clearly

78.3%

OUR PRIORITIES FOR 2026-27

- Continue to strengthen communication of SEND information
- Further develop behaviour support systems
- Maintain high-quality CPD opportunities
- Continue to prioritise staff wellbeing
- Build on our strong safeguarding culture

WHAT OUR STAFF TOLD US...

- "It's great to work in a positive, supportive environment."
- "Leadership at all levels is effective, driving sustained improvement and strong outcomes for all pupils."
- "Safeguarding, inclusion and pupil wellbeing are prioritised, creating a safe, respectful and ambitious school culture."
- "Communication is strong. Management are very approachable."
- "Excellent teamwork and support in all areas."
- "Staff are well supported and developed, resulting in consistently strong teaching."
- "Staff are provided with CPD to support their teaching practice and to understand the different needs of pupils and the pastoral support they can offer."

OUR MORAL PURPOSE

"Oakwood strives to inspire all learners to believe achieve and succeed so that we can change lives for the better and prepare our learners for a successful future."

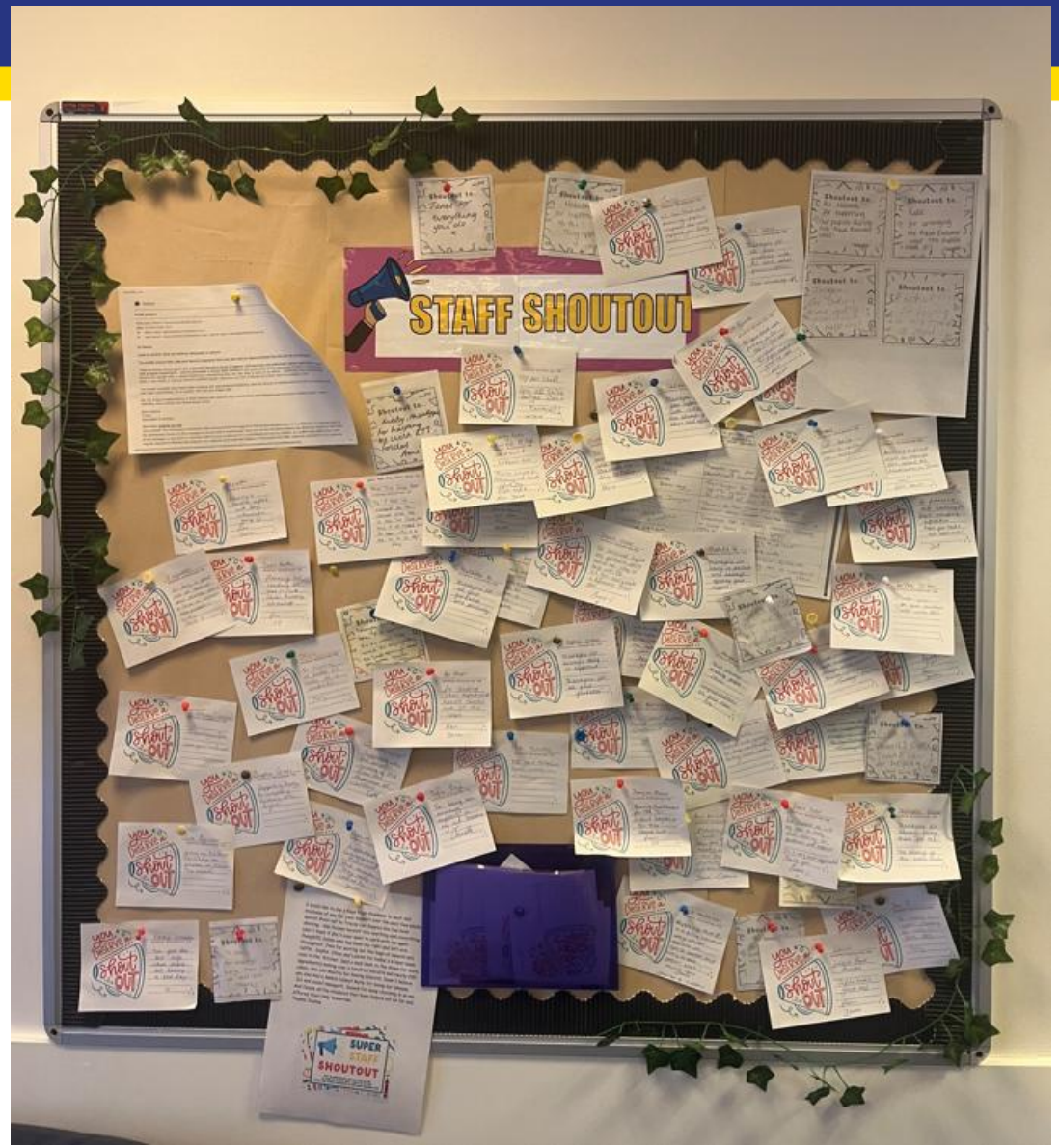
RATING SCALE

Outstanding	95%+
Extremely Positive	90.0% – 94.9%
Positive	85.0% – 89.9%
Generally Positive	80.0% – 84.9%
Requires Improvement	75.0% – 79.9%
Priority for Development	Below 75%

Thank You!
for being part of our Oakwood family!

BELIEVE ★ ACHIEVE ★ SUCCEED

TOGETHER WE CHANGE LIVES FOR THE BETTER


STAFF SHOUTOUT
SUPER STAFF SHOUTOUT

Results table

Question	Satisfaction Score	Rating
I am proud to be a member of staff at this school	98.5%	Outstanding
I feel confident in the school's safeguarding procedures	100.0%	Outstanding
Pupils are safe at this school	100.0%	Outstanding
Staff consistently manage behaviour of pupils well	86.0%	Positive
Pupils' behaviour is at least good	95.0%	Outstanding
Leaders provide effective support to staff in managing pupil behaviour	87.8%	Positive
Oakwood Academy deals effectively with bullying	97.6%	Outstanding
Leaders use professional development to encourage, challenge and support improvement	100.0%	Outstanding
Information about pupils' SEND needs is communicated clearly	78.3%	Requires Improvement
I understand the school's pupil premium strategy	89.2%	Positive
I know which pupils are eligible for pupil premium funding	92.1%	Extremely Positive
The school challenges all pupils to make at least good progress	100.0%	Outstanding
The school is well led and managed	90.9%	Extremely Positive
Leaders take workload into account when implementing policies and procedures	92.1%	Extremely Positive
I have the resources I need to do my job effectively	94.9%	Extremely Positive
I feel well supported by colleagues working in this school	97.7%	Outstanding
I feel well supported by senior leaders working at this school	92.9%	Extremely Positive
All staff are treated fairly and with respect at this school	86.7%	Positive
Leaders and managers are considerate of my wellbeing	92.9%	Extremely Positive
I enjoy working at this school	95.3%	Outstanding

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Comparison Summary

Question	2024 Strongly Agree / Agree	2025 Strongly Agree / Agree	2026 Strongly Agree / Agree	Change	Comment
Proud to work at Oakwood	~94%	97.4%	98.5%	+1.1%	
Pupils are safe	96%	96.9%	100%	+3.1%	
Pupil behaviour is good	85%	82.1%	95.0%	+12.9%	
Staff manage behaviour well	75%	69.7%	86.0%	+16.3%	
Leaders support behaviour management	75%	69.3%	87.8%	+18.5%	Largest improvement across the survey; now rated Positive.
Bullying is dealt with effectively	92%	90.9%	97.6%	+6.7%	
CPD supports improvement	88%	81.8%	100%	+18.2%	
Pupils make good progress	94%	94%	100%	+6%	
School is well led and managed	83%	75%	90.9%	+15.9%	
Leaders consider workload	69%	65.7%	92.1%	+26.4%	Largest improvement overall; significant positive shift in staff perception.
I feel well supported	83%	84.7%	97.7%	+13.0%	
Treated fairly/respectfully	81%	69.4%	86.7%	+17.3%	
Leaders consider my wellbeing	85%	77.8%	92.9%	+15.1%	
I enjoy working here	90%	97.2%	95.3%	-1.9%	Remains Outstanding despite a small reduction from an exceptionally high baseline.

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