

June 2025

Dear team

Staff Letter – Response to 2025 Staff Survey

Thank you for taking the time to complete our annual staff survey. We received **52 responses** from across the school community, including teaching assistants, teachers, middle leaders, and support staff. Your feedback is invaluable in helping us reflect on where we are as a school and how we can continue to grow together.

Summary of Key Results

Here's a snapshot of the survey outcomes:

- **94%** of staff are proud to work at Oakwood.
- **96%** feel our pupils are safe.
- **92%** agree bullying is dealt with effectively.
- **85%** feel behaviour is good, though comments highlighted inconsistency in applying behaviour policies.
- **88%** value our CPD offer.
- **83%** feel the school is well led and managed.
- **85%** believe their wellbeing is considered by leaders.
- **90%** enjoy working at Oakwood.

What We're Doing Next

As a leadership team, we've carefully reviewed every comment and are implementing the following actions in response:

📌 You Said, We Did – Oakwood Academy Staff Survey 2025

You Said	Priority Level based on feedback	Our response and what we will do.
Behaviour policy is applied inconsistently across staff.	Medium	Relaunching the behaviour policy with clear guidance and training. There will be a clear focus on staff CPD in relation to behaviour management and a closer link to routines/foundations of effective teaching. SMART Room and reflection systems to be clarified. Greater communication will be provided for specific amendments to the behaviour policy for specific pupils so that we can provide greater consistency.
Staff want more visible SLT support.	Medium	Ensuring SLT visibility during key transition times of the day. Timetabling an increase in SLT at Willows site next year.
TA3 cover needs closely monitoring so that this is not over burdening and impacting classroom responsibilities.	Low	We currently regularly review all cover deployment. We aim to share our evaluations of cover with all staff to provide more transparency. We forecast that cover availability will increase next academic year through the way we are scheduling phonics lessons enabling more TA4 to be available for cover. We will continue to backfill TA3 staff to protect classroom continuity.
Workload and wellbeing are affected by constant change and leadership commitments elsewhere.	Low	We are prioritising leadership and teaching stability for 2025–26 onwards.

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Staff, pupils and parents miss Class Dojo and clear communication.	Low	We are exploring Arbor MIS function use and reviewing our fortnightly newsletter to promote parental partnership and celebrate pupil success.
There is limited awareness of our primary provision in the wider community.	Low	Launching a marketing strategy for 2025–26 including sharing newsletters across sites.
More information is needed about pupil needs, especially for new and cover staff.	Low	Standardising and sharing pupil Pen Portraits and profiles school-wide. Use Arbor MIS as a central place to store important information so that is it accessible for all.

A fully updated "You Said, We Did" document is being shared alongside this letter and will be revisited throughout the 2025 – 26 academic year.

Once again, thank you for your honesty, care and commitment. Your voice matters and drives our improvement. Oakwood continues to be a school we are all proud to be part of—and that's because of you.

Warm regards,

Mr D Jones
Head of School

