



# Hunslet Carr Primary School

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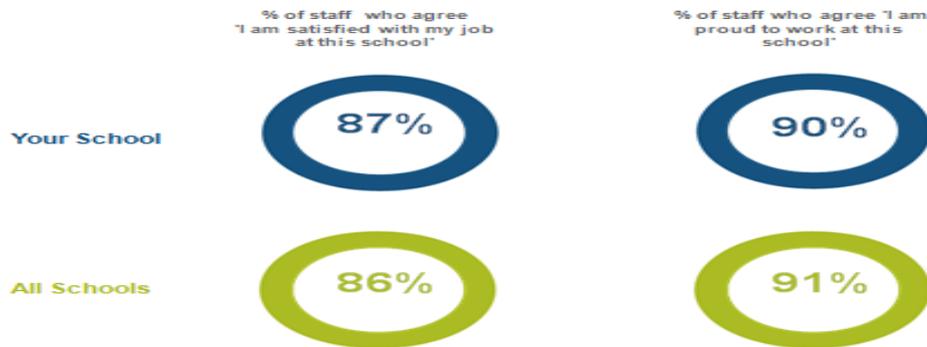
1<sup>st</sup> November 2016

Dear colleague,

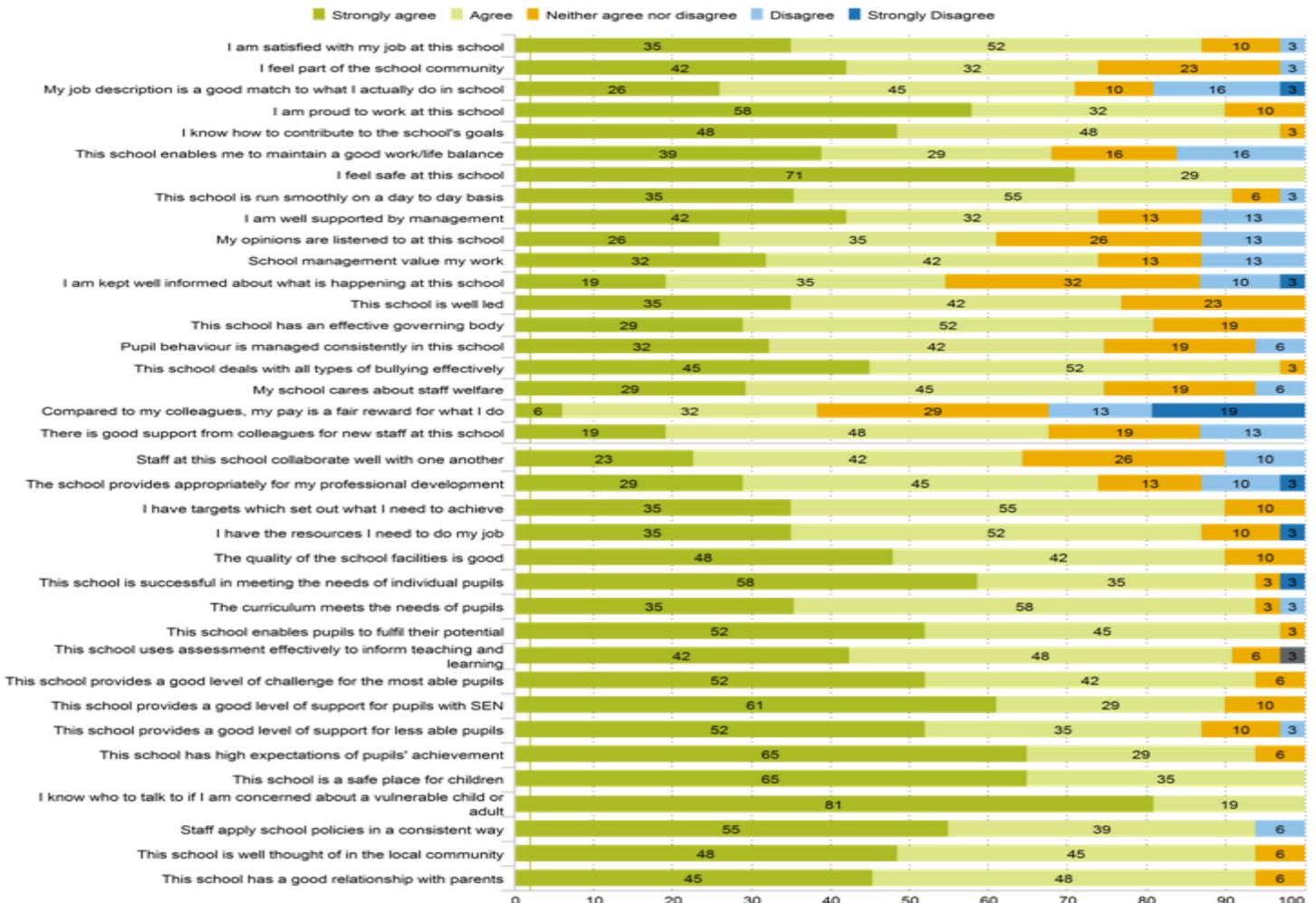
I am writing to let you know the results of the NFER survey we carried out before the summer holidays that asked for your views about the school.

As leaders, it is very important for us to understand your views and to act on them where possible so that we can make our school the best place possible for you and the children.

Overall the survey was completed by 31 members of staff, just under one-half of the school, and shows a positive picture as shown by the first slide below.



The next chart shows the strength of staff views on a range of issues.



As you can see from the length of the dark green and light green bars, there are some areas where you believe the school is performing well.

Areas of strength:

- School is a safe place for children and adults
- Child Protection is effective for vulnerable children and adults
- The school's approaches are effective – Anti-Bullying, children reaching their potential

The three areas of potential development (based on the length of the orange and blue bars):

- Compared to my colleagues, my pay is a fair reward for what I do
- I am kept well informed about what is happening at this school
- My opinions are listened to at this school

We have already begun to consider these issues through the actions below:

### **1. Compared to my colleagues, my pay is a fair reward for what I do**

This is an area of the school where there are no easy answers.

The teacher's pay is set by the government and following successful performance management follows the national pay spines agreed by the unions.

The support staff are paid on Leeds City Council's pay scales. All of our TAs start on Scale 11, which reflects the living wage in Leeds (this is likely to increase to Scale 12 in the next six months) the top of this scale is 17.

The majority of support staff are employed using the Pupil Premium funding and Special Needs funding. Together these two funds represent just under £500,000 a year. At present our TA, support staff and HLTA wage bill is £489,000. As you can see, any significant wage increases for the 40+ TAs, support staff or HLTAs would not be affordable, and therefore we would have to reduce the number of staff in the school.

As a school, we are always looking for ways to show that we appreciate your hard work and ideas such as a paid family day once a year, a buffet or Christmas meal at the end of each term and training on staff well-being are all ways we are trying to demonstrate this with actions.

### **2. I am kept well informed of what is happening at this school**

Over the last two years, we have had a weekly briefing where the following week's events are discussed, and staff have the opportunity to clarify any points. As well as this, we have introduced the school calendar which is accessed through your work email account. Furthermore, the school assessment calendar is available in the staffroom with key dates and events signposted.

These are three ways in which we try to ensure everyone has the information they need to be effective in their role. Despite this, we are a big school and things happen at very short notice and in these moments it is not always possible to give people as much notice as they would prefer.

### **3. My opinions are listened to at this school**

One of the ways we show that your opinion matters is by carrying out this survey. We share these results with our governors who want to know how we have responded to your comments, so by taking part in the survey, it will make a difference.

The easiest way to have your opinion listened to is through your line manager. They are your link to the senior leadership team, where ideas are discussed and where possible taken on board.

The other way you can give your opinion is through your union rep, for most support staff this is Debs Pickup. By giving your opinion to Debs she can propose ideas to the senior leadership team for you.

Overall the survey was very positive as shown by the size of the green bars in the graphic on the 1<sup>st</sup> page but we appreciate there are still areas where we need to focus.

If you would like to see the results of the survey in full please visit [www.hunsletcarr.co.uk](http://www.hunsletcarr.co.uk), and visit the **Parent View** section in **Parent's Info**.

If you would like to discuss any aspect of the survey in further detail please come and see me or send me an email.

Thank you for your support in making the school the best place it can be for our children.

Yours Sincerely  
Mr Martin Lumb

Headteacher

**High Expectations, Caring, Positive Attitudes and Successful**

