

## **BDAT Briefing – July 2020**

### **Hello colleagues and friends of BDAT**

Well we are nearly at the end of a very long and remarkable year.... a year we certainly didn't see coming.

Who would have imagined a school year without the routine of a summer exam series; without the OFSTED inspections we await with bated breath and without the everyday school bustle of busy classrooms of 30, staff room coffees and end of year celebrations? It will be a year we don't forget in a hurry.

To our teaching and term time staff, I hope you get a good break and take some time to relax and recuperate over the six-week summer holidays. September is likely to be interesting, busy and unusual, and it is important you take the opportunity to recharge your batteries and spend time with your friends and families.

To our all year round staff, again, I hope you are taking advantage of the slightly quieter weeks and I would encourage you also to take some time off to really reset. Our schools wouldn't have stayed open without you.

In years to come, we will all look back at 2020 as the year Corona Virus interrupted and changed our everyday lives. We will talk to our own children about it and discuss it with the students in our schools, and we will remember we lived through a unique period of history where communities closed to all but non-essential work. We must also remember that each of you played a fundamental part in supporting our future generations and their families by going that extra mile. Your efforts have been superb, your commitment has been unwavering and on behalf of the BDAT Board and central Executive Team, I want to wish each of you a very good break and again thank you for your hard work to support our schools this year.

Have a good break and most importantly stay safe.

Very best wishes



**Carol Dewhurst**



### **Headline Findings from the BDAT Staff Survey 2020**

Earlier in the year we ran the annual BDAT Staff Survey across all 17 schools in the Trust. Developed with the support of the staff voice group, it gathered feedback from staff in three key areas:

- Staff satisfaction with their school setting, including wellbeing and workload.
- Staff retention and development.
- Staff satisfaction with the Trust.

The survey closed at February half term just before COVID hit our schools, and although we shared the key findings with the Board of Trustees, we have not had a good opportunity to date to share the full survey response with staff.

This newsletter will now highlight some of the key findings and next steps. The link to the full survey findings is <https://www.bdat-academies.org/wp-content/uploads/2020/07/BDAT-Staff-Survey-2020.pdf>

### **Context and engagement**

- The survey ran from 20<sup>th</sup> January to 17<sup>th</sup> February.
- 688 colleagues took part in the survey answering at least some of the questions (49.5%).
- Of those staff, 67% answered all the questions (448 staff).
- It was difficult to identify the make-up of these staff as not all staff members identified a group, but of those who did, it appears we have slightly more support staff than teachers responding and slightly more primary responders than secondary.



### **Key Findings: PART A - Staff satisfaction with school**

There were some really positive responses from staff about their schools. Staff largely commented they enjoyed their work, felt valued, respected and supported by colleagues.

- 94% of staff respondents felt their school was well led and managed.
- 88% of staff felt valued at work by colleagues, with a slightly lower response, but still over 80% of staff feeling valued by leadership.
- 97% of staff enjoyed their work.

Perhaps the area where staff felt they would welcome more support is with workload, health and wellbeing, with only 82% of staff feeling supported in this area. This is something the Trust will work with our schools to enhance further in the next year and fits into the Trust priority of being an Employer of Choice.

### **Key Findings: PART B - Wellbeing and workload**

The first part of this section looked at communication and the responses varied depending on the subject or focus of communication. Generally, staff felt better communicated with about their general school updates (86%) and own performance (84%) then they did about the development opportunities available to them (75%). In January 2020, BDAT appointed Katie Waring as Director of Professional Development for our Trust and one of Katie's key priorities next year will be relaunching a joined-up Trust CPD offer for all our workforce.

Work life balance was another slightly less positive area, with 84% of staff responding generally positively. There was a marked difference in responses between support staff and teachers, with teachers identifying this as more of an issue. This trend does reflect a national picture which colleagues were keen to recognise and also explains why OFSTED are now looking at workload in inspections. It will be something we may need to consider next year when we return to near normal operations.

96% of staff were proud to be part of their school. This is fantastic. Comparatively just over 70% of staff were proud to be part of the Trust.

When looking in more detail about what staff liked about their school and what would be even better if, the following themes emerged:

What I like about school	Even better if
The staff you work with, the students, the ethos of school, collaborative approach and high standards	Behaviour improvements, unnecessary paperwork and last-minute work requests

### Key Findings: PART C – Retention and development

This was the area which has some of the least positive answers, although they were still more positive than negative overall, and again perhaps it reflects a lack of communication and promotion of the Trust CPD offer which we are planning to improve next year.

- 72% of staff could see themselves working within BDAT (own school or elsewhere in the Trust) in two years time. This is really positive projected staff stability, which is so important for our pupils.
- 56% of staff said they felt able to progress in their career.
- 57% of staff felt aware of the progression routes/CPD available to them in school, and only 36% aware of opportunities and CPD available across the Trust.

### Key Findings: PART D – About BDAT

The final part of the staff survey looked at BDAT. Again responses were generally very positive, albeit slightly lower than within schools. This is perhaps understandable, as for many staff the Trust is one-step removed from their daily working environment in school.

- 84% of staff understood the role of the Trust and how their work fits into the overall MAT aims and vision.
- 87% of staff felt well communicated to by the Trust.
- Support from the Trust was generally positively commented on, although some of the longer-lasting effects of the 2019 contract consultation was referenced by a few individuals.
- In general, many of the school level positives (ethos, the staff, collaboration opportunities) were repeated at Trust level, and the same themes where staff have concerns (workload, communications, notice of deadlines and progression), were raised at Trust level.

Significantly at Trust level, the BDAT Benefits scheme was highlighted as not being well used and difficult to access, with only 14% take up. In response to this, BDAT will be looking to develop a new bespoke scheme over the next 12 months by building relations with local suppliers and retailers, which we hope will be easier to access, but also help local Bradford businesses with their recovery post COVID. We will keep you posted.

To view the full staff survey findings please visit <https://www.bdat-academies.org/staff-survey/>



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