**[Insert school name and unique reference number]**

You are invited to let us know your views about the school by completing this questionnaire. This questionnaire is for all staff (including non-teaching staff) apart from those who work in the boarding or residential provision in boarding and residential special schools, whose views will have already been sought through Ofsted’s annual online point in time survey. Completion of this questionnaire is voluntary.

Please provide only one answer to each question, by putting an ‘x’ in the relevant box to the right of the question. If you are unable to answer a question, please leave itblank. Completed questionnaires will be **confidential** to the inspectors. You do not need to include your name on the questionnaire. We will not disclose your identity, but the inspectors may discuss any issues with the school that you raise in your response.

Inspectors will weigh up responses and, where significant, may refer to them in the published inspection report. The report will not identify you. If responses are not referred to in the report, it does not mean that the views of the staff have not been considered. If concerns are raised about child protection, we may share this with other agencies in line with our legal duties and our policies.

If you would like information on how Ofsted handles personal information, please refer to Ofsted’s privacy policy: [www.gov.uk/government/publications/ofsted-privacy-notices/schools-ofsted-privacy-notice#work-independent-school](http://www.gov.uk/government/publications/ofsted-privacy-notices/schools-ofsted-privacy-notice#work-independent-school).

The contact details for Ofsted’s Data Protection Officer are as follows.

Email: informationrequest@ofsted.gov.uk

Post:

Information management team
Ofsted
2 Rivergate
Temple Quay
Bristol
BS1 6EH

Please complete and return your questionnaire in a sealed envelope, marked ‘Confidential – for the attention of the Ofsted inspection team’ **by 11am** on the second day of inspection, where practicable.

**1. (Optional)** My role in this school is best described as (please circle):

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Senior leader | Middle leader | Teacher | Support staff – teaching  | Support staff – other  | Other |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **(please put an ‘x’)** | **Yes** | **No** |
| 2 | Were you working at this school when it was last inspected? |  |  |
|  | **(please tick)** | **Yes – a lot better** | **Yes – a little better** | **Neither better or worse** | **No – a little worse** | **No – a lot worse** |
| 2b | Do you think this school has improved since it was last inspected?  |  |  |  |  |  |

|  | **(please put an ‘x’)** | **Strongly agree** | **Agree** | **Neither agree nor disagree** | **Disagree** | **Strongly disagree** |
| --- | --- | --- | --- | --- | --- | --- |
| 3 | I am proud to be a member of staff at this school. |  |  |  |  |  |
| 4 | Pupils are safe at this school.  |  |  |  |  |  |
| 4b | (Please complete if your answer to question 4 is ‘neither agree nor disagree’, ’disagree’, or ’strongly disagree’).You have said that pupils may not be safe at this school. Please can you tell us why this is?Please do not make a child protection disclosure. If you wish to make a disclosure you must contact your school’s dedicated safeguarding lead, or local authority designated officer within children’s services. |  |
| 4c | (Please complete if your answer to question 4 is ‘neither agree nor disagree’, ’disagree’, or ’strongly disagree’).The inspector may need to talk to you about what you have written. Please can you give us your name. Please note, if you record a disclosure on this questionnaire, you must include your name.(Please do not make a child protection disclosure. If you wish to make a disclosure you must contact your school’s designated safeguarding lead, or local authority designated office within children’s services.)  |  |
| 5 | Staff consistently manage the behaviour of pupils well. |  |  |  |  |  |
| 6 | The pupils’ behaviour is at least good at this school. |  |  |  |  |  |
| 7 | Leaders support staff well in managing behaviour. |  |  |  |  |  |
| 7a | (Please complete if your answer to question 7 is ‘disagree’ or ‘strongly disagree’)You’ve said that leaders do not support staff in managing behaviour well. Please would you share the reasons for your answer? |  |
| 8 | The school deals with any cases of bullying of pupils effectively (bullying includes persistent name-calling, online or prejudice-based bullying). |  |  |  |  |  |
| 9 | Leaders use professional development to encourage, challenge and support teachers’ improvement. |  |  |  |  |  |
| 10 | Leaders do all they can to ensure our school has a motivated, respected and effective teaching staff. |  |  |  |  |  |
| 11 | Leaders have created a climate in which teachers are trusted to take risks and innovate in ways that are right for the pupils. |  |  |  |  |  |
| 12 | This school has a culture that encourages calm and orderly conduct and is aspirational for all pupils. |  |  |  |  |  |
| 13 | The school challenges all pupils to make at least good progress. |  |  |  |  |  |
| 14 | I have a clear understanding of the goals the school is trying to achieve. |  |  |  |  |  |
| 15 | This school is well led and managed. |  |  |  |  |  |
| 15a | Please would you share the reasons for your answer? |  |
| 16 | I feel well supported working in this school. |  |  |  |  |  |
| 17 | All staff are treated fairly and with respect at this school. |  |  |  |  |  |
| 18 | Leaders and managers are considerate of my well-being. |  |  |  |  |  |
| 19 | I enjoy working at this school. |  |  |  |  |  |
| 20 | Is there anything else you would like to tell us? (Box will expand on typing. If you are completing this questionnaire in writing, please use an additional sheet of paper if necessary.) |

|  |
| --- |
| **Name of school:**  |
| **Address of school:**  |
| **Unique reference number of school:**  |