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# **Our Staff Survey Wrapped**

Autumn 2025 • 174 staff • 4 schools • Real data

First up...

# 71%

**haven't thought about leaving**

in the past three months

**+12% above national average**

# Our Top Themes

vs National Average

#1

**82%**

**General Job Satisfaction**

+16% vs national

#2

**81%**

**Staff Support**

+5% vs national

#3

**73%**

**Trust Perception**

+21% vs national

#4

**73%**

**Leadership Dynamics**

+13% vs national

# **+29%**

above national on clarity of  
school/trust responsibilities

Everyone knows who does what.  
No confusion. No duplication.

# Our Greatest Hits

Top-rated survey questions

**90%** "Trust values are embedded in our school's culture"

**90%** "Trust vision and values are clear to me"

**89%** "I'd recommend this workplace"

# Year-on-Year Growth

vs our Nov 2024 survey

## General Job Satisfaction

82% positive

**+7%**

## Trust Perception

52% positive

**+12%**

## Workload Management

46% positive

**+7%**

Trending upward ↗

How we compare...

# vs Other Primary Schools

**+13%**

Job Satisfaction

**+12%**

Pay & Benefits

**+10%**

Retention

**+7%**

Workload

# The B-Sides

Worth celebrating too

Professional development suits staff needs

+25%

Being part of the trust is beneficial

+24%

Employee benefits suit personal needs

+21%

Staff can plan their day effectively

+14%

Staff feel connected to the trust

+12%



# The Difficult Second Album

Areas to focus on

## Workload

44%

Still the lowest score, but +8% vs national average

Feel overworked often

17%

Hard to stay on top

39%

## Pay Fairness

46%

This is the same as everyone else nationally but still a concern for your staff.

# Our 2025 Wrapped Summary

71% retention intention = **123 of 174 staff** staying

In a sector hemorrhaging staff, we're holding the line

**+12% above national**

on keeping good people

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