



# Godalming Junior School

## Staff Survey 2026

Summary

# Context

- This year saw 24 responses (80%)
- Each response equates to about 4%
- All teachers responded, about half the LSA team and most of the administration team
- The survey took place in the Spring Term 2026
- This will alternate each year with the Wellbeing Survey (run at the same time of year)

# I am clear on the school's priorities

- 100% responded agree or strongly agree. 😊



# I fully understand the role of the Governing Body

- 96% responded agree or strongly agree. 😊



# The Governors are effective within the school

- 100% responded agree or strongly agree. 😊



# I feel the Governors have supported us during the year

- 100% responded agree or strongly agree. 😊



# I feel my line manager listens to my ideas and views

- 100% responded agree or strongly agree. 😊



# My line manager acts fairly and is supportive in their day-to-day treatment of staff

- 100% responded agree or strongly agree. 😊



# I feel my contribution is valued within the school

- 96% responded agree or strongly agree. 😊



# I am given opportunities to develop my skills and interests within the school

- 92% responded agree or strongly agree. 😊



# I had an appraisal in the last academic year (those who were at GJS last year)

- 100% responded agree or strongly agree. 😊



# I am told why things happen within my team

- 100% responded agree or strongly agree. 😊



I believe we have the right team in place to take the school forward and achieve all set objectives

- 100% responded agree or strongly agree. 😊



# The school communicates effectively with parents

- 100% responded agree or strongly agree. 😊



# The school manages behaviour effectively

- 96% responded agree or strongly agree. 😊



# The school promotes and is committed to inclusivity, core values and equality

- 100% responded agree or strongly agree. 😊



I see strong leadership support of the school's inclusive values and our duty to promote equality

- 96% responded agree or strongly agree. 😊



My line manager handles diversity matters appropriately and demonstrates a commitment to diversity and inclusion

- 100% responded agree or strongly agree. 😊



# People of all cultures and backgrounds are respected and valued at GJS

- 100% responded agree or strongly agree. 😊



# I feel included and respected within the school

- 100% responded agree or strongly agree. 😊



# Racial, ethical and gender-based jokes or harassment are not tolerated at the school

- 100% responded agree or strongly agree. 😊



# I feel safe in my work environment

- 100% responded agree or strongly agree. 😊



# When I feel stressed, I feel I have the support available to help

- 96% responded agree or strongly agree. 😊



# Are your access needs to fulfil your role effectively met

- 100% responded 'Yes'. 😊



# I see myself working at this school in 12 months time

- 96% responded agree or strongly agree. 😊
- 1 response knew they are were leaving before the end of the year



# I would recommend GJS as a place to work to others

- 100% responded agree or strongly agree. 😊



# Reasons for recommending GJS as a place to work...

- *“Supportive and hard working team”...*
- *“It is an inclusive, welcoming place to work...”*
- *“Staff model compassionate and respectful behaviours...”*
- *“Staff strengths are recognised and developed...”*
- *“Although it is hard work, the team are always willing to help out to get the best outcomes...”*
- *“I feel supported, encouraged and satisfied most of the time in my role...”*
- *“It is truly a wonderful community...”*
- *“I couldn’t imagine working in a different school setting...”*
- *“Work/life balance is truly encouraged...”*
- *“Fair treatment of all staff...”*
- *“Friendly, caring staff, ethical, team based, supportive, understanding, kind, consistent, approachable, strong, loyal staff”*