

DET dispatch

23:04:2021

Our April issue of DET Dispatch focuses on a summary snapshot of the results of the Trust wide staff survey carried out in the Spring term 2021. Each school has its own detailed results and analysis which the SLT in each school will be sharing with you, if they haven't done so already.

This is the second year of conducting an extensive Trust staff survey and your views are valued and acted upon. Together we are getting many things right but there is no complacency and we will be working with you to tackle the areas we need to develop and improve.

In line with our commitment to building a fair and inclusive culture, we introduced a question set on inclusion this year. We are delighted that this is one of our strongest performing areas in the survey, second only to staff support and relationships. 84% of staff felt that their school was either very or quite inclusive of different backgrounds, identities and needs. We continue to do everything we can to employ and educate without prejudice.

It is with enormous joy that we welcome Elstree Screen Arts Academy into Danes Educational Trust. We are no strangers to each other having worked closely together for over three years but nevertheless it was a great moment when ESA formally joined on 1st April. As an accredited Centre for Screen Excellence, ESA achieves nationally leading results in Production Crafts, Creative Media Production and technical disciplines such as Lighting, Sound and Art Direction. They work in partnership with industry leaders: Elstree Studios, SKY, BBC and NBC Universal.

In the next edition of DET Dispatch we will profile ESA, its work, learners and staff and you can read more about ESA in the story on our website.

Having attended the Challenge Partners' National Conference this week, I was taken by what Sir Jon Coles, Chair of Challenge Partners, said as he reflected on this extraordinary year of Covid:

"In this year of our lives, if you are not finding it hard then you are not paying attention."

And he is right. There are times when it has been hard, both personally and professionally, over this last 12 months and yet the high level of positivity and enthusiasm shown in the responses to the survey speaks volumes for our collective resilience and, of course, mutual support and collaboration.

This last year has been a challenging time to be on your own, be that as an individual or a school so I am grateful for the support and collegiality of colleagues and schools across our Trust. Being part of a larger family of schools has helped. None of us could have done this on our own.

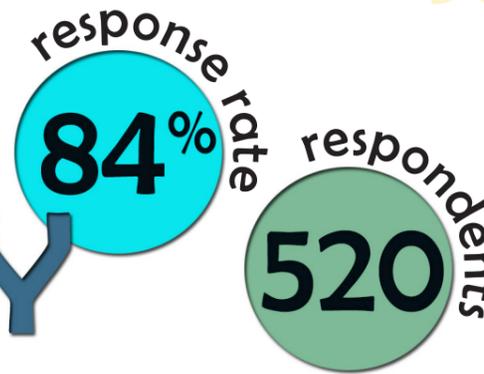
Josie Valentine

CEO of the Danes Educational Trust

Making the difference together



STAFF SURVEY



Results are benchmarked against **National Secondaries; 2020 March - 2021 January** (comprised of up to 7,096 staff answers from up to 98 UK Trust secondary schools), **National Primaries; 2020 March - 2021 January** (comprised of up to 3,852 staff answers from up to 130 UK Trust primary schools and **National All schools; 2020 March - 2021 January** (comprised of up to 11,315 staff answers from up to 237 UK Trust schools).

MODULE SUMMARY FROM MOST TO LEAST POSITIVE	Positive percentage	Relative percentage	
	Shows the percentage of positive responses in the question or module. The value is expressed as 0 - 100%	DIFFERENCE FROM 2020	DIFFERENCE FROM THE NATIONAL BENCHMARK 2020
Staff support and relationships	83%	-2%	+1%
Inclusion	82%	-	-
Professional support: Line Manager	78%	+5%	+7%
COVID-19	73%	-	-5%
Student behaviour	67%	+6%	+10%
Communication	65%	+5%	+4%
Development opportunities	55%	+1%	+3%
Trust perception	53%	+6%	-5%
Leadership dynamics	52%	+4%	-4%
Professional support	49%	+6%	+4%
Workload	39%	0%	-2%

Name two things you appreciate about your workplace:



support

Key Question

In the past three months, how often have you considered resigning from your post?

Constantly	3%
Often	8%
Sometimes	21%
Rarely	18%
Never	50%

68% positive responses.

+2% compared to national benchmark.

Strengths: best three results

- 89% How comfortable are you with asking your colleagues for help when you need it?
- 88% How often have you experienced comments, jokes or behaviour at work that you perceive as offensive?
- 87% Have you ever felt discouraged from applying for promotion in your time here?

Scores represent positive responses e.g. rarely or never in response to the question "How often have you experienced comments, jokes or behaviour at work that you perceive as offensive?"

communication

friendly

appreciate

We will provide a DET Dispatch every two weeks so please do continue to share your contributions with [Liz Smith](#) so that they can be included in the next copy.



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