



**JAMES MARKS
ACADEMY**



Part of **JMAT**

James Marks Academy

Staff Questionnaire summary

October 2025

At the INSET day on 24 October 2025, we asked staff to complete an anonymous questionnaire. The questions asked colleagues to respond using a scale: Strongly Agree, Agree, Disagree, Strongly Disagree and Don't know. The Table shows a summary of the responses to these questions, the final column shows the percentage of staff who answered strongly agree or agree.

Question	Strongly agree	Agree	Disagree	Strongly agree / agree
I am proud to be a member of staff in this school	75%	24%	0%	100%
Pupils feel safe at the school	75%	24%	0%	100%
Staff consistently manage behaviour well	50%	50%	0%	100%
The behaviour of the pupils is at least good	69%	31%	0%	100%
The school deals with any cases of bullying of pupils effectively	87%	13%	0%	100%
The school encourages a calm and orderly culture and is aspirational for all pupils	75%	25%	0%	100%
The school challenges all pupils to make at least good progress	88%	6%	6%	94%
I feel supported working at this school	60%	40%	0%	100%
All staff are treated fairly and with respect at this school	73%	27%	0%	100%
Leaders support staff well to manage behaviour	56%	44%	0%	100%
Leaders use professional development to encourage, challenge and support staff improvement	54%	46%	0%	100%
Leaders have created a climate in which staff are trusted to take risks and innovate ways that are right for pupils	63%	37%	0%	100%
Leaders and managers take workload into account when developing and implementing policies and procedures as to avoid placing unnecessary burdens on staff	64%	36%	0%	100%
Leaders and managers are considerate of my well-being	63%	37%	0%	100%
This school is well led and managed	69%	31%	0%	100%
I enjoy working at this school	75%	19%	6%	94%
Average	68%	31%	1%	99%