



SAS Members Survey 2023

Being the collected wisdom and guidance of 22 schools.

Thank you for your time.

Paul Batchelor



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SAS should provide...

Average scores (on a 5-point scale)



School aspect	Average score
SAS should provide training on preparing for an OFSTED inspection	4.64
SAS should provide training for classroom support staff	4.55
SAS should suggest serving head 'mentors' to those new to Headship	4.32
SAS should provide training on understanding 'the expected standards' in FOUNDATION SUBJECTS	4.27
SAS should provide training on access to SEND & related services	4.14
SAS should provide training on tackling underperformance	4.09
SAS should provide opportunities for SUBJECT LEADERS to share "What works for me" (resources / strategy / curriculum)	4.09
SAS should provide training on coaching staff	4.05
SAS should provide training for SENCOS	4.05

SAS should provide training on lesson observation skills	4.00
SAS should provide training on mental health for staff	3.95
SAS should provide training on breadth and balance ACROSS the curriculum	3.82
SAS should provide training on generic teaching skills	3.68
SAS should provide training on Early Help	3.68
SAS should provide training on the role and effectiveness of Governing Bodies	3.59
SAS should provide training on behaviour management	3.55
SAS should provide training on work moderation	3.45
SAS should provide training on mental health for pupils	3.43
SAS should provide training on preparing staff for Senior Leadership/Headship	3.41

SAS should provide training on data analysis	3.32
SAS should provide training on tackling absenteeism	3.32
SAS should provide training for those new to Headship	3.32
SAS should provide training on e-safety	3.32
SAS should provide training on the appointment and induction of staff	2.91
SAS should provide training on Safer Recruitment	2.91
SAS should provide training on the statutory requirements for school websites	2.85
SAS should provide training on preparing for a SIAMS inspection (Church Schools)	2.81
SAS should provide training on the writing and management of policies	2.59

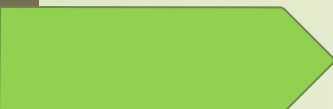


RESULTS 2023 compared with 2021

Aspects of School Leadership PROPOSED TRAINING	CHANGE IN AVERAGE SUPPORT
SAS should provide training on tackling absenteeism	0.252
SAS should provide training on preparing for a SIAMS inspection (Church Schools)	0.243
SAS should provide training on tackling underperformance	0.091
SAS should provide training on the appointment and induction of staff	0.070
SAS should provide training on data analysis	-0.004
SAS should provide training on preparing for an OFSTED inspection	-0.009
SAS should provide training on preparing staff for Senior Leadership/Headship	-0.172
SAS should provide training on coaching staff	-0.180
SAS should provide training on the role and effectiveness of Governing Bodies	-0.248
SAS should provide training on the statutory requirements for school websites	-0.311
SAS should provide training on the writing and management of policies	-0.345
SAS should provide training for those new to Headship	-0.456

Biggest INCREASE in support

Biggest DECREASE in support



Curriculum Training needs 2023

(beyond English,
Maths & Science.
Apologies, I missed
Computing and MfL
from the survey)

CURRICULUM AREA / ASPECT
Art
History
Geography
D.T
R.E.
Music
EYFS
P.E.
P.S.H.C.E. /R.S.C.

HIGHEST RANKED
PRIORITY for training

LOWEST RANKED
PRIORITY for training

Cited CPD needs, by frequency

Most frequently cited CPD needs	Count	Total
Subject Leadership, PLUS	4	10
Subject Leadership (foundation subjects)	3	
Subject Leaders (use of data)	1	
Subject Leadership (art)	1	
Subject Leadership (R.E.)	1	
SEND		5
Writing - spelling, PLUS	2	5
Writing	1	
Writing across the curriculum	1	
Writing Moderation	1	
Assessment & Expectations (Foundation subjects)		4
Early Years		4
Behaviour Management		3
Ofsted preparation		3
Teaching Assistant training		3
Curriculum Development		2
Mixed aged classes		2

Cited CPD needs, by frequency

Most frequently cited CPD needs	Count	Total
Assessment		1
Attendace		1
Closing the gap		1
CPD		1
DT		1
Early Help		1
First Aid		1
Geography		1
Greater Depth		1
History		1
KS1		1
Marking & Feedback		1
Maths		1
Mental Health for staff		1
Middle to senior leadership aspirations		1
Retrieval		1
SIAMS		1
Teaching & Learning		1

Anticipated SIP Priorities, by frequency

Most frequently anticipated SIP Priorities	Count	Total
Curriculum development	8	11
Cultural Development	1	
Curriculum development - esp depth	1	
Foundation subjects	1	
Writing Standards	3	6
Writing	2	
Writing - Spelling	1	
Teaching Assistants	3	4
Effective use of TA	1	
Reading	1	4
Reading - Guided	1	
Reading - Phonics	1	
Early Reading	1	
Maths	1	3
Maths - Problem solving & Reasoning	1	
Maths - strengthen arithmetic and reasoning skills	1	

Anticipated SIP Priorities, by frequency

EYFS		3
Subject Leadership		3
SEND	1	2
SEND - Scaffolding	1	
Hub working		2
Narrowing the gap		2
SIAMS - preparation		2
Assessment - Foundation subjects		1
Deficit Budget		1
Enrichment		1
Granual knowledge		1
Managing behaviour		1
Marketing and Publicity		1
Mental health support		1
MfL		1
Music		1
P.E.		1
Personal Development		1
Pupil Premium		1
Staff Development		1

Most frequently cited CPD needs

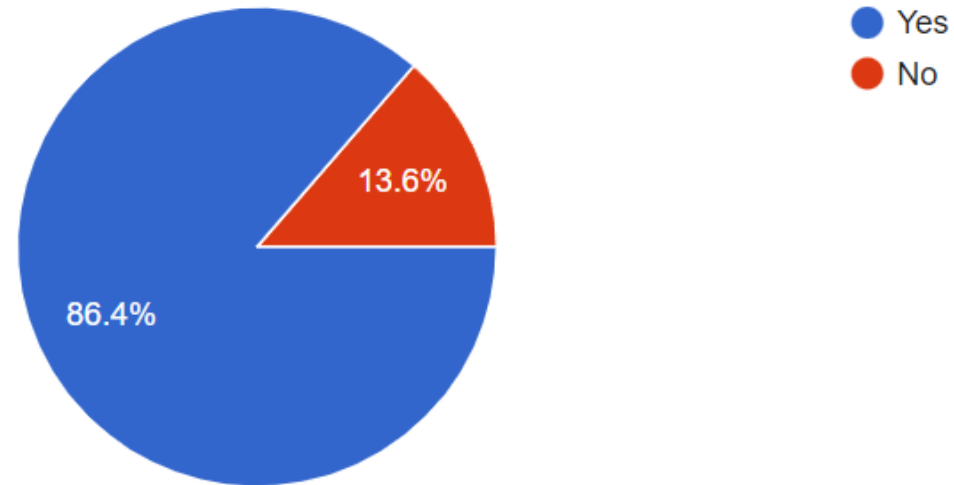
Future Directions - S.A.S. Hub Working

Future Direction

Were you aware of this School-to-School Improvement ('hub') development?

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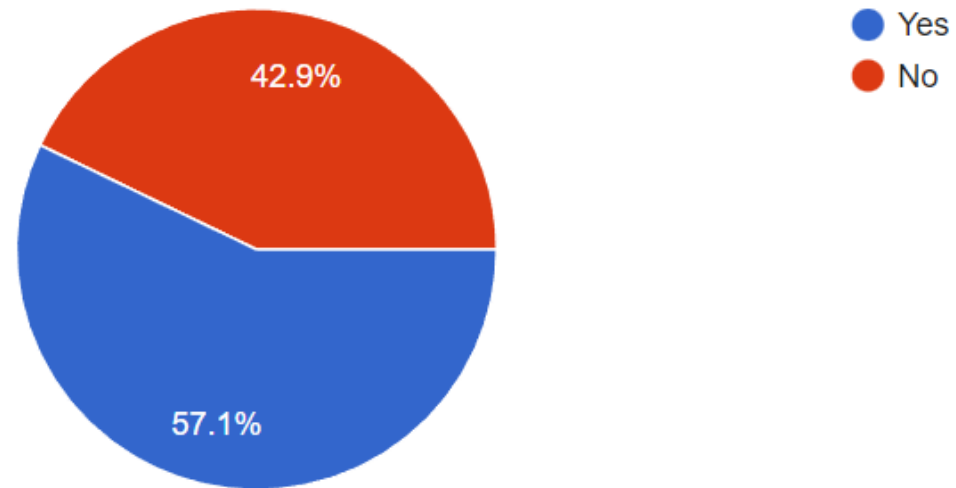
22 responses



Are similar but rigorous School Improvement needs for your setting already met (e.g. multi-academy trusts, clusters)?

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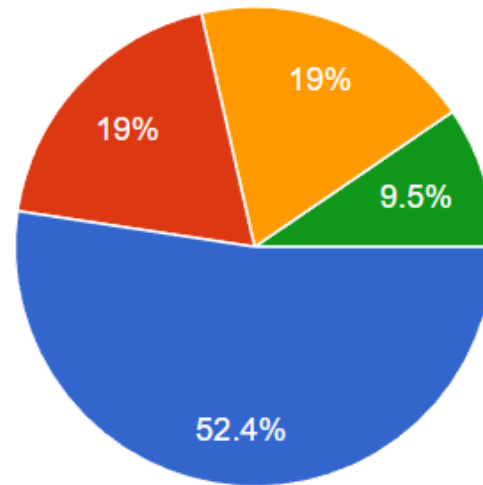
21 responses







Might a SAS hub be a direction for your school in...

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21 responses



-  2023 - 2024
-  2024 - 2026 / 2027
-  Maybe one day
-  Never

What is your thinking behind your last answer, please?

16 responses

As a small, village school, there are huge benefits of working together in a hub.

I'm in a HUB and have pushed this for some years in SAS so please to see some degree of success. This, for me and my head hub colleagues (5 other heads), is the way forward. I think we need to consider academisation options going forward, as well as developing the hub model. One leads to the other I believe. We are in a hub and getting excellent support from both South Glos and Wiltshire. Wiltshire, I understand, are considering offering support to schools who want to form a MAT in the year 2023-4.

We are already in a Challenge Hub

We are currently in the process of joining a MAT so am not sure what school improvement will look like at this point.

We are joining a MAT with SIP support

Receiving support through RC currently

Not sure how effective this can be for individual schools all with different needs and not sure I could manage the time element as it currently is - might work but would like to have some feedback from other schools first -

We are already in one of the Hub groups and it is really positive

Already in a hub and really want to continue particularly the working together as hub schools

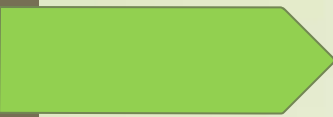
Used Glossi for 1 year and now Govs onboard to explore and join Hub option

we are already in one of the 3 existing hubs and continuing with it

I am in a hub and wish to continue

Would need to know more and consider how it links cohesively with the Trust work

Already in a hub



We have just had an OFSTED and we are now looking to plan the next cycle of School Improvement afresh

Already in discussion as a new hub of 6 and met with (existing 'Hub' head) last week to discuss as a new hub

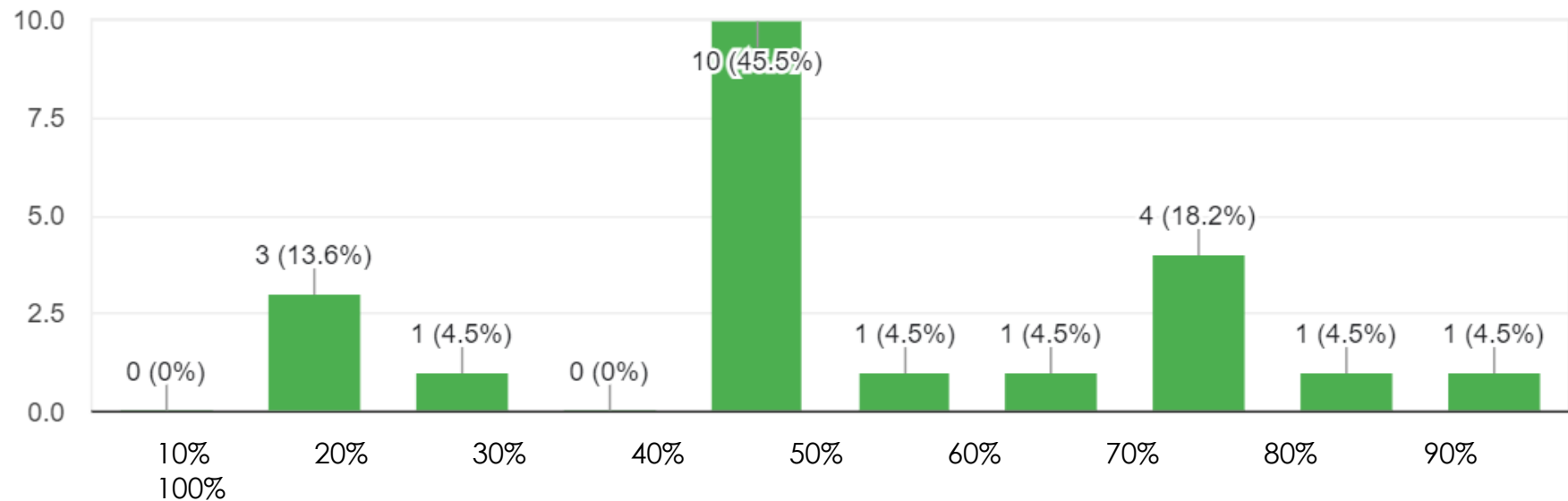
Future Directions

A greater proportion of face-to-face is now sought, compared with 2023, but perhaps not as much as might be expected with over half of our respondents still seeking 50% or more virtual training online.

What proportion of CPD courses should be 'remote/virtual' training? (If the cost of hiring venues is met by SAS, there will less will be available for regular CPD / conferences / briefings etc).



22 responses



Subject Leader Training

ENGLISH			
	2021	2023	Change
BOTH L.A. (Glos) and S.A.S. (South Glos) Subject Leader training	26%	18%	↓ -8%
ONLY S.A.S. (South Glos) Subject Leader training	58%	45%	↓ -13%
ONLY L.A.(Glos) Subject Leader training	10%	32%	↑ 22%
We get Subject Leader Training elsewhere	3%	5%	→ 1%
We do not attend Subject Leader Training	3%	0%	↓ -3%

If you answered 'Elsewhere', please say where/who?

1 response

DGAT

Subject Leader Training

MATHS			
	2021	2023	Change
BOTH L.A. (Glos) and S.A.S. (South Glos) Subject Leader training	19%	18%	↓ -1%
ONLY S.A.S. (South Glos) Subject Leader training	45%	41%	↓ -4%
ONLY L.A.(Glos) Subject Leader training	16%	32%	↑ 16%
We get Subject Leader Training elsewhere	16%	9%	↓ -7%
We do not attend Subject Leader Training	3%	0%	↓ -3%

If you answered 'Elsewhere', please say where/who?

2 responses

Steve Lomax- GLOW

DGAT and GLOW

Use the space below to make any comments about Subject Leader training

4 responses

depends on the subject - some good CPD elsewhere (eg humanities through Geography Association and history the same. Music support fairly good from Glos Music. So it's the subjects where there is less support - RE, DT, art, MFL - where I think we need more support. SAs a hub we are forming support groups for subjects - currently maths and geography but with more to follow. We are also getting support from Wiltshire but this can be rolled out, I think, to other schools as often on teams.

pm training is easier to cover/has less impact on learning for children

Cannot make use of SAS training due to cover costs of doing both - very tight budget!

I've done a bit of both this year as I haven't always found the south glos stuff easy to book



Further detail – analysis of multiple choice questions

1 2 3 4 5

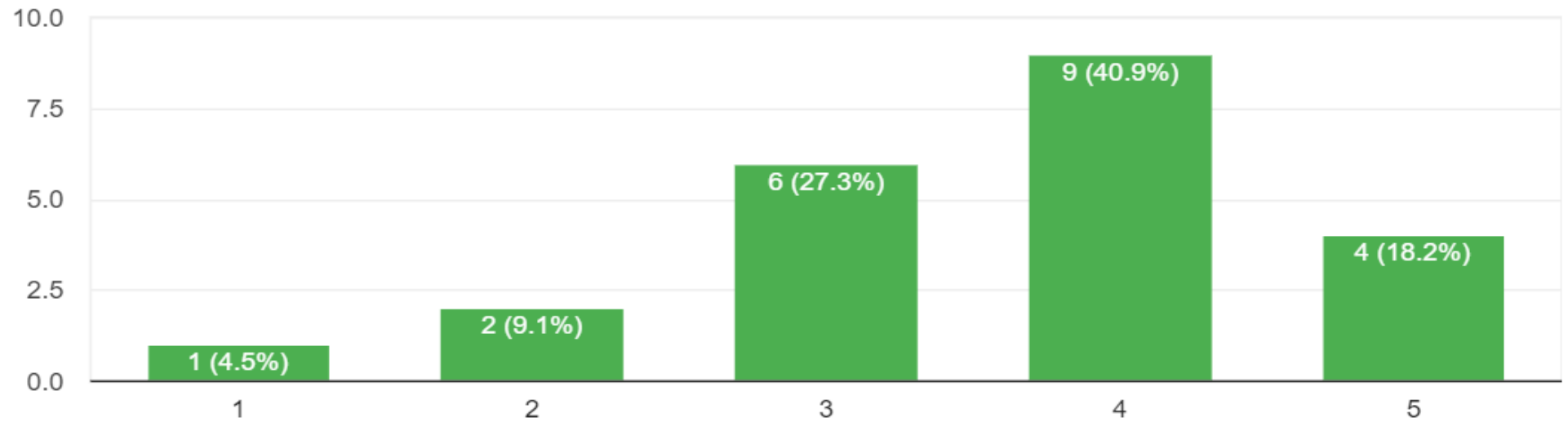
Strongly disagree Strongly agree

Training for School Leadership

SAS should provide training on the role and effectiveness of Governing Bodies

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22 responses



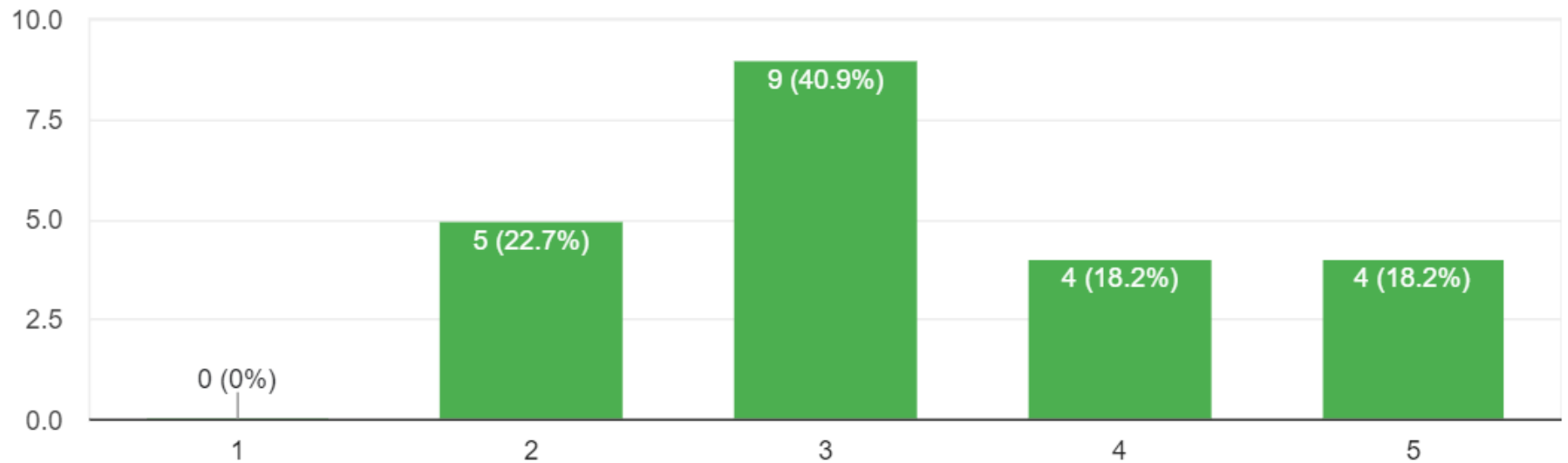
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Strongly disagree Strongly agree

SAS should provide training on data analysis

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22 responses

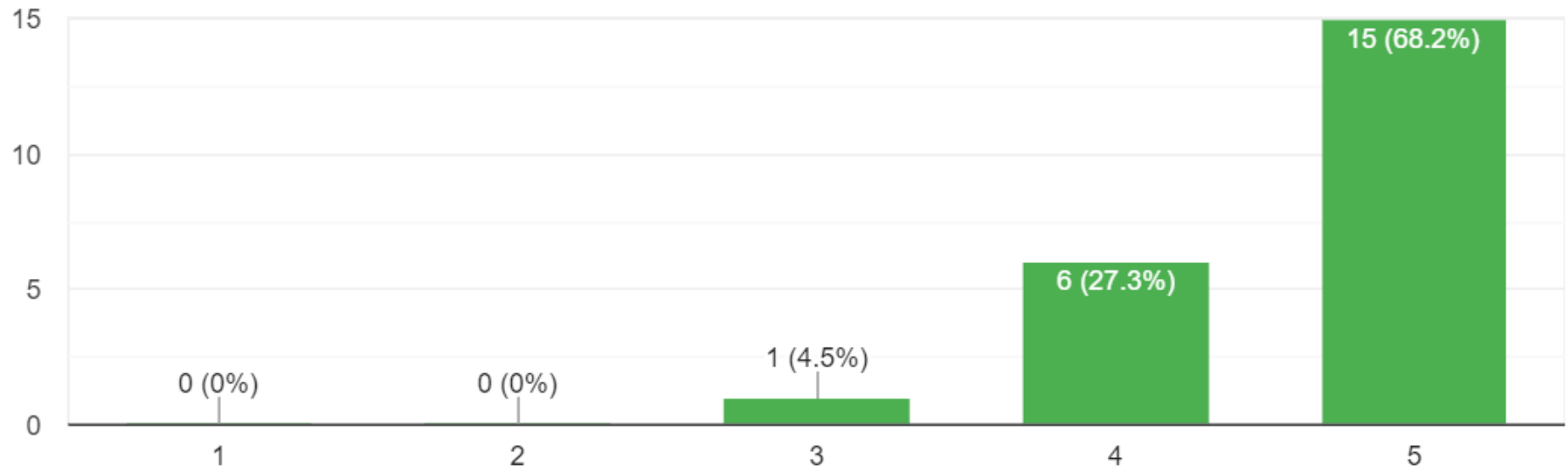


Strongly disagree 1 2 3 4 5 Strongly agree

SAS should provide training on preparing for an OFSTED inspection

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22 responses



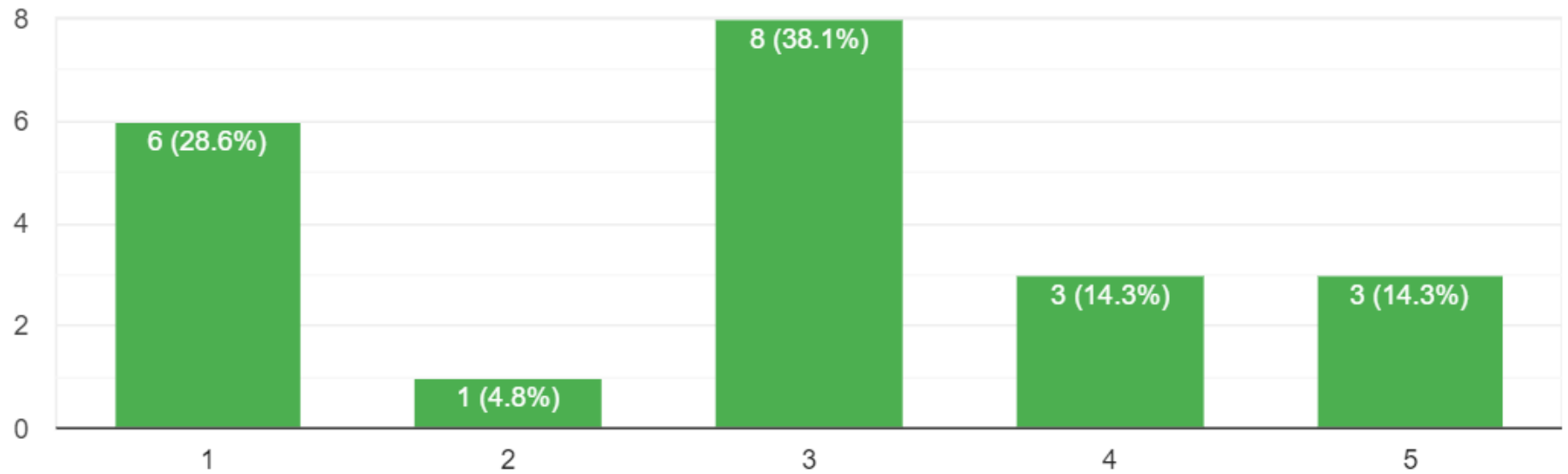
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Strongly disagree ○ ○ ○ ○ ○ Strongly agree

SAS should provide training on preparing for a SIAMS inspection (Church Schools)

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21 responses



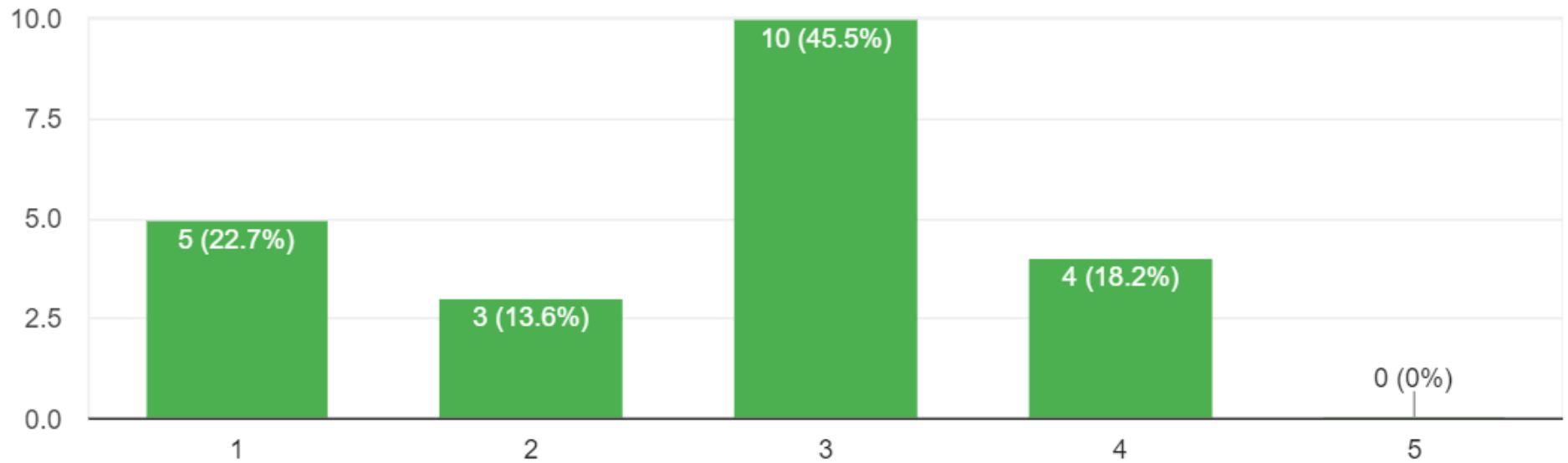
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Strongly disagree Strongly agree

SAS should provide training on the writing and management of policies

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22 responses



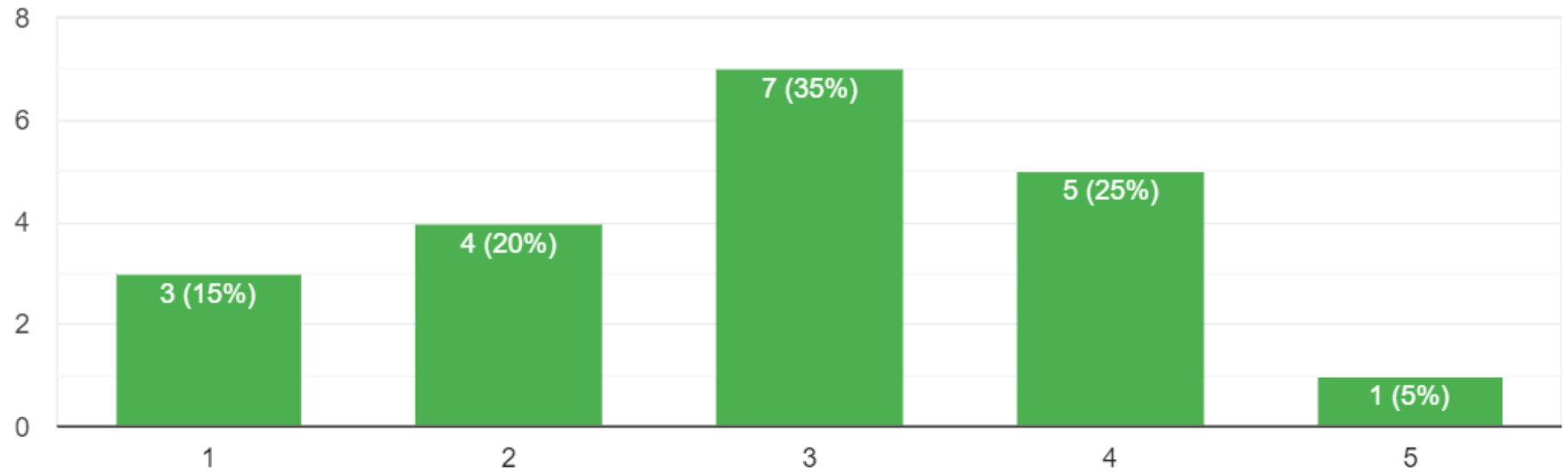
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Strongly disagree Strongly agree

SAS should provide training on the statutory requirements for school websites

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20 responses



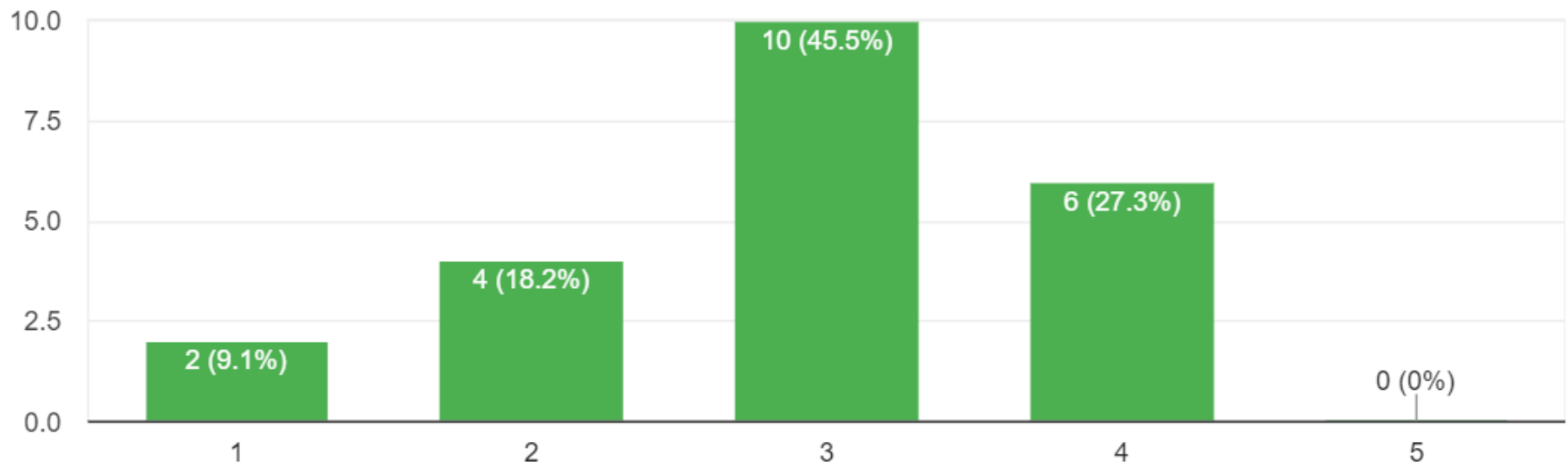
1 2 3 4 5

Strongly disagree Strongly agree

SAS should provide training on the appointment and induction of staff

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22 responses



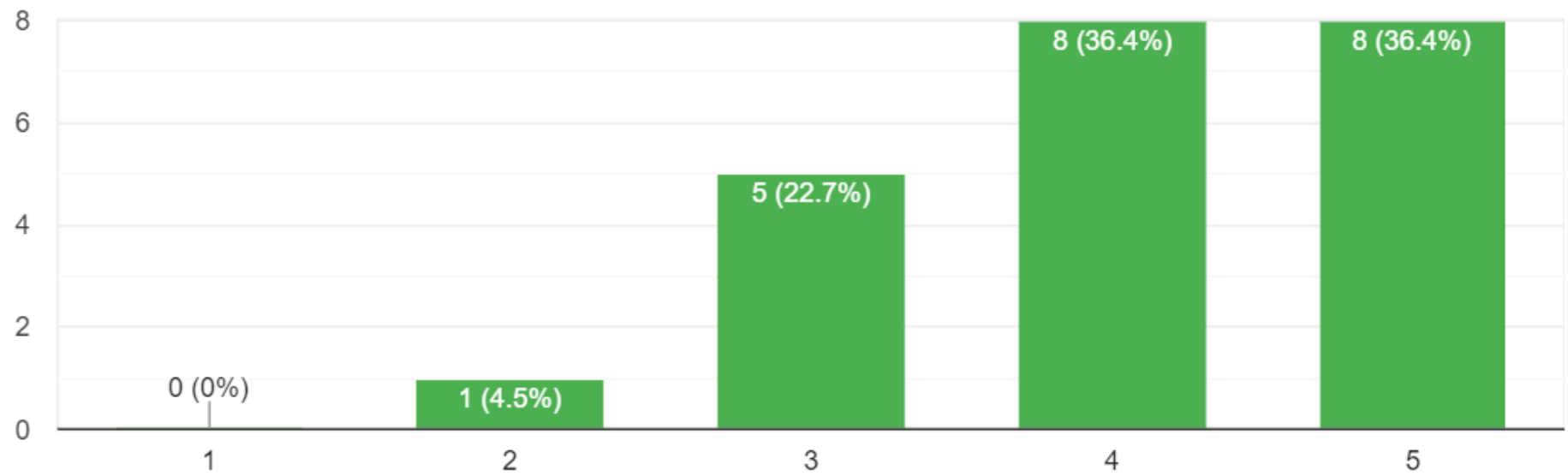
1 2 3 4 5

Strongly disagree Strongly agree

SAS should provide training on coaching staff

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22 responses

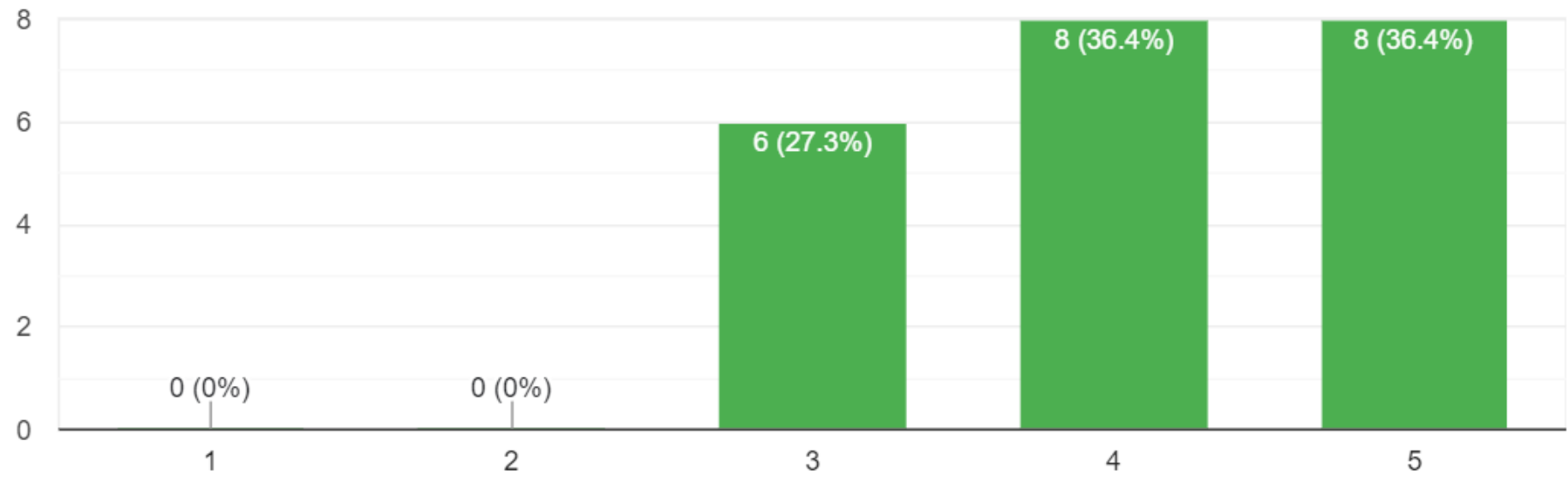


Strongly disagree 1 2 3 4 5 Strongly agree

SAS should provide training on tackling underperformance

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22 responses



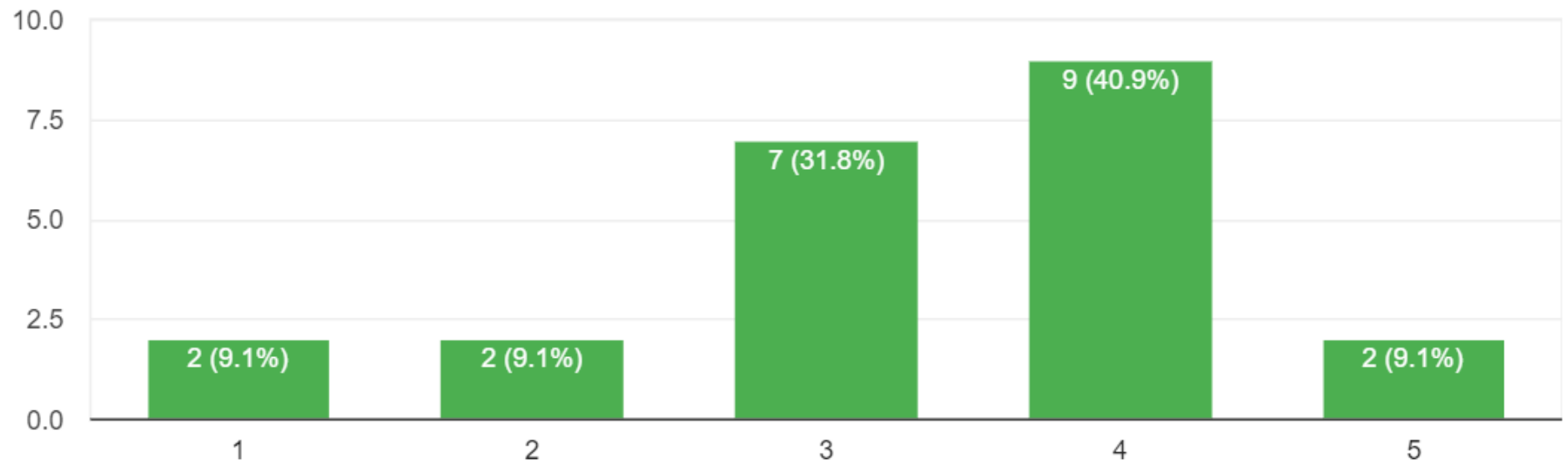
1 2 3 4 5

Strongly disagree Strongly agree

SAS should provide training on tackling absenteeism

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22 responses



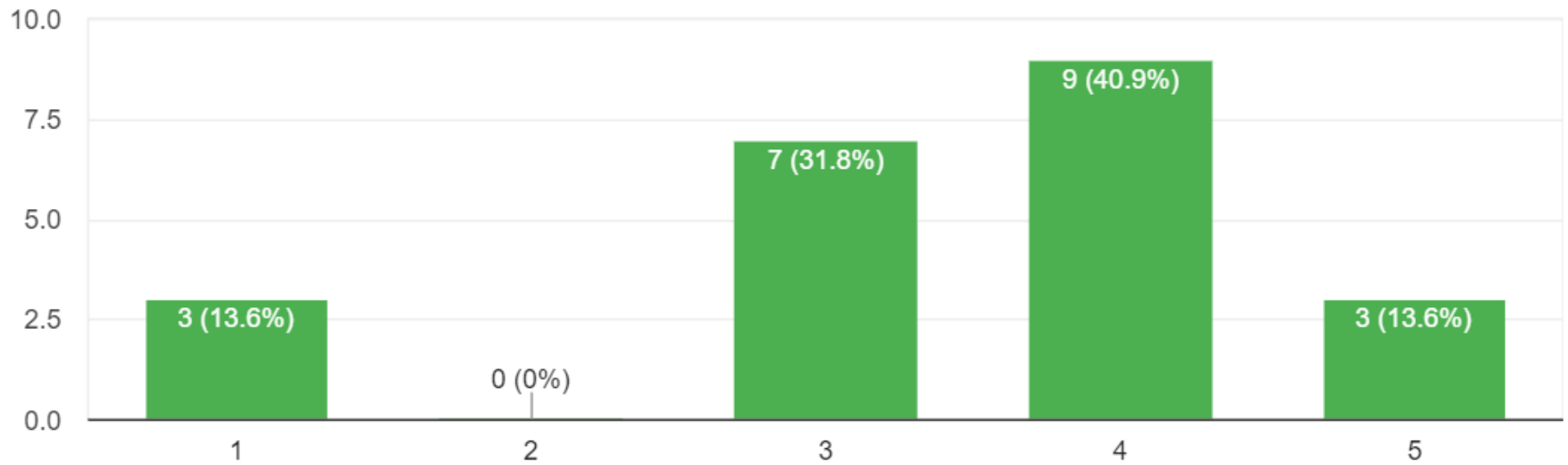
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Strongly disagree Strongly agree

SAS should provide training on preparing staff for Senior Leadership/Headship

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22 responses



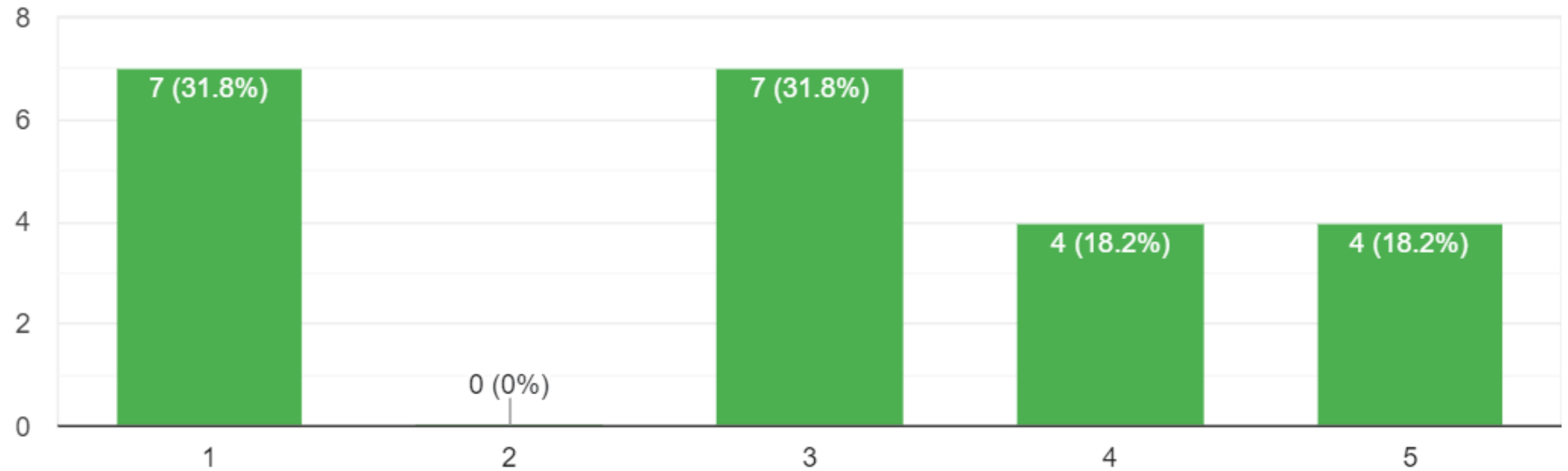
1 2 3 4 5

Strongly disagree Strongly agree

SAS should provide training on Safer Recruitment

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22 responses

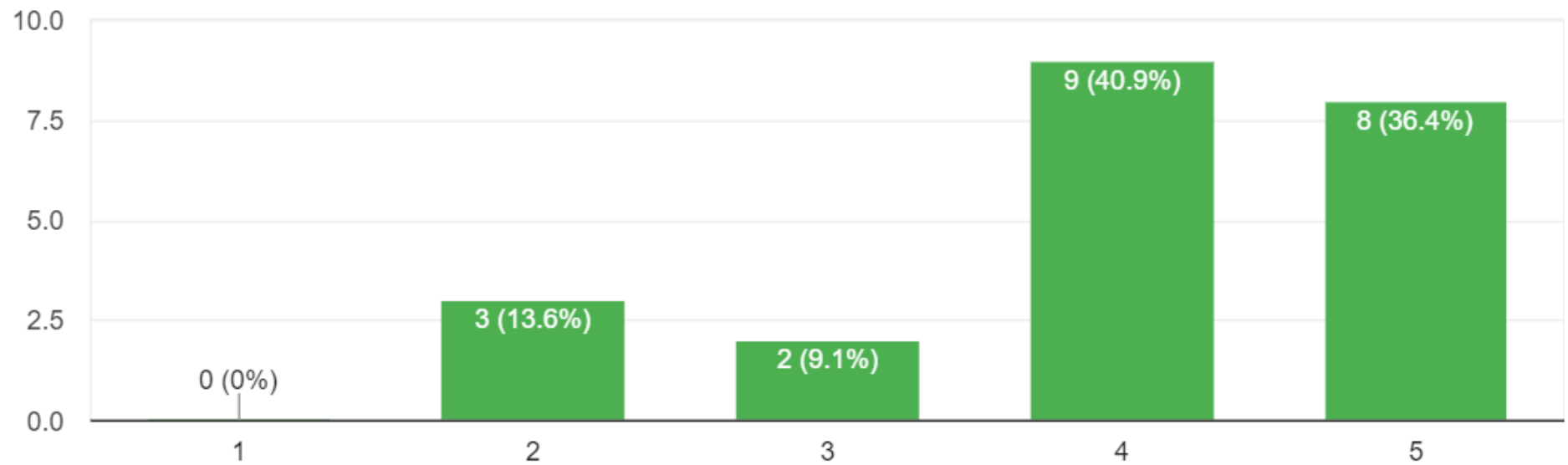


Strongly disagree 1 2 3 4 5 Strongly agree

SAS should provide training on lesson observation skills

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22 responses

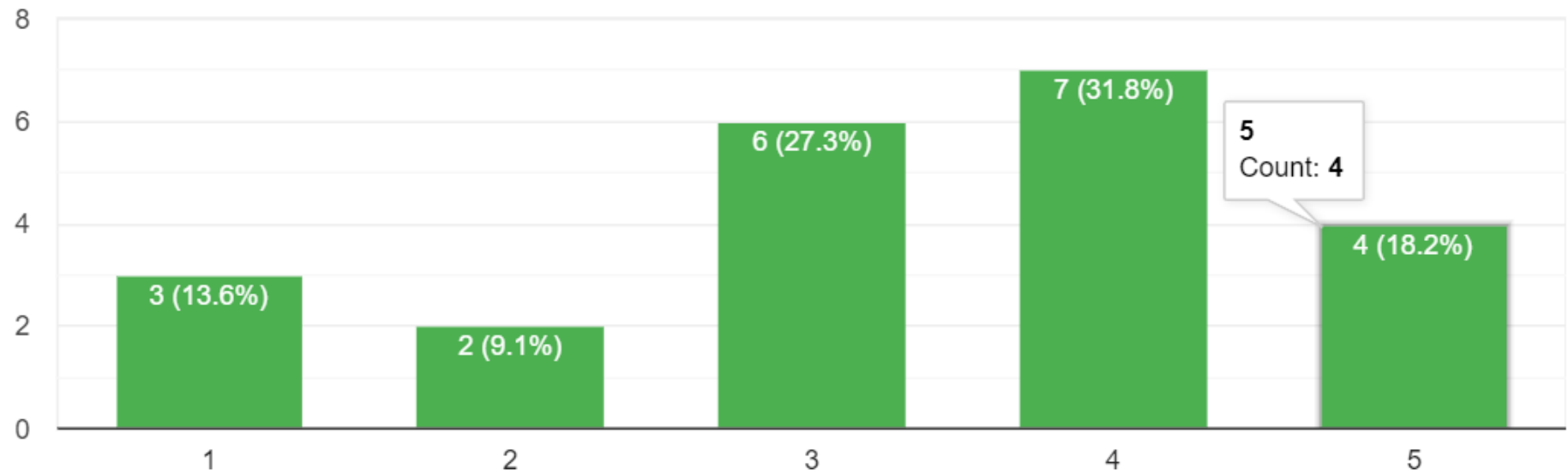


Strongly disagree 1 2 3 4 5 Strongly agree

SAS should provide training for those new to Headship

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22 responses



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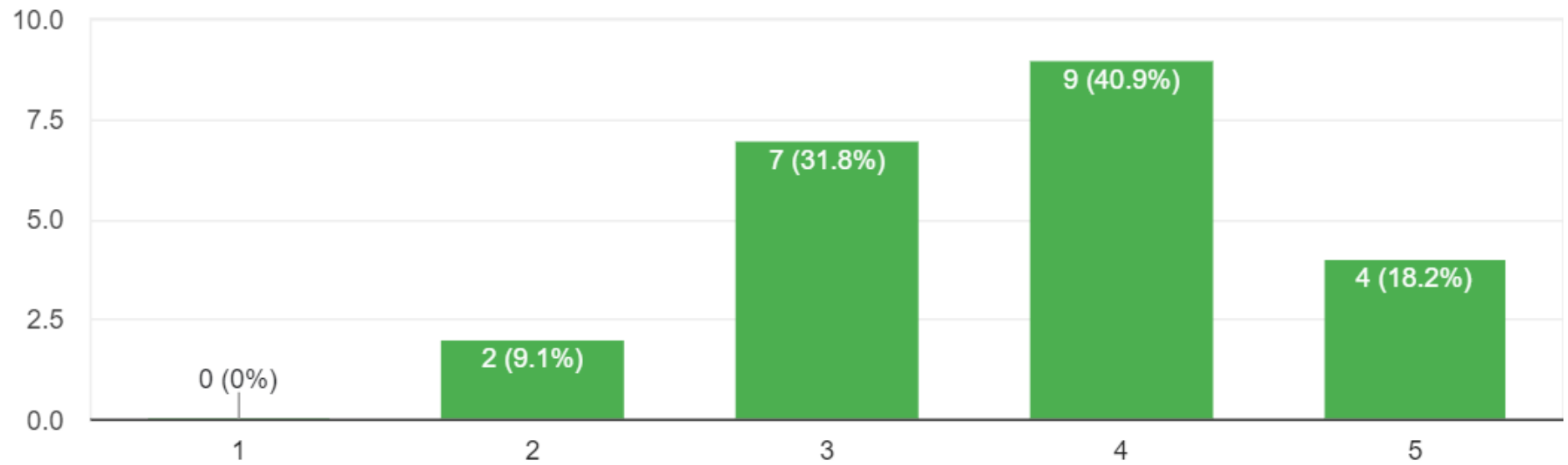
Strongly disagree Strongly agree

Teaching, the Curriculum and Assessment

SAS should provide training on generic teaching skills

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22 responses



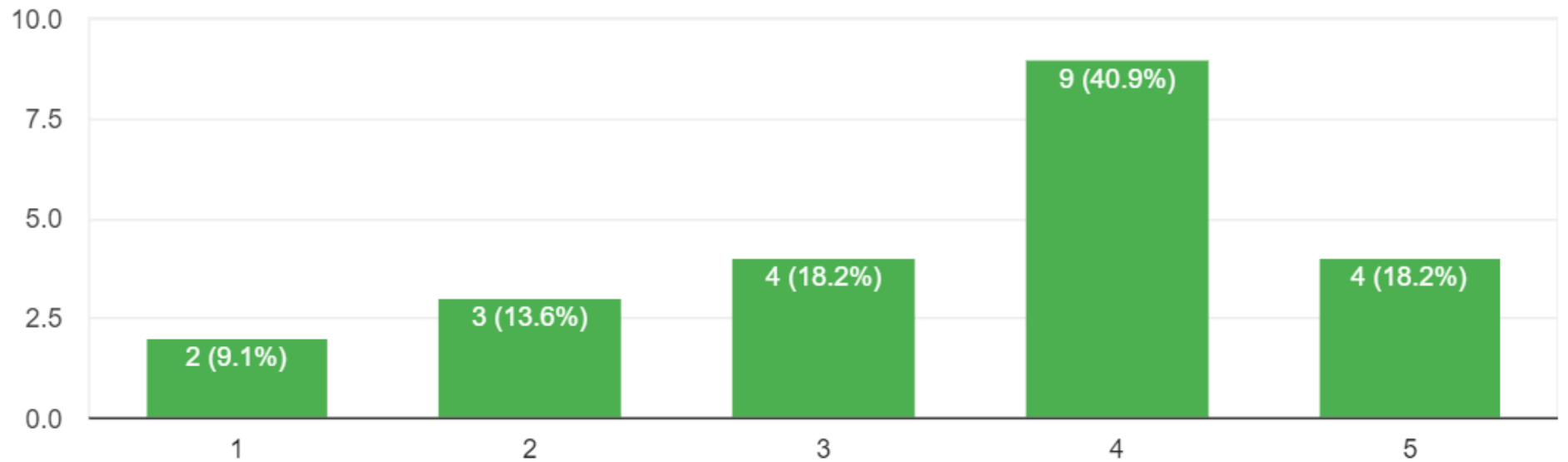
1 2 3 4 5

Strongly disagree Strongly agree

SAS should provide training on work moderation

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22 responses

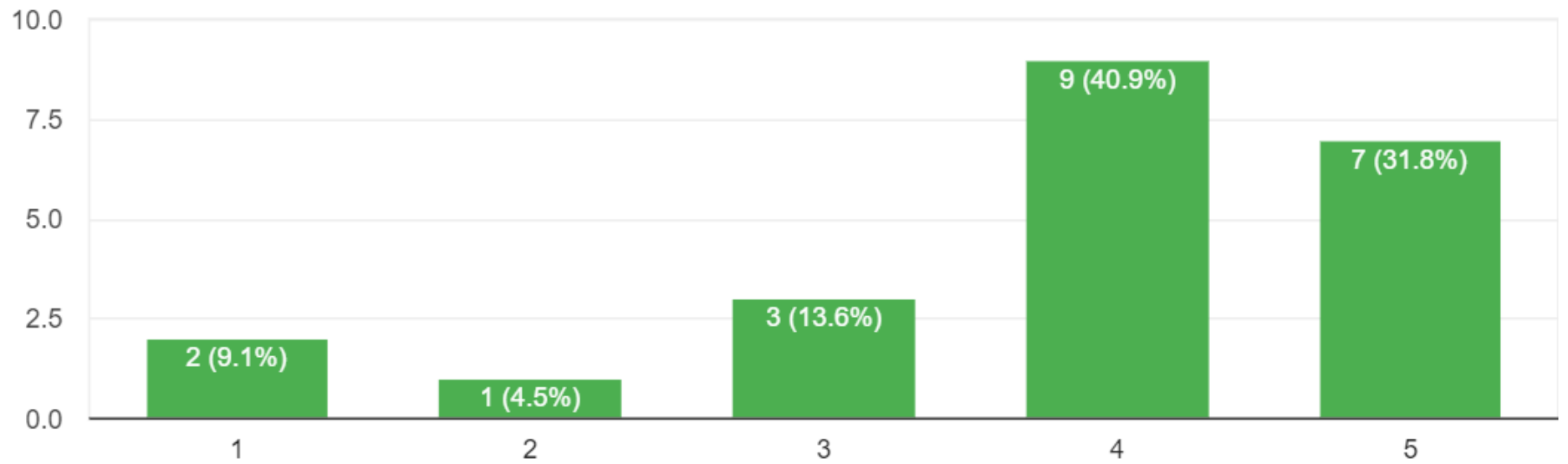


Strongly disagree 1 2 3 4 5 Strongly agree

SAS should provide training on breadth and balance ACROSS the curriculum

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22 responses



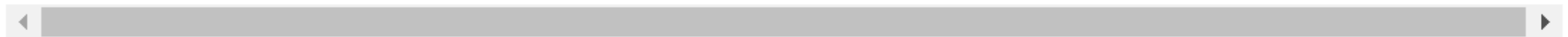
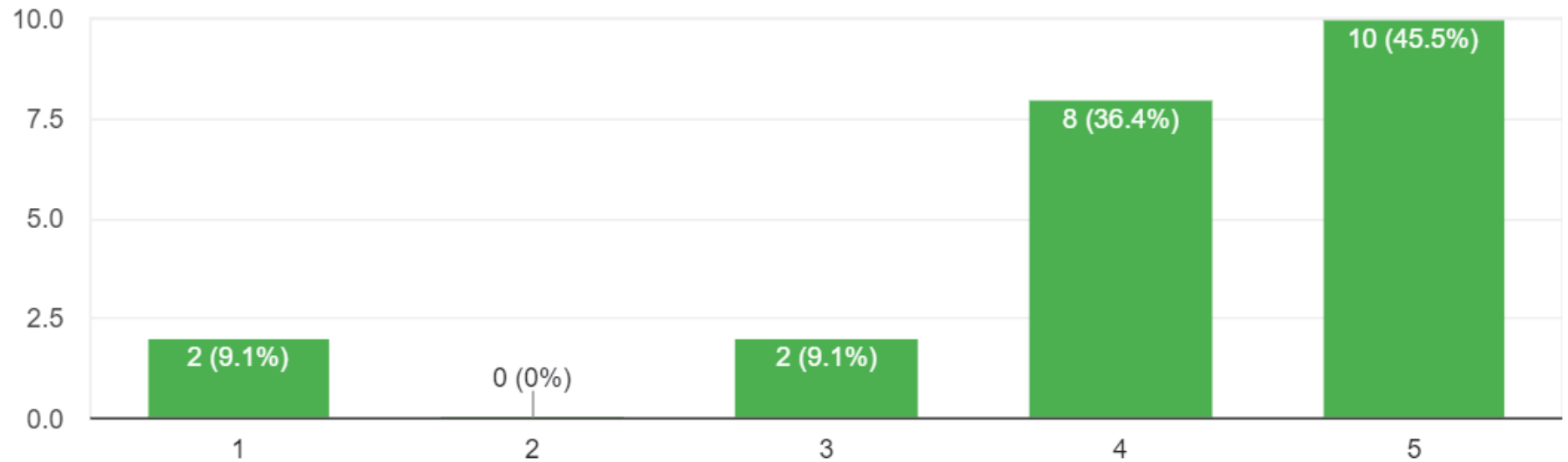
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Strongly disagree Strongly agree

SAS should provide opportunities for SUBJECT LEADERS to share "What works for me" (resources / strategy / curriculum design)

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22 responses



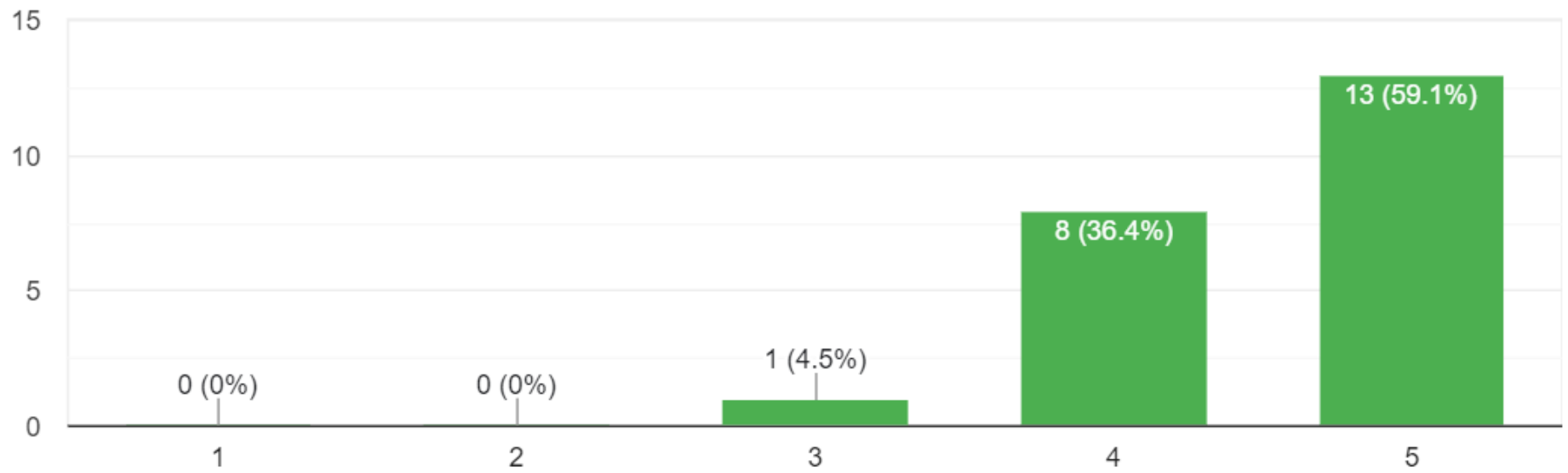
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Strongly disagree Strongly agree

SAS should provide training for classroom support staff

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22 responses



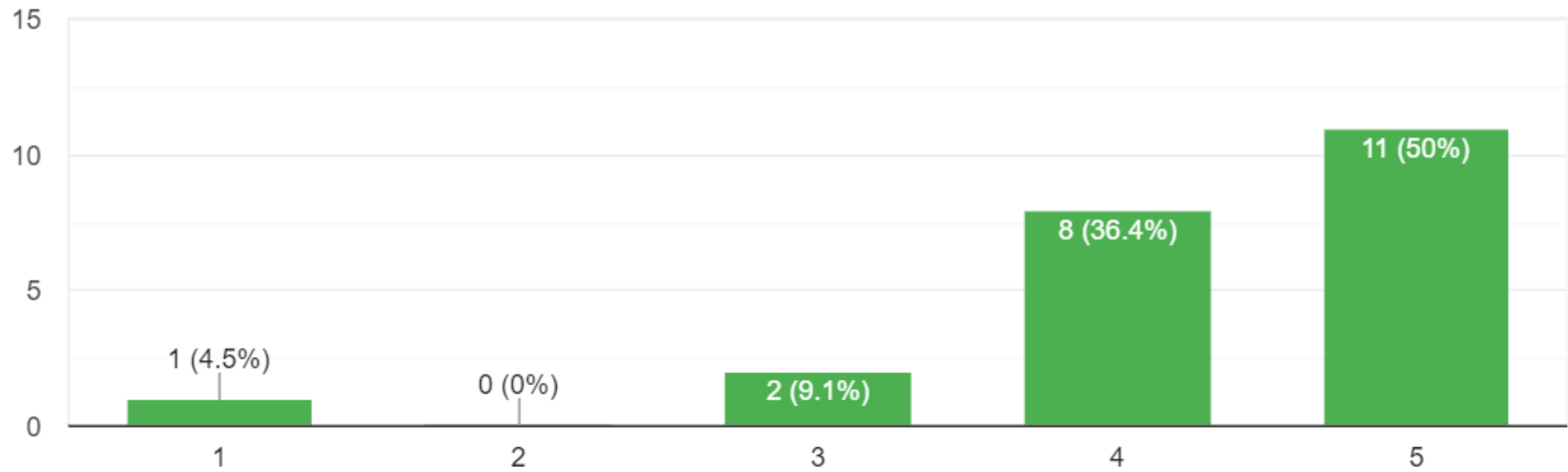
1 2 3 4 5

Strongly disagree Strongly agree

SAS should provide training on understanding 'the expected standards' in FOUNDATION SUBJECTS

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22 responses



1 2 3 4 5

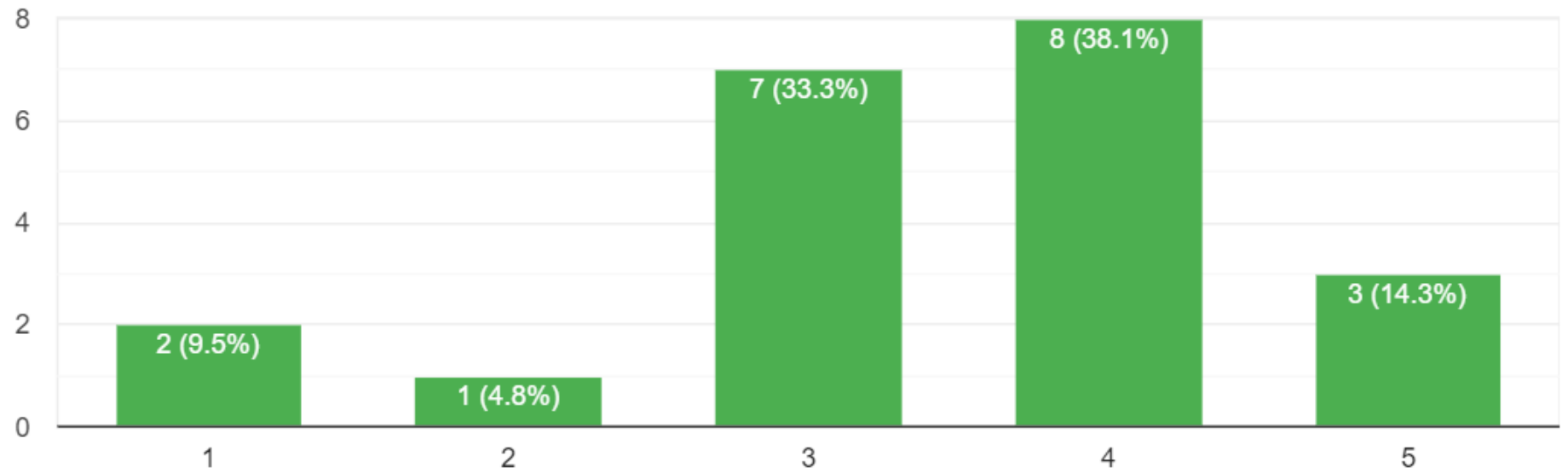
Strongly disagree Strongly agree

Safeguarding, Behaviour and Welfare

SAS should provide training on mental health for pupils

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21 responses



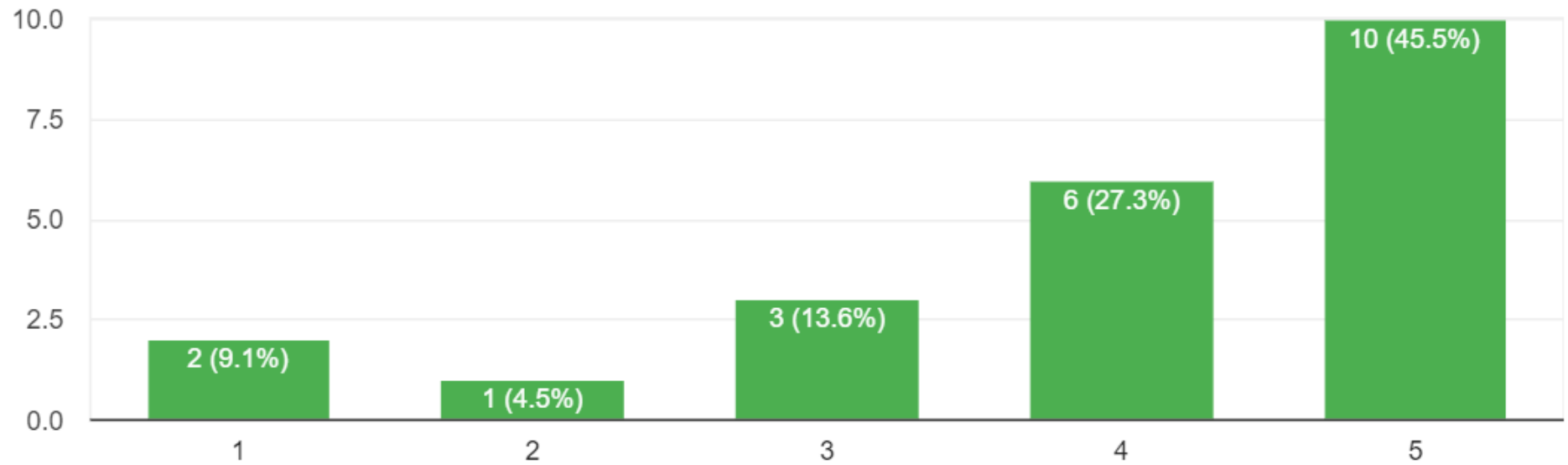
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Strongly disagree Strongly agree

SAS should provide training on mental health for staff

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22 responses



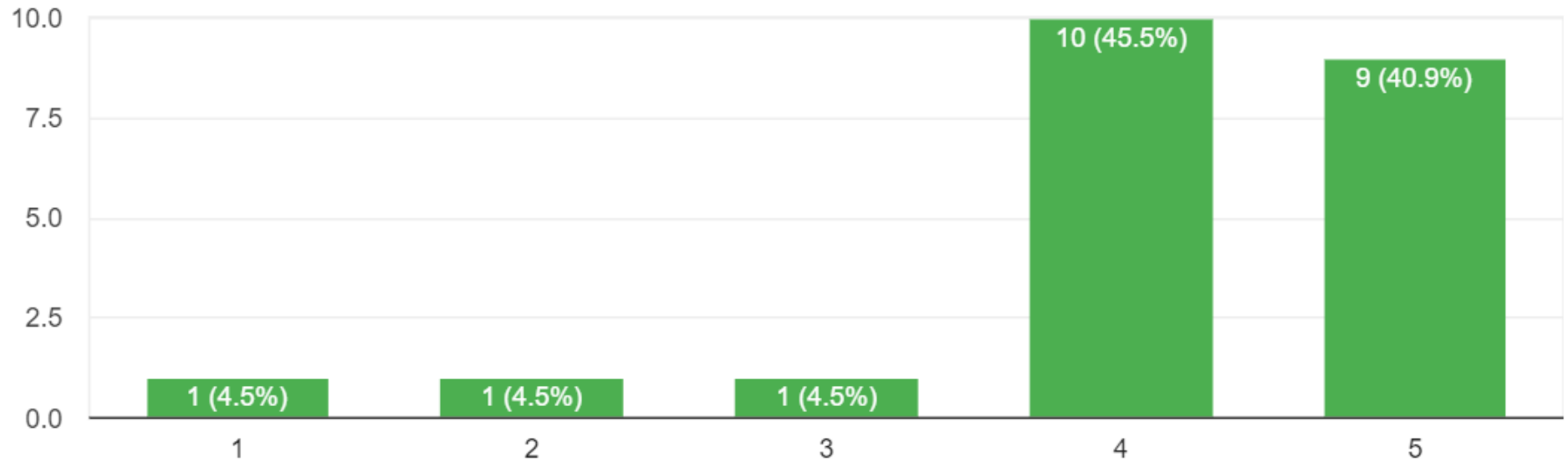
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Strongly disagree Strongly agree

SAS should provide training on access to SEND & related services

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22 responses

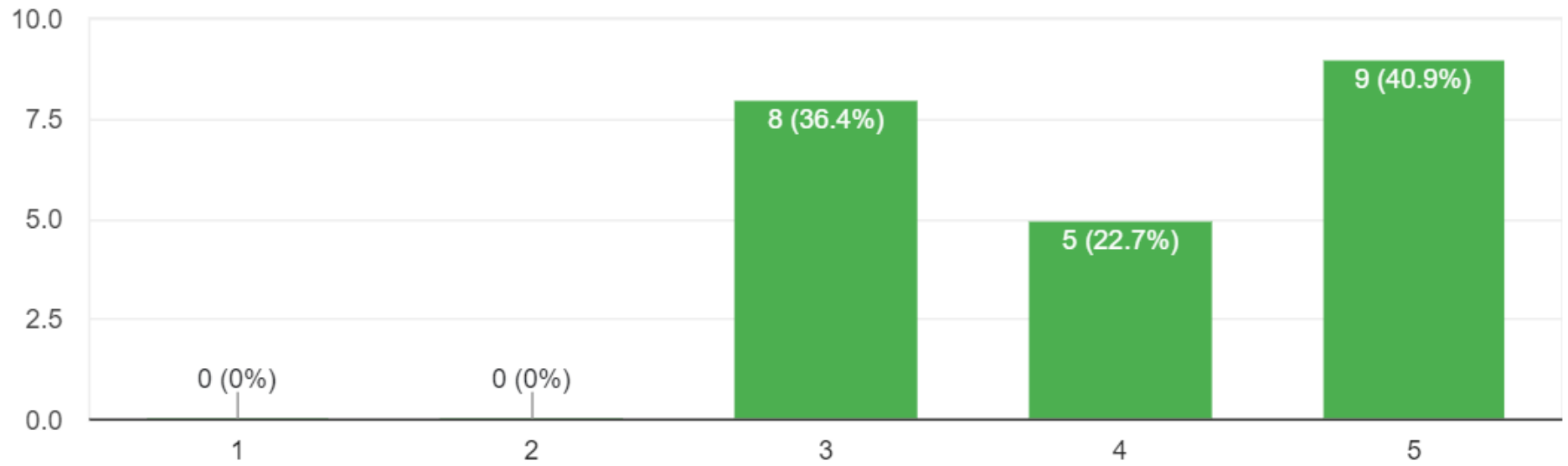


Strongly disagree 1 2 3 4 5 Strongly agree

SAS should provide training for SENCOS

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22 responses

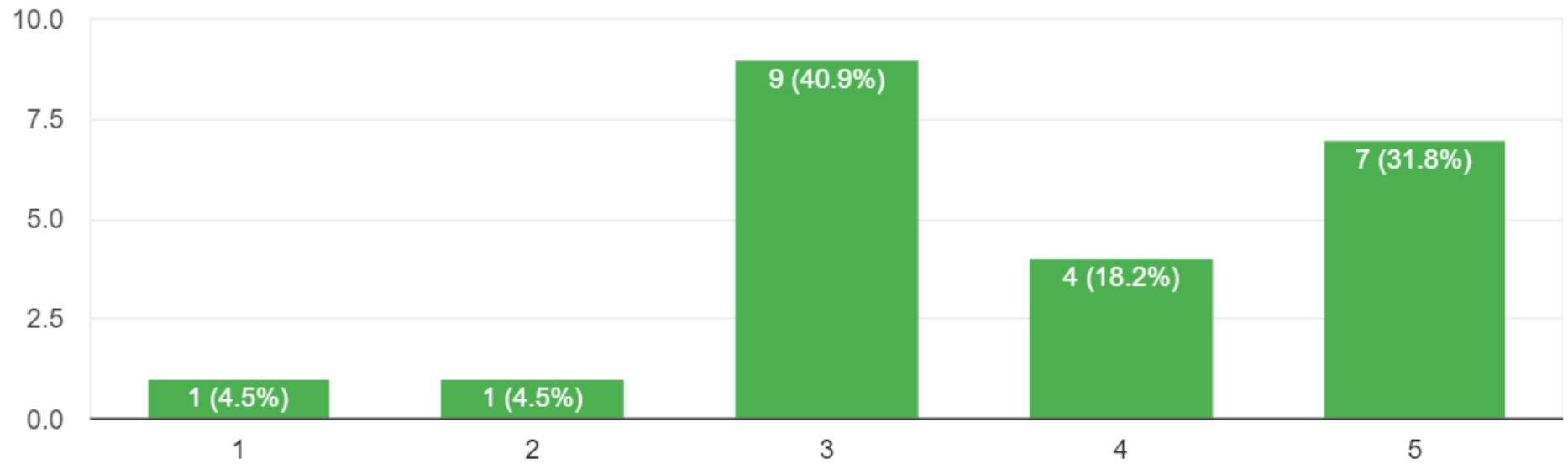


Strongly disagree 1 2 3 4 5 Strongly agree

SAS should provide training on Early Help

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22 responses



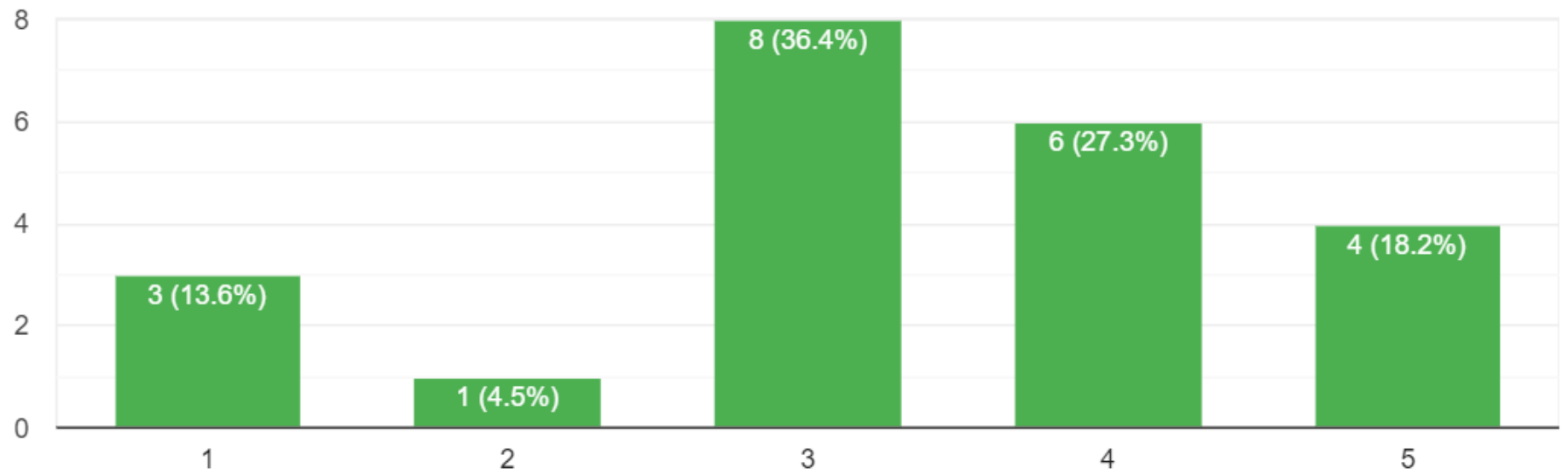
1 2 3 4 5

Strongly disagree Strongly agree

SAS should provide training on e-safety

 Copy

22 responses



1 2 3 4 5

Strongly disagree Strongly agree

SAS should provide training on behaviour management

 Copy

22 responses

