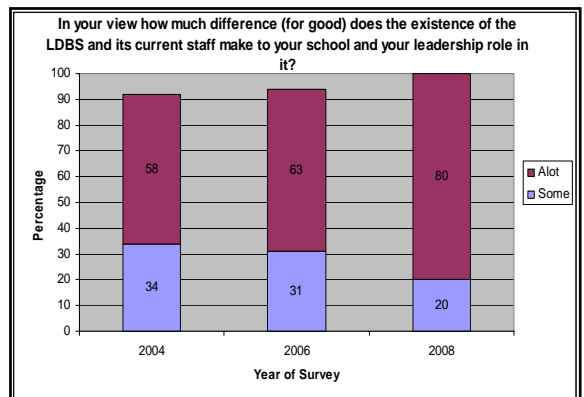
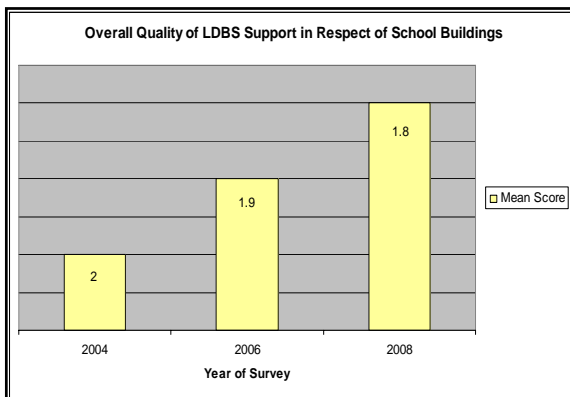
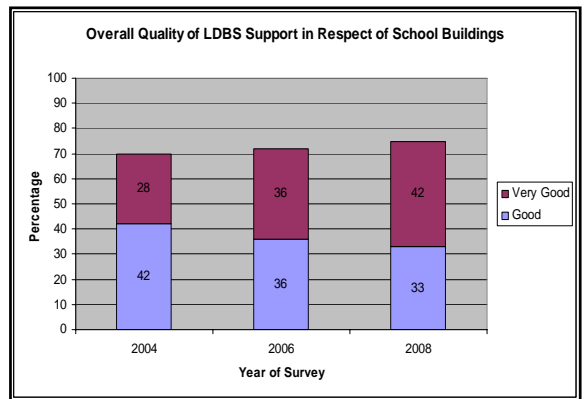
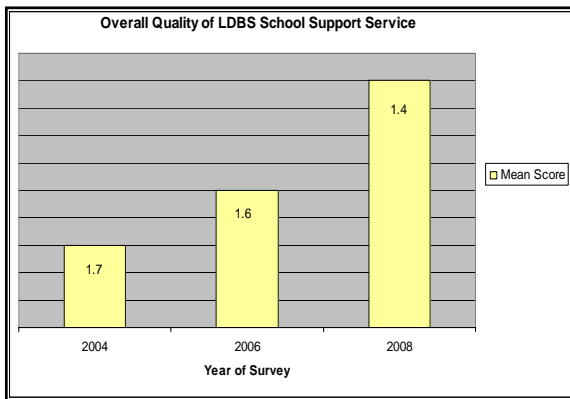
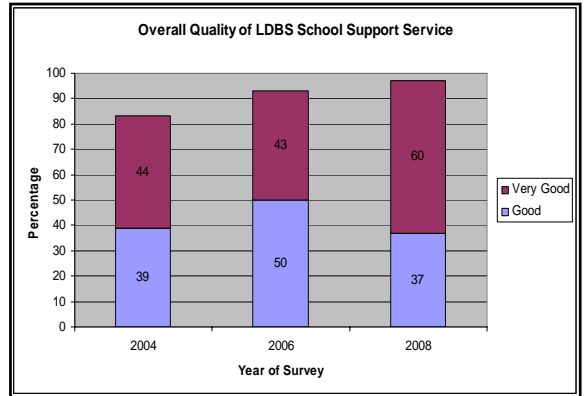
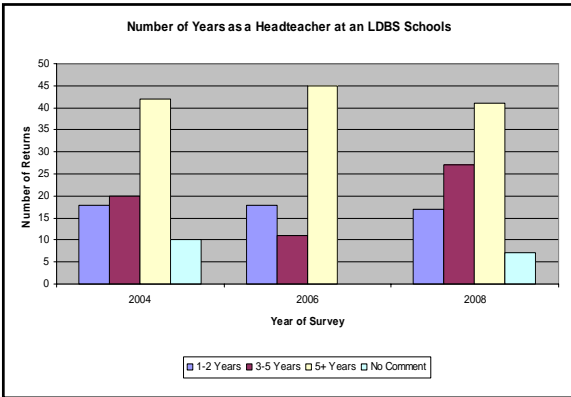
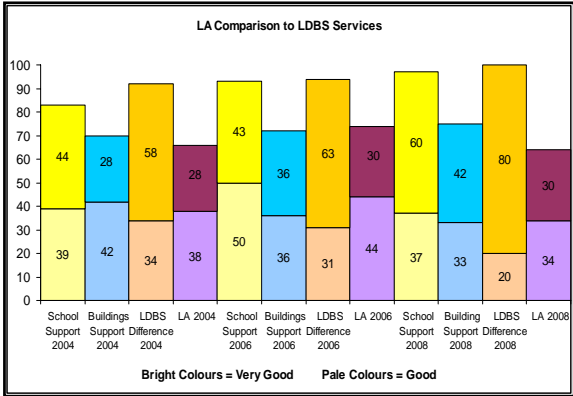
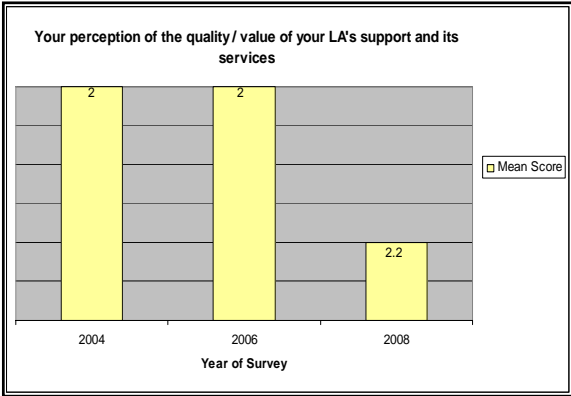
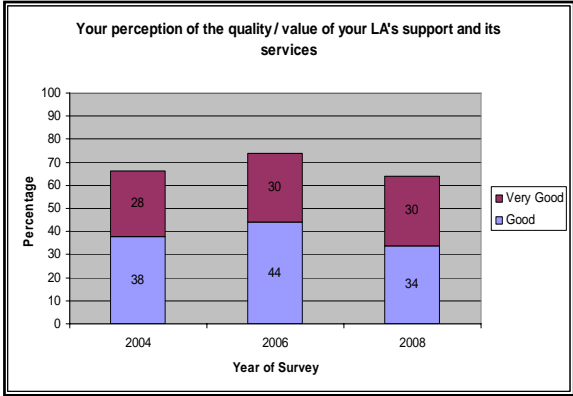
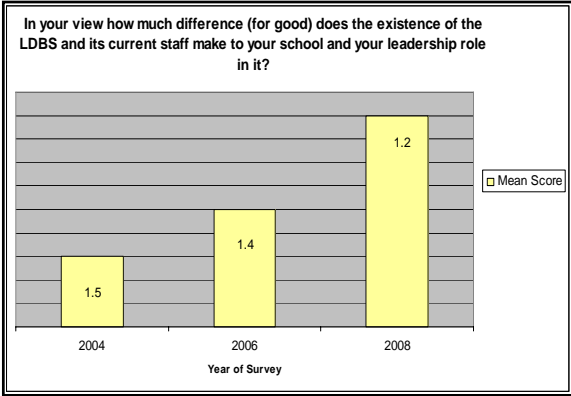




# LDBS School Survey Results 2008

## HOW GOOD ARE WE – OR WHAT?





**2008 School Survey - Response by Question (% Includes Not Used)**

No.	Question	Mean Score	Number					Percentage				
			1 VG	2 G	3 S	4 P	5 NU	1 VG	2 G	3 S	4 P	5 NU
1	Quality of advice received from advisers generally	1.3	64	27	1	0	2	68	29	1	0	2
2	Knowledge and understanding of your school by advisers	1.4	60	30	3	0	1	64	32	3	0	1
3	Value of visits from school advisers	1.3	66	24	3	0	0	71	26	3	0	0
4	Frequency of visits from school advisers (in relation to your wants/needs)	1.6	49	32	9	1	2	53	34	10	1	2
5	Promptness of response from schools advisers	1.4	63	25	4	0	2	67	27	4	0	2
6	Promptness and helpfulness of response from LDBS office administration	1.5	52	33	7	0	2	55	35	7	0	2
7	Quality of LDBS professional development courses	1.7	34	35	6	1	17	37	38	6	1	18
8	Quality of support from LDBS with recruiting new staff (NQTs etc)	1.9	18	21	11	0	44	19	22	12	0	47
9	Value of the twice-termly mailing from the LDBS for heads, chairs, clerks etc	1.6	46	35	12	0	0	49	38	13	0	0
10	Quality of LDBS support and advice for Religious Education & Collective Worship	1.6	40	36	8	1	9	43	38	9	1	10
11	Quality of LDBS Governor Training Programme	1.7	23	31	7	0	31	25	34	8	0	34
12	Quality of LDBS support and advice in respect of head and deputy - head appointments	1.3	43	16	0	0	34	46	17	0	0	37
13	Usefulness of LDBS support in days preparation & support during Ofsted Inspection	1.4	42	25	2	0	25	45	27	2	0	27
14	Effectiveness of LDBS support for schools facing particular issues/difficulties	1.4	35	15	1	1	42	37	16	1	1	45
15	Quality of LDBS support for you personally as Headteacher	1.4	60	26	3	1	3	65	28	3	1	3
16	Quality of LDBS support for you as a new HT in a CofE VA school (appointed since 2006)	1.4	19	6	2	0	62	21	7	2	0	70
17	Quality and value of most recent Section 48 Inspection and Report	1.7	38	35	6	2	12	41	38	6	2	13
18	Quality of LDBS support and advice in respect of personnel and staffing issues	1.5	44	30	4	0	16	47	32	4	0	17
19	Quality of LDBS support and advice in respect of admissions and exclusions	1.6	43	30	7	0	14	46	32	7	0	15
<b>20</b>	<b>Overall quality of LDBS School Support</b>	<b>1.4</b>	<b>57</b>	<b>34</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>61</b>	<b>36</b>	<b>3</b>	<b>0</b>	<b>0</b>
21	Quality of LDBS support in developing and preparing a project	1.7	30	31	11	0	18	33	34	12	0	20
22	Effectiveness of LDBS in securing grants for your projects	1.7	31	31	6	1	20	35	35	7	1	22
23	Quality of LDBS support during the procurement and construction phases	1.8	31	32	10	4	12	35	36	11	4	13
24	Promptness & helpfulness of LDBS Buildings / Finance office staff in response to queries/concerns	1.8	34	32	17	1	6	38	36	19	1	7
25	Quality and effectiveness of Maintenance Consultant attached to your school	2.0	27	31	17	4	9	31	35	19	5	10
26	Usefulness of Annual Written Reports produced by Maintenance Consultant	2.0	21	32	18	3	13	24	37	21	3	15
27	Quality & effectiveness of any Project Architect or consultants involved in a major building project at the school started in 2006-2008	1.9	24	19	10	4	30	28	22	11	5	34
28	Quality of contractors undertaking building work greater than £200k	2.0	16	15	8	4	43	19	17	9	5	50
29	Effectiveness of H&S policies and procedures by consultants and contractors to protect pupils	2.0	19	31	12	3	21	22	36	14	3	24
30	Overall benefit to your school of membership of LDBS Maintenance Scheme	1.6	45	27	12	0	4	51	31	14	0	5
<b>31</b>	<b>Overall quality of LDBS support in respect of school buildings</b>	<b>1.8</b>	<b>36</b>	<b>29</b>	<b>18</b>	<b>0</b>	<b>3</b>	<b>42</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>In your view how much difference (for good) does the existence of the LDBS and its current staff make to your school and your leadership role in it?</b>	<b>1.2</b>	<b>72</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>80</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>
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(NC = Not Completed)

	1 FE	2 FE	3 FE	3+ FE	NC	1 FE	2 FE	3 FE	3+ FE	NC
33 Form Entry	46	14	4	7	22	49	15	4	8	24

	1-2	3-5	5+	NC	1-2	3-5	5+	NC
34 Number of years as Headteacher of an 'LDBS School'	17	27	42	7	18	29	45	8

	Mean Score	1 VG	2 G	3 S	4 P	5 NC	1 VG	2 G	3 S	4 P	5 NC
35 Your perception of the quality / value of your LA's support and its services	2.1	29	31	18	12	4	31	33	19	13	4

### 36. Any further comments/suggestions about any aspect of LDBS's current work?

- I really did value the support given to the school for the recent admissions/DCSF discussions and for the appointment of a deputy.
- As a new Headteacher I found the course for new Headteachers to be invaluable in understanding how the LDBS operates. I still felt quite lost, particularly in terms of responsibilities for the premises, initially, as I was new to a church school. I feel strongly that each new headteacher should be offered a mentor to guide them through all aspects of what it means to be a CofE Head.
- With regard to building projects, I feel that the LDBS needs to be much clearer in the mediation role between school and contractor/architect. Once the money was secured and the tender accepted, the LDBS was largely invisible until summoned when problems occurred. I do feel that some oversight of practical works should have been maintained. If the headteacher was expected to manage the project without expertise, then relevant paperwork should have been provided and discussed.
- As a new head, I would have valued a simple checklist explaining what the LDBS provides (for example I did not now the school had a maintenance consultant for quite a while!). Too much information at the beginning may not help but just something simple that tells you who to ask for advice and about which topics, would be great.
- The LDBS is a strong and supportive force for my school and its work is fully appreciated by myself and all the schools stakeholders, particularly the Governing Body. Notable strengths are in the areas of admissions, personnel, governing body training, building development and general advisory support, particularly in relation to succession planning.
- In the current climate the LA is evolving and has merged the education and social services department. This has resulted in a poorer quality of services and advice offered to schools. Also with the introduction of School Improvement Partners, there is no support or advice for Headteachers. The support and advice of the LDBS has been a lifeline, more so now than before.
- Not much support/advice on building projects i.e. Nursery provision.
- I don't know what I would do without the fantastic support I have consistently received since I joined the LDBS. It keeps me going
- The quality of LDBS support personally is exceptional. As a head of an LDBS school I feel valued and I feel all LDBS know me as a person and know my school which is greatly valued. This must always continue. The Headteachers conference and SMSC visits are also extremely important as they provide valuable reflection time which would not be achieved without them.
- The quality of the Headteacher/Chair of Governors Conferences (Sandbanks) – Themes, Foci etc).
- The care given to the personal well-being of your headteachers (Conferences abroad – Venice, Florence, Normandy).
- Sorry we are so far away – getting staff in for courses is always a problem.

- I think I was under the impression that closer links existed between LDBS and parishes than is the case and I therefore made some wrong assumptions about information sharing (in particular recently about who owns which piece of land for proposed building works). Could links with PCC's be improved?
- Many thanks for all you do to support our school!
- LDBS's officers have provided invaluable support to schools where necessary. Advice given is always of the highest quality and sensitivity conducted to enable staff and managers to progress and improve with confidence.
- Thank you for all your support and hard work.
- I have found the LDBS advisors to be very helpful, particularly in recruitment of senior staff (deputy) and pre-Ofsted. It is very helpful that they know the school well, and can support and advise as necessary. Thank you!
- Although I don't often use all of the LDBS's services I know if I needed anything the support would be there – that in itself makes a huge difference.
- The LDBS puts people first where as the LA puts attainment first. Education is a people business and it's about forming relationships that inspire children to want to participate in the learning process.
- Thank you for all your help, advice and support!
- The Mailing needs a revamp and bringing it up to the 21<sup>st</sup> Century.
- I can't thank you or praise you enough for the quality of support I have received this year. Helen Ridding has been a very valuable support and adviser. She has made what has been a very difficult year for the school more manageable and even enjoyable!
- Revamp Governors Training.
- Tremendous support recently re Primary Capital Programme and the implications for SW1 schools. Excellent support/advice pre Ofsted. Staff found Godly Play training to be extremely good and inspiring.
- Graham Marriner is great but is stretched too far. He needs fewer schools which would make him more available.
- Although I think it is important to keep St John's identity as a 'Harrow' school – it may be useful to link it to a neighbouring authority (Hillingdon?) to create more of a support network. I have been welcomed into the Harrow R.C. Heads meetings which is great but it would be very useful to be part of a small cluster of (CofE) schools – close by if possible. As a new HT to LDBS it would also have been very useful to have had a mentor. Also a list of schools that I could visit for ideas. I am very happy to be part of LDBS. The few days in Poole for HT's, Prom Praise – very special events that inspired and refreshed!

- Graham Marriner was a great support during our recent Section 48 inspection and Ofsted inspection – Thank you. Pat Regan made the '48' a beneficial and enjoyable experience for the school. Inigo Woolf and Steve White have been a great support during the nursery build. Thank you all for your support and guidance over the year.
- Graham M. just taken up St P. Graham is extremely helpful, perceptive, sensitive and challenging. Particularly in terms of issues – Ofsted and personnel. Also started up new CofE Headteachers meeting – useful.
- Pat Regan extremely helpful with NQT – well above beyond call of duty
- LDBS conference – excellent – well paced, thoughtful about needs of attendees (e.g. chocolates!) Mitch always organises it really well. Tom P's presentations always challenging and interesting and thought provoking. Buildings conference very thought provoking and interesting.
- Liz W. always very helpful and I especially like the reviews of books – we buy according to these.
- Hillingdon LA schools are being supported on Health and Safety issues. The training is available to Church schools, but Governing Bodies are responsible not LA. Support on this issue would be appreciated.
- I feel we get fantastic support from Graham Marriner – full of ideas and helpful tips. Also I appreciate that those responsible for the buildings etc are hard pressed but we really do thank them for their support.
- The LDBS provides us with outstanding support.
- Overall, I am very pleased with the support offered by the Diocese. The Heads conference is a particularly effective way of networking.
- Courses for Surrey schools – could a venue be found in Surrey for courses appropriate for our needs? e.g. Visiting places of Worship, K & U of Faiths and festivals, RE Assessment.
- The LDBS staff have been incredibly supportive through a range of issues since I took up my headship. I have found LA advice often contradictive depending on who I have spoken to. I have not found this with LDBS advice; it is always clear, helpful and comes from experience. Challenge is important but also LDBS seem as if they generally care about the welfare of their heads, which is sometimes lacking from LA.
- It has mattered to me enormously that I have such wonderful support from the LDBS. In particular our attached adviser, Graham Marriner, has been a huge support. It just shows that even an 'outstanding' school still needs support at times especially when the LA support is being reduced.
- Networking of Headteachers. Headteachers being "buddied" up or working in partnership to support each other, learning from each other etc.

- Great support professionally and pastorally. I've had two LDBS advisers in my time as a Head and this has been a constant. As a new Head in 2004 to an 'old' hand (in Hackney terms) LDBS team have been the only support with integrity and trust.
- Very happy with the service; feel very supported by all colleagues in LDBS.
- Both Graham and John have always been willing to be supportive and 'available'. They have been more accessible than the LA! Thank you. Likewise our surveyor has always been readily helpful.
- The schools bulletin is always very useful. Staff have enjoyed reading the newsletter and sending in articles and photos to be included.
- I am interested to see how LDBS Personnel Service will work out in Islington.
- I am very grateful to Graham Marriner for his work this year re: the soft federation.
- The LDBS play a very important (vital) role in caring about the well-being of Headteachers. This is an area that the LA neglect in my opinion.
- Although I am generally pleased with the services received I feel there should be more transparency when building improvements money is allocated.
- For me personally it is a great support and encouragement. The advisor's support allows me to think "outside the box" while offering support and information on what can and cannot be done. I would also like to thank both Graham Marriner and John Shannon for the great support and encouragement they have given me in my role as headteacher.
- I would value more support with building projects and clear information about who needs to do what. We used our own architect for a building project and one of our governors had to work very hard on liaison between LDBS and our architect.
- I have very much appreciated the advice and support of the LDBS. However, some of the Governing Body felt that the LDBS and the C of E in general were very slow in responding to the New Admissions Code. Tom Peryer's defence of our schools' ethos was most welcome.
- The support we have had with our major building project has been outstanding. Inigo has been superb.
- A huge thank you for your continued support. Sometimes there is conflicting advice re personnel from the LA and LDBS which can be difficult but I'm not sure how this can be reconciled.
- I appreciate that our location makes a greater use of courses do at Causton Street difficult. I value our association with the LDBS and the contact that it provides with London schools.
- Should be at the highest quality – aiming for excellence. At present there are not enough staff to make a difference as there are so many schools and the academy expansion programme is stretching the resources too far – as a result incipient academies take far more than their numbers justify of the time available and the few staff – same

applies in Westminster. Consequently schools get used to managing on their own and any additional request from LDBS look like intrusion. (St Marylebone, Westminster)

### 37. Any further comments and suggestions about new areas of work or activity for the LDBS

- I am looking forward to develop the spiritual life of my whole community – children, staff, parents, church by further exploring the implications of The Way Ahead.
- I still feel the building maintenance and finance issues that have received attention will need greater focus in the future.
- More dissemination for good practice/pilot schemes from other authorities (not necessarily solely VA related, but any Government initiatives/directives).
- A federation of Camden CE schools?
- I feel very lucky to be part of such an inclusive and fully supportive diocesan body. With thanks for everything offered and provided so brilliantly over the last two years.
- Very happy with general support and glad to be in a Church school. Great conferences.
- We are currently working with a Herts secondary school on a “Religious Arts Workshop” culminating in a musical performance involving about 8 of its feeder schools. I am not aware of any religious links between secondaries/primaries in our diocese, only maths/ICT etc. Could such a project be promoted – any RE links?
- Are there possibilities of linking with other dioceses either in Europe, Africa or the Caribbean? It would be good to have some global links – not just at school level.
- More of the same – thank you.
- As a Headteacher, the LDBS recognises the huge responsibility we have, everyone I have had contact with is full of support and encouragement and that is what is needed and why I chose to work in a church school.
- Consideration needs to be taken of the capacity to take on new areas of work/activity, given the small number of officers.
- Building work has been great for the last 3 years but there are still areas which need refurbishment now. Without some method of being able to borrow money any vision is severely hampered.)
- Advice on admissions is not always in line with LA.
- Penny Harvey – endlessly helpful, excellent advice, patient, calm!  
Steve White – loads of excellent ideas for developing buildings.
- Our children still don't really have a church school to move on to – a real shame – I know everyone has tried but I'll keep mentioning it anyway!
- It would be good to see support and training for RE and Collective Worship. The LD Headteachers Council could be significantly improved, by providing more effective ways of engagement with the LDBS.

- It would be great to have some input on insurance policies/payments. I know this is being worked on but it is difficult to work out whether we are paying twice for the same thing – e.g. we pay LDBS and borough. Also on the other hand to double check we are fully covered – maybe an ‘idiots guide’ for heads day course?
- As the school will have an acting head and then new head I hope the excellent support will continue.
- Support for procurement of quality HR services. Can you clone Penny Harvey!
- If soft federations are to be considered in the future, guidance from LDBS (background information, Case studies etc) would be useful to Governors. Perhaps the notion of a soft federation could be shared with all schools? (At Governor level).
- As someone now in my 4<sup>th</sup> year of being a headteacher, I have realised how valuable I found the mentoring role of other more experienced heads during my time as a ‘new headteacher’. I no longer have access to that kind of support and wondered whether it would be possible to offer something in the line of coaching or mentoring for more experienced headteachers.
- Strengthening links between primary and secondary schools, in relation to transition arrangements, development of student voice and community involvement.
- Do what you do best very well indeed. No capacity for expansion.