Staffing

Suggested Questions

Current arrangements:

• Are our current staffing arrangements fit for purpose?

• How are we capturing the skills and expertise of our staff members and ensuring that we are utilising these to their maximum potential?

• Are there any areas of provision that are currently understaffed? What can be done about this?

• Are the line management structures appropriate and effective?

• Are there any areas of provision that are overstaffed? What are the plans to address this?

• How does our staff: pupil teaching ratio compare with other schools?

• Is an appropriate proportion of the school budget spent on staffing?

• How good is teaching overall? How do we know?

• Do senior leaders have adequate HR experience? If not, how is this being addressed?

**Performance:**

• Do all staff meet their line managers regularly? Are these meetings effective in raising performance?

• How are staff performance management targets set and reviewed?

• Do performance management targets relate to school priorities?

• Does the governing body receive accurate information about staff performance management?

• When was the pay policy last reviewed?

• Are there opportunities for high-performing staff to move up the pay scale or gain promotion?

• Is there a clear link between performance and pay?

• Where staff are underperforming, are there strategies in place to address this quickly?

• What proportion of staff met their performance management targets last year? What does this tell us?

• Are any teachers currently subject to capability procedures?

Staff retention:

• What is our staff retention rate? What does this tell us?

• Does the school carry out exit interviews? What information do these give us?

• What strategies do we have in place to ensure that we keep hold of our best staff?

Staff wellbeing:

• Are staff treated with sensitivity and empathy?

• What systems do we have in place for maximising staff wellbeing?

• Are staff only asked to carry out appropriate tasks that add value?

• Are struggling staff offered appropriate support?

• Do all staff feel valued and respected?

**Staff development:**

• Are all staff given enough time to engage in professional learning?

• Are all staff being offered the right development opportunities and training?

• Are there adequate resources (time and money) allocated to staff development?

• Does the school evaluate the impact of continuing professional development (CPD)?

• Is every member of staff supported in their career development?

• Is there a culture of trust, where staff can be honest about their areas for improvement without fear of repercussions?

• How are we ensuring that quality assurance activities are promoting growth rather than hindering staff development?

• What measures are in place for succession planning and capacity building