

Some of the quotes from respondents to the Surrey County UNISON School Survey, Summer 2017

When temporary contracts were not made into permanent contracts, the progress of the children was compromised. The workload for teachers has increased further and lead to low staff morale. This has led to 4 teachers leaving at the end of this academic year. 2 of which are leaving the profession altogether which is a huge loss to our school and the teaching profession. It makes me worried and anxious about my workload next year as well as worried for our children as the quality of the education that they will receive is seriously being compromised by budgets year on year. I worry for my own children too who are also being schooled within the borough of surrey.

We were told that the Department had to cut by £150,000 this year and the same next year, I am keeping my job because I volunteered with others to reduce my hours. Others have been redeployed. Others have lost their jobs. A purpose built department is going to close in July.

There is less provision for outdoor opportunities and less opportunities to run interventions due to loss of T.A.'s

The less TAs the more pressure the TAs have to juggle their workload. Morale can run low and more sick days are taken !!!!!!!

Staff have left due to feeling insecure in their job and have not been replaced. Support for SEN children is now stretched very thinly meaning the most needy students are not given all the help they need to achieve their potential. Those of us who have remained do our utmost to support these students but it is impossible to cover all the needs with such reduced staff numbers. Just to add, most of our restructuring occurred over 2 years ago... Staff are over worked and more stressed.

Because more and more of the school's funding was being spent on ever increasing management salaries, management fees and direct business costs of the MAT, there was less cash available to spend on teaching and learning resources and parents were being increasingly requested to fund the cost of books and learning resources for children, where I had thought that education was supposed to be free at the point of delivery. The education of the children is suffering due to lack of resources and cheap inexperienced teachers, because they have got rid of all the experienced ones to fund their lavish pay scales!! My role has improved, working across the school supporting SEND children. I have also completed my HLTA status, improving the standard of support within school.

Much higher work load Department has gone from 4 to 1

More stress and anxiety related to performance targets. Less of a voice. Many support staff leaving. Lower morale.

Lots of staff leaving some not being replaced. Uncertain future for students and staff. Losing identity, being swallowed up by large faceless unaccountable academy that shows no compassion or care for the children, staff or everyone's future.

Increased workload is becoming unmanageable. Differentiation in lessons is less as there is no LSA to aid small group work. Interventions to close attainment gaps are failing to happen. Lower morale. Loss of speciality skills. Lack of small group work. Loss of safe relationships for children in the way of being able to have an adult who is not a teacher to have guidance for.

Increased number of pupils increased amount of work, less staff more pressure.

I stepped down from my role as Senior Teaching Assistant because the workload increased and I found the management structure unbearable. In my opinion behaviour has greatly worsened and the morale of teaching staff is very low. Many teachers are leaving.

I have lost half a person on my team and sometimes I am lone working, which in a Prep Room can be very dangerous.

I have decided to leave. I feel I am not paid enough for the responsibility that has been put on my shoulders. There is too much work and not enough time to do it well.

The expectation is that we all take on extra workload for the same pay and I don't feel that is fully appreciated or recognised. It is just assumed we will do it regardless. We will, because we care about the children. However, we are being squeezed until there will be no more left of ourselves to give. We are expected to take on many more responsibilities. I no longer feel that elements of the job I was employed to do, are being met although I must stress that at no point does this impact on the welfare of the children, it's the admin side of the job.

Being over tired physically creates an impact on concentration and too many tasks/jobs, meaning overload of jobs which can cause the risk of mistakes that can put children's health and safety at risk. Everything is connected - if you overload staff with too many jobs, you open the doors to the risks.

The lack of funds currently is having a huge impact on work load.

We will lose some much needed resources, such as our swimming pool, our small farm and our playing fields.

Due to lack of funding classes have had to be cancelled because staff who took them have been made redundant. This will have a detrimental effect on staff and students within the next couple of years as the government concentrates only on grades, not what students need, which I feel is what our school was great at.

The children in our school will no longer have LSAs in year 5 and 6. In my opinion, this will have a detrimental effect on their education as the class teachers will find it extremely difficult to differentiate lessons. Their workload will also increase as they will have to do the work of LSAs as well. Children will not be supported pastorally either as the time the teacher has to spend will be very limited.