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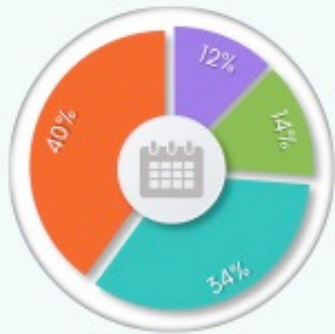
# SBL CPD SURVEY

Summary Report

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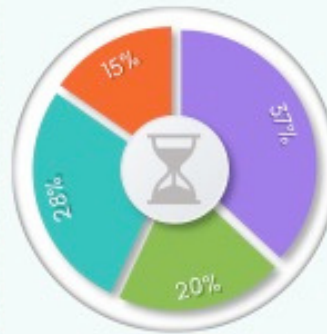
# SUMMARY

## HOW LONG HAVE YOU BEEN IN THIS ROLE?



- Less than 1 year
- 1-2 years
- 3-5 years
- 6+ years

## ON AVERAGE, HOW MUCH TIME DO YOU APPROXIMATELY SPEND ON YOUR OWN CPD EACH TERM?

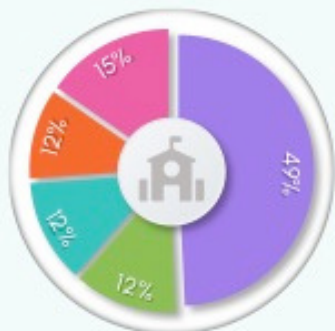


- 1-4 hours
- 4-8 hours
- 8-16 hours
- 16+ hours

## HOW DO YOU RATE THE FOLLOWING TYPES OF CPD?

TYPES OF CPD	NEVER TRIED IT	HATE/IF HAVE TO	IT'S ALRIGHT	LOVE
Conferences, in-person networking events, seminars, whole school CPD (large groups)	5%	11%	52%	32%
Workshops, department/team CPD (small groups)	8%	9%	46%	37%
Reading, webinars, podcasts, social media, online networking (independent, online, distance learning)	0%	8%	43%	49%
Coaching, mentoring (reflective, bespoke, focused)	16%	3%	35%	46%
Academic courses (formal, professional accreditation)	3%	14%	49%	34%

## DOES YOUR SCHOOL/ORGANISATION SUPPORT AND FUND YOUR CPD?



- Yes, completely
- Yes, they support but I have to self-fund/levy fund or seek out free options
- Yes, they fund but they don't allow me any time - I have to fit it in around work
- No, I have to do it in my own time and self-fund
- Other

## WHAT TYPE OF CPD DO YOU WISH YOU COULD DO MORE OF/TRY/HAVE ACCESS TO?



- Conferences, in-person networking events, seminars, whole school CPD (large groups)
- Workshops, department/team CPD (small groups)
- Reading, webinars, podcasts, social media, online networking (independent, online, distance learning)
- Coaching, mentoring (reflective, bespoke, focused)
- Academic courses (formal, professional accreditation)
- Other

## WHAT AREAS ARE YOU LOOKING TO STUDY/FOCUS YOUR CPD ON OVER THE NEXT 12-18 MONTHS?



- multiple choice/number of selections*
- Estates/Facilities Management/Health & Safety
  - Finance (General & Strategic inc. Budget Setting & Monitoring)
  - HR (General & Employment Law)
  - Leadership
  - Developing Skills: Confidence building, line management, time management, public speaking etc.
  - Other

## WHAT ARE THE BIGGEST BARRIERS FOR YOU WHEN IT COMES TO UNDERTAKING CPD?



- multiple choice/number of selections*
- Finding the right provider
  - Time constraints
  - Budget constraints
  - Confidence to engage
  - Not able to find anything that addresses my specific need/areas for development well enough
  - Other

# SURVEY PURPOSE

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This survey was created to gauge where SBLs are currently at in terms of their CPD journey, what they would like to focus on moving forward and what their general thoughts are on SBL-specific CPD activities.



# RESPONDENTS

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The survey ran from the 1st June 2021 to the 21st June 2021 and was shared with SBLs via my mailing list and social media. In total, there were 65 respondents. There were 12 questions in total with options to provide additional information throughout.

# COVID-19

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The impact that COVID-19 has had on SBLs and their CPD activities over the last 12-18 months should be kept in mind in terms of the reduction in in-person CPD activities and an increase in online, independent and bespoke CPD activities.



# CPD PREFERENCES

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Respondents were asked to rate 5 different types of CPD activity on a scale: 'Love', 'It's Alright', 'If I Have To', 'Hate', and 'Never Tried It'.

The two most 'loved' forms of CPD are **Reading, webinars, podcasts, social media, online networking - (independent, online, distance learning) (49%)** and **Coaching, mentoring (reflective, bespoke, focused) (46%)**.

Though academic courses and conferences & in-person networking events were 'loved' by **34%** and **32%** of respondents respectively, they were also the CPD activities that were the least popular - 'If I Have To/Hate' - **Academic courses (formal, professional accreditation) (14%)** and **Conferences, in-person networking events, seminars, whole school CPD (large groups) (11%)**.

Whilst **coaching, mentoring (reflective, bespoke, focused) activities** were a popular choice, it was also the most common type of CPD activity that a large number of respondents hadn't tried (**16%**). It was also the activity that the majority of respondents wanted to do more of/try/have access to (**28%**).

After **coaching, mentoring (reflective, bespoke, focused) activities**, respondents showed strong preferences to do more of/try/have access to **academic courses (formal, professional accreditation) (18%)** and **conferences, in-person networking events, seminars, whole school CPD (large groups) (22%)**.

Upon further analysis, the data indicated that those who spent approximately 1-4 hours on CPD each term were more likely to select academic courses or conferences & in-person networking events as the type of CPD they would like to do more of/try/have access to.



**I'M LOVING FINDING NEW PEOPLE AND CONNECTIONS ON TWITTER AND PODCASTS AND COACHING!**



# TIME SPENT ON CPD

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43% of respondents said that they spend approximately 8+ hours on their own CPD each term.

Upon further analysis, the data indicated that the longer a person had been in the role, the less time they spent on their CPD. 53% of SBLs who had been in post for 0-2 years spent 8+ hours on their CPD each term compared to 38% of those who had been in post for 6+ years.



**SBL CPD NEEDS TO BE  
EMBEDDED INTO SCHOOL  
CULTURE THE WAY CPD  
AND INSETS ARE FOR  
TEACHING STAFF.**



# BARRIERS

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81% of respondents selected 'time constraints' as one of the main barriers to undertaking CPD and 41% of respondents selected 'budget constraints'.

12% of respondents selected 'confidence to engage' as a barrier and upon further analysis, 62% of this group had been in the role for 3+ years.

23% of respondents also said that not being able to find anything that addresses their specific need or areas for development well enough was a significant barrier for them.

## SUPPORT FOR CPD

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Respondents who had been in post for 0-2 years received the least 'full' support for CPD (time & funding) - **41%** - compared to those in post 3-5 years - **59%** - and 6+ years - **46%**. They were also the group who had the highest percentage of no support at all - **17%**.



I LOVE THE IDEA OF HAVING CPD FOR MYSELF BUT VERY RARELY FIND THE TIME TO SOURCE AND ENGAGE IN IT.



## FUTURE FOCUS

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This question was multiple choice with all 65 respondents selecting a variety of answers. The respondents areas of CPD focus for the next 12-18 months are Estates (**63%**) followed by Finance (**52%**), HR (**51%**), Leadership (**40%**) and Developing Skills (**34%**).

# SBLS SPEAK OUT

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"THERE'S SO MUCH AVAILABLE IT'S OFTEN DIFFICULT TO FIND WHAT IS RIGHT FOR YOU. TIME IS A BIG CONSTRAINT AS MOST SBLS REGULARLY WORK OVERTIME JUST TO DO THE 'DAY JOB' AND ADDING CPD TO THIS IS CHALLENGING. NO ONE CAN COVER THE WORKLOAD OF A SBL SO IT'S DIFFICULT TO TAKE TIME AWAY."

"I INVEST A LOT OF TIME INTO MY OWN DEVELOPMENT AND IMPROVEMENT. I AM LUCKY THAT MY HEADTEACHER INVESTS A LOT OF FUNDS INTO STAFF CPD AS WELL AS ALLOWS SUFFICIENT TIME."

"DUE TO THE DIVERSITY OF THE ROLE IT'S SOMETIMES HARD TO FIND TIME TO KEEP UP TO DATE WITH CHANGES TO LEGISLATION IN ALL AREAS."

"I WOULD LOVE TO SEE MORE SHORT ACADEMIC COURSES RATHER THAN COMMITTING TO 2 YEARS WORTH OF STUDY. IT NEEDS TO BE BROKEN UP INTO MODULES SO THAT I CAN STUDY EACH ONE SEPARATELY WHEN I WANT TO STUDY IT. TWO YEARS IS A LONG TIME TO COMMIT TO STUDYING FOR 10 HOURS A WEEK WHEN I HAVE A YOUNG FAMILY."

"I WISH THERE WAS MORE OUT THERE. I COMPLETED A COURSE BACK IN 2011 AND SINCE THEN NOTHING HAS REALLY COME UP. NO ONE IN SCHOOL UNDERSTANDS THE ROLE WHICH MAKES IT DIFFICULT TO PURSUE SOME FORMS OF CPD."

I'D LOVE TO HEAR WHAT YOU THINK ABOUT THIS SURVEY AND SBL CPD IN GENERAL!



CLICK HERE TO TELL ME