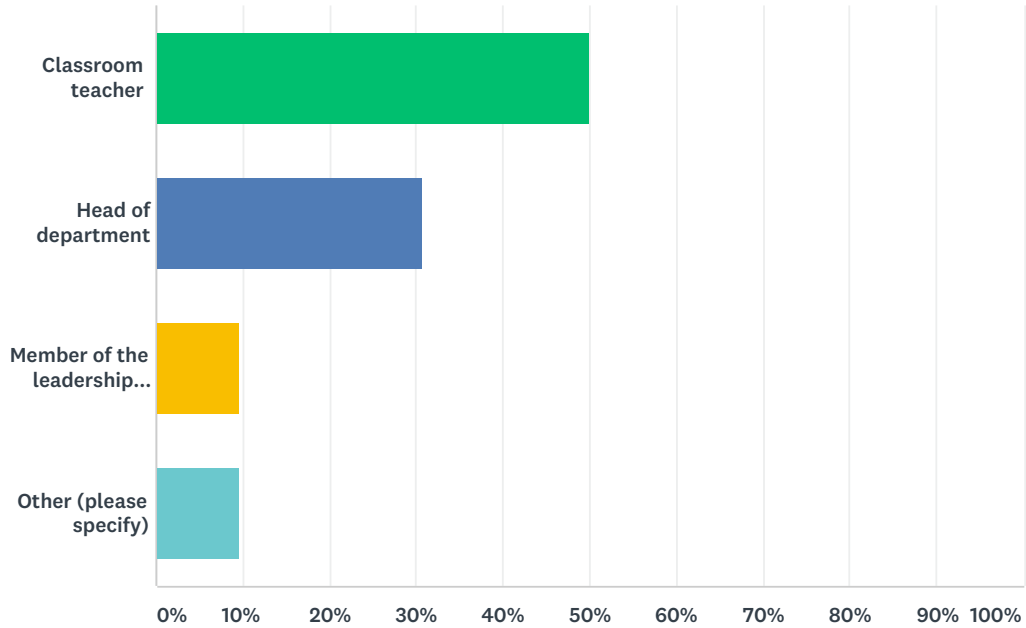


Q1 Which of the following most accurately describes your job title?

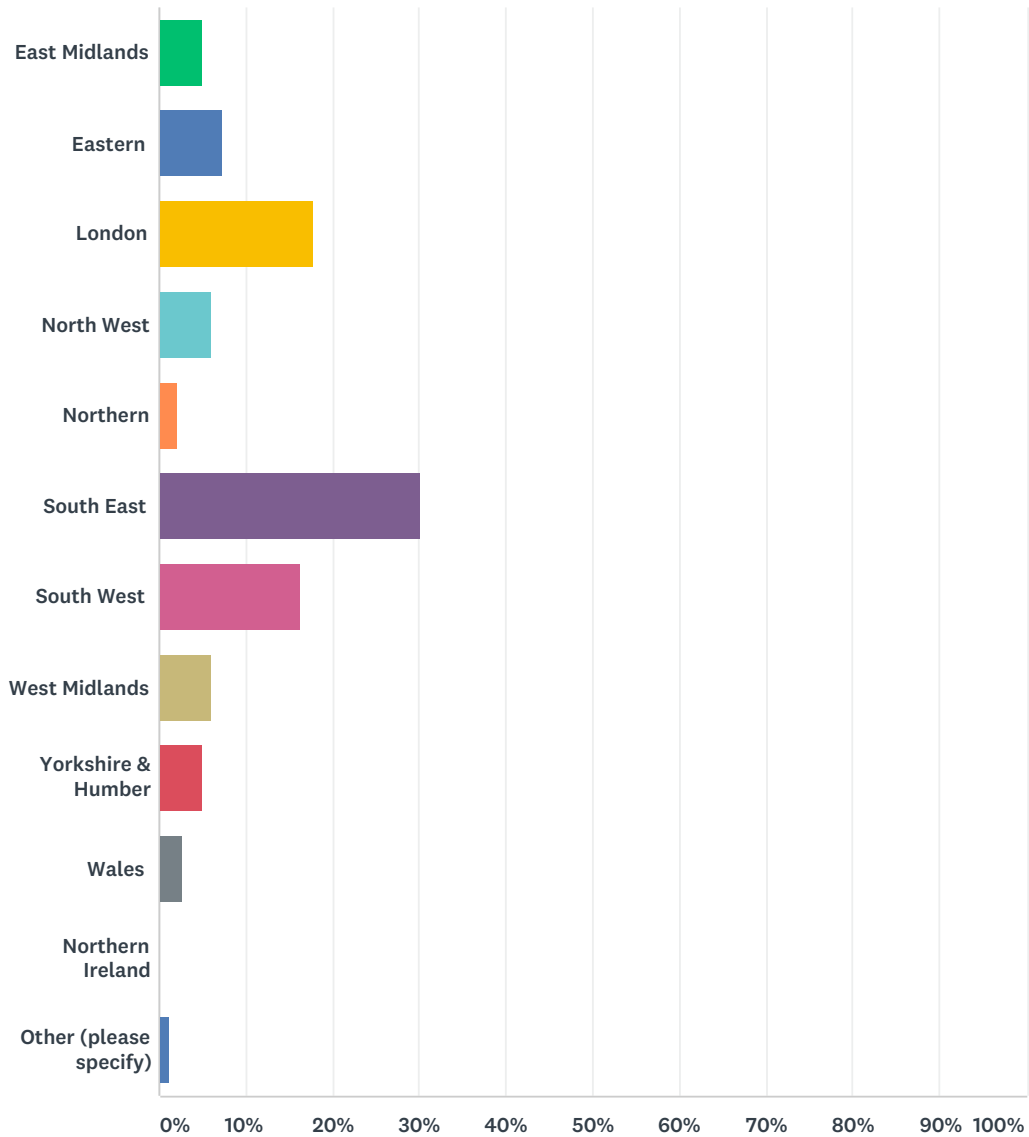
Answered: 1,795 Skipped: 3



ANSWER CHOICES	RESPONSES	
Classroom teacher	50.08%	899
Head of department	30.81%	553
Member of the leadership group	9.58%	172
Other (please specify)	9.53%	171
TOTAL		1,795

Q2 Which region do you work in?

Answered: 1,797 Skipped: 1



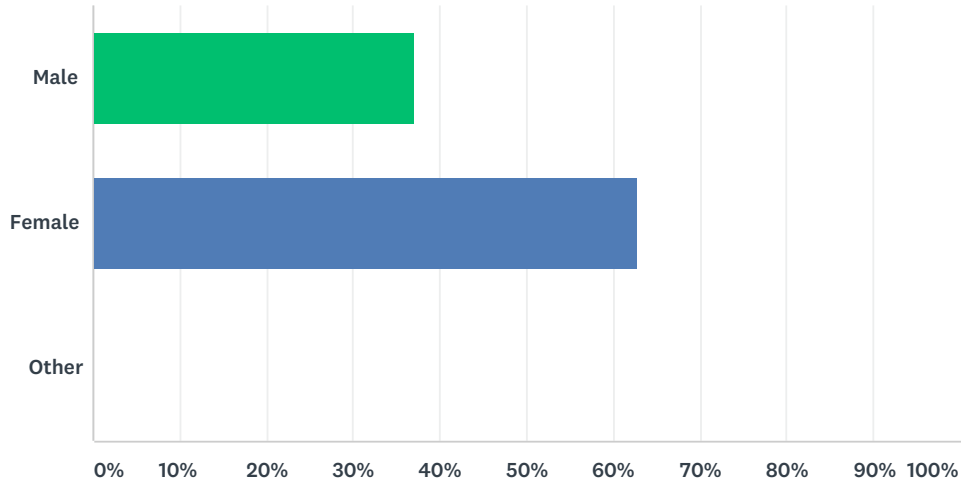
ANSWER CHOICES	RESPONSES	
East Midlands	5.12%	92
Eastern	7.23%	130
London	17.81%	320
North West	6.07%	109
Northern	2.00%	36
South East	30.22%	543
South West	16.42%	295
West Midlands	6.12%	110

Independent School Teachers Survey 2019

Yorkshire & Humber	5.01%	90
Wales	2.67%	48
Northern Ireland	0.17%	3
Other (please specify)	1.17%	21
TOTAL		1,797

Q3 How would you identify yourself?

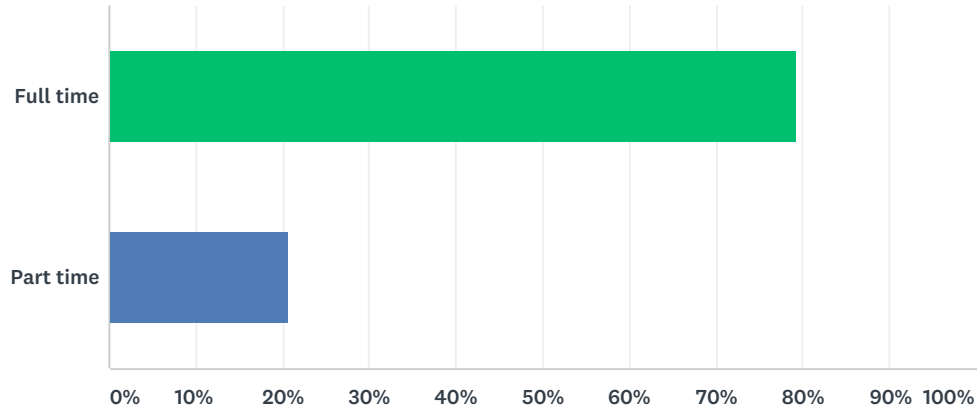
Answered: 1,789 Skipped: 9



ANSWER CHOICES	RESPONSES	
Male	37.12%	664
Female	62.77%	1,123
Other	0.11%	2
TOTAL		1,789

Q4 Do you work full or part time?

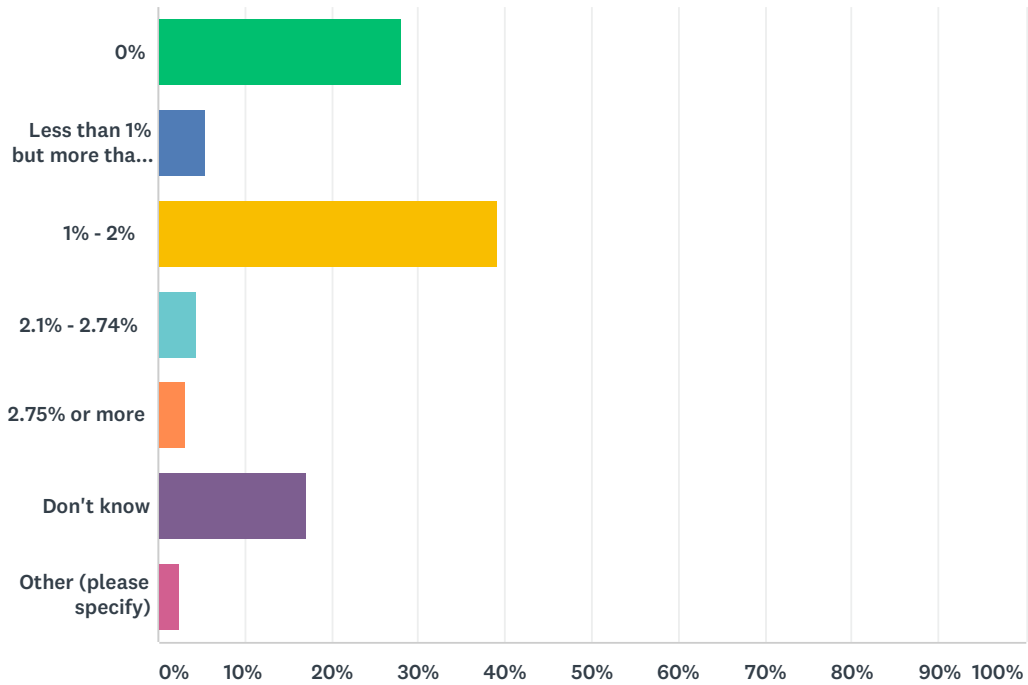
Answered: 1,793 Skipped: 5



ANSWER CHOICES	RESPONSES	
Full time	79.31%	1,422
Part time	20.69%	371
TOTAL		1,793

Q5 What cost of living increases will you receive for the academic year 2019/2020, if any?

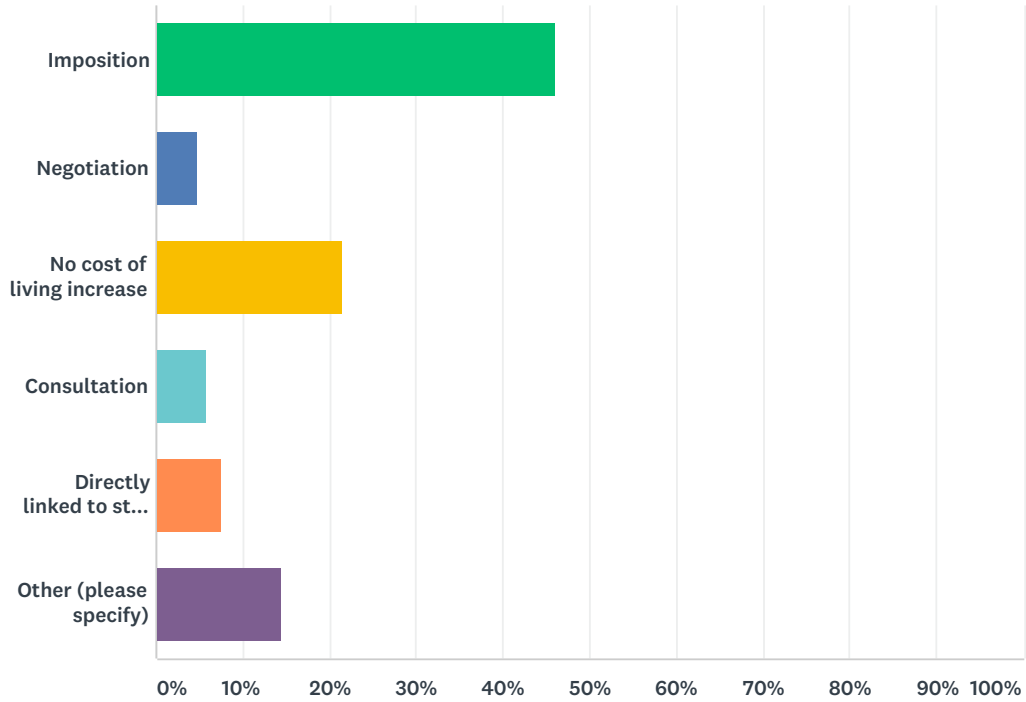
Answered: 1,793 Skipped: 5



ANSWER CHOICES	RESPONSES	
0%	28%	504
Less than 1% but more than 0%	6%	99
1% - 2%	39%	702
2.1% - 2.74%	4%	79
2.75% or more	3%	58
Don't know	17%	307
Other (please specify)	2%	44
TOTAL		1,793

Q6 How is the cost of living increase (if any) determined in your school?

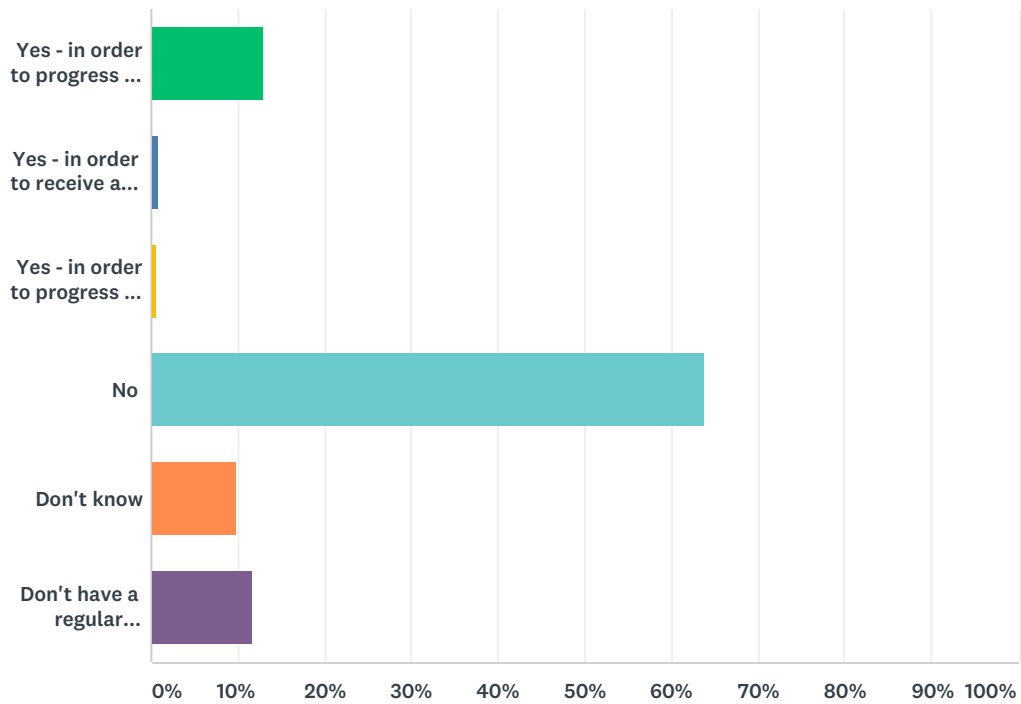
Answered: 1,750 Skipped: 48



ANSWER CHOICES	RESPONSES	
Imposition	46.06%	806
Negotiation	4.80%	84
No cost of living increase	21.49%	376
Consultation	5.89%	103
Directly linked to state sector	7.43%	130
Other (please specify)	14.34%	251
TOTAL		1,750

Q7 If you have a regular appraisal, does the outcome of your appraisal affect your pay?

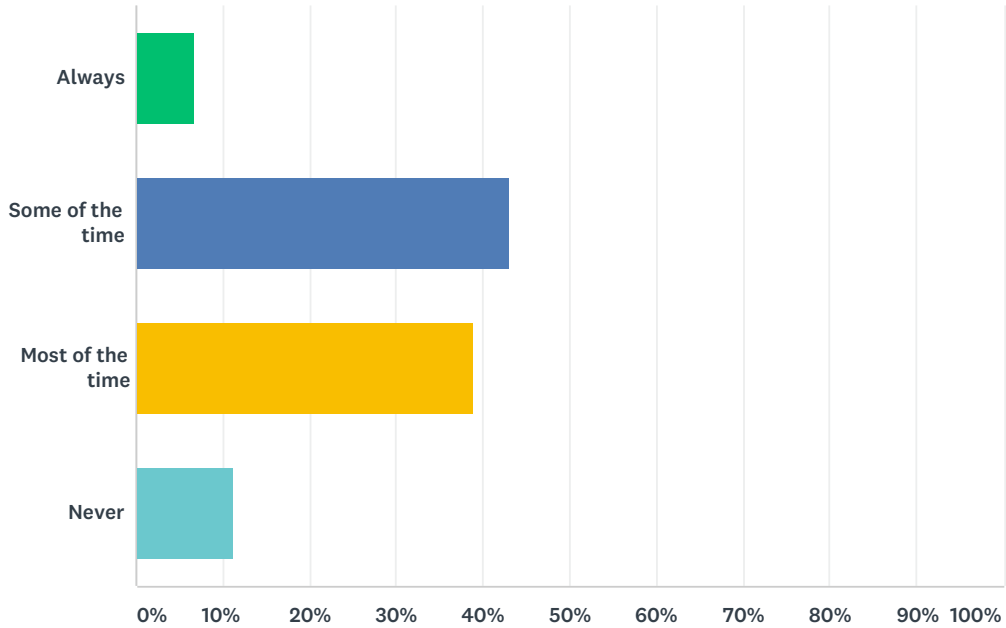
Answered: 1,795 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes - in order to progress up the pay scale	12.98%	233
Yes - in order to receive a cost of living increase	0.84%	15
Yes - in order to progress up the pay scale and receive a cost of living increase	0.72%	13
No	63.84%	1,146
Don't know	9.81%	176
Don't have a regular appraisal	11.81%	212
TOTAL		1,795

Q8 Is your workload manageable?

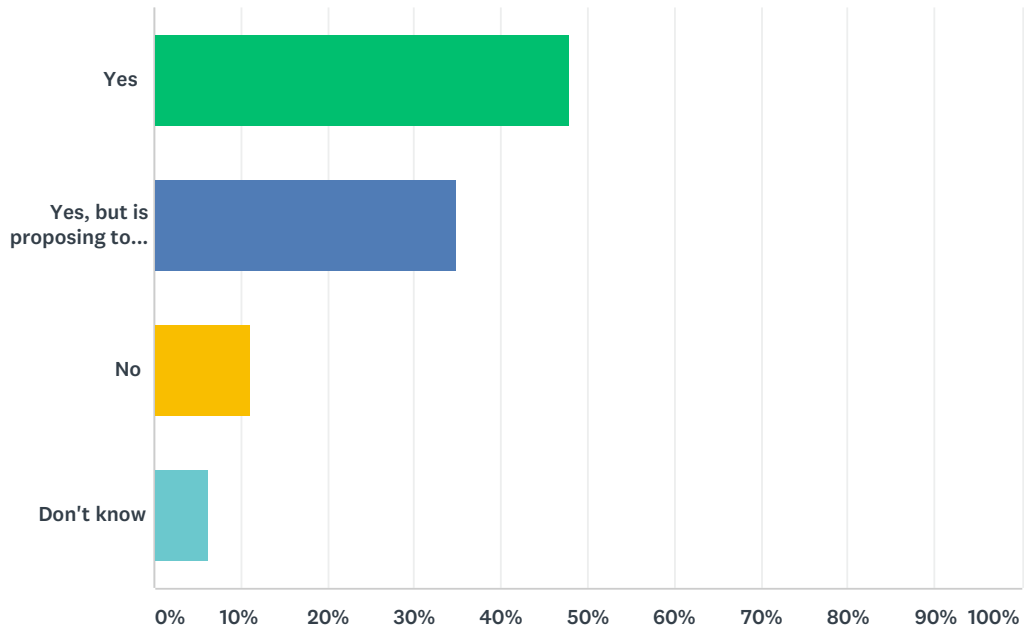
Answered: 1,795 Skipped: 3



ANSWER CHOICES	RESPONSES	
Always	6.80%	122
Some of the time	43.06%	773
Most of the time	38.83%	697
Never	11.31%	203
TOTAL		1,795

Q9 Does your employer provide the TPS?

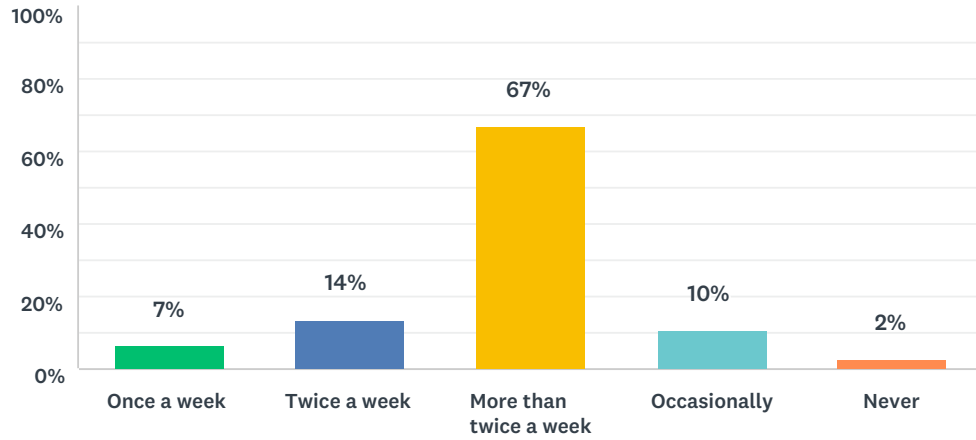
Answered: 1,793 Skipped: 5



ANSWER CHOICES	RESPONSES	
Yes	47.85%	858
Yes, but is proposing to leave the TPS	34.91%	626
No	11.04%	198
Don't know	6.19%	111
TOTAL		1,793

Q10 During term, how often do you work in the evenings?

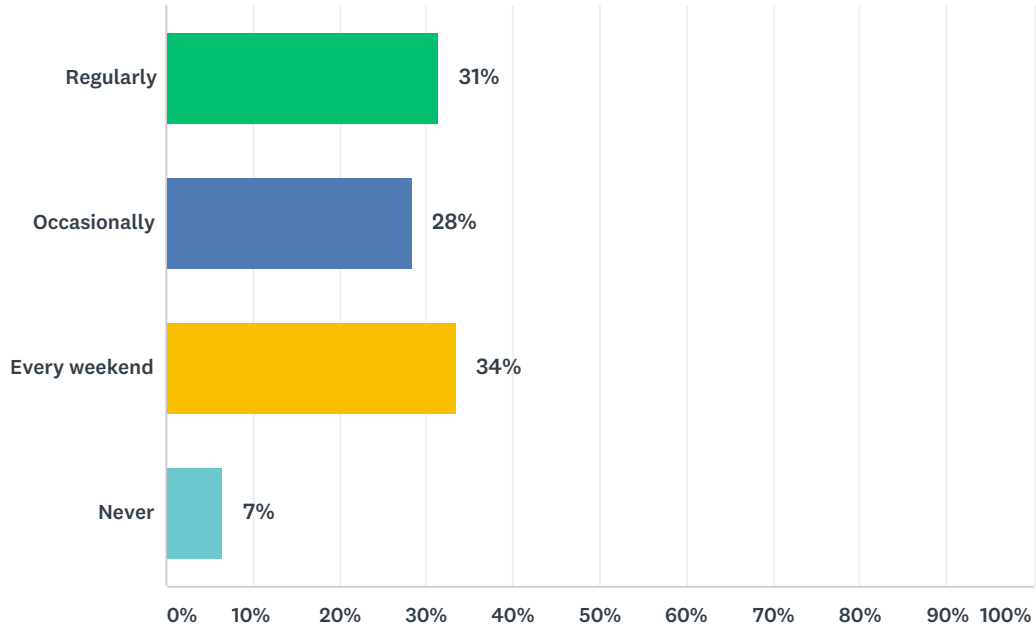
Answered: 1,795 Skipped: 3



ANSWER CHOICES	RESPONSES	
Once a week	7%	118
Twice a week	14%	245
More than twice a week	67%	1,202
Occasionally	10%	188
Never	2%	42
TOTAL		1,795

Q11 How often do you work at weekends?

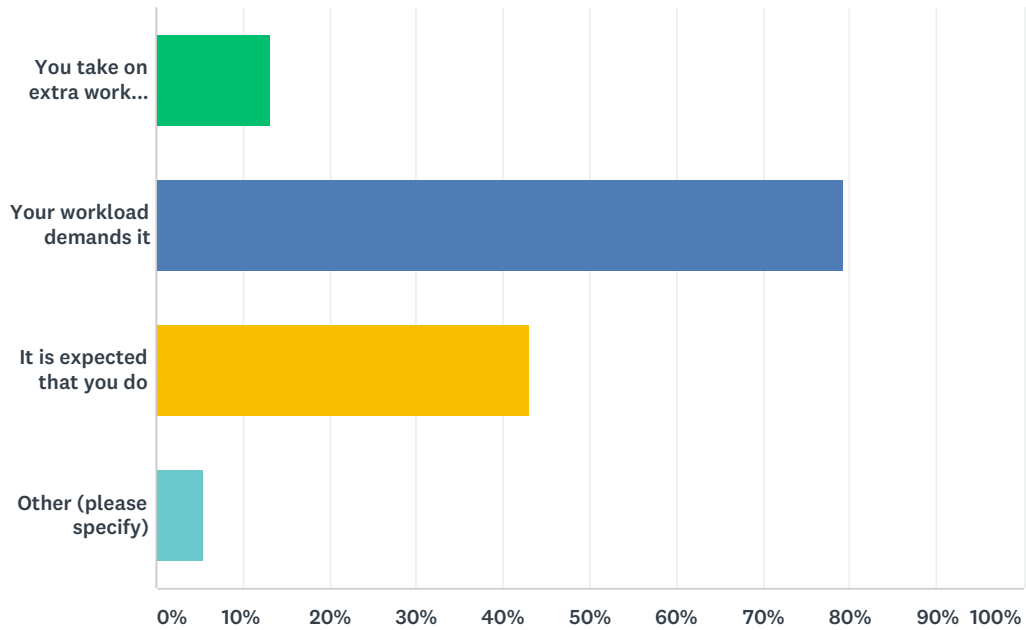
Answered: 1,790 Skipped: 8



ANSWER CHOICES	RESPONSES	
Regularly	31%	563
Occasionally	28%	509
Every weekend	34%	601
Never	7%	117
TOTAL		1,790

Q12 If you work extra hours is it because: (please tick all that apply)

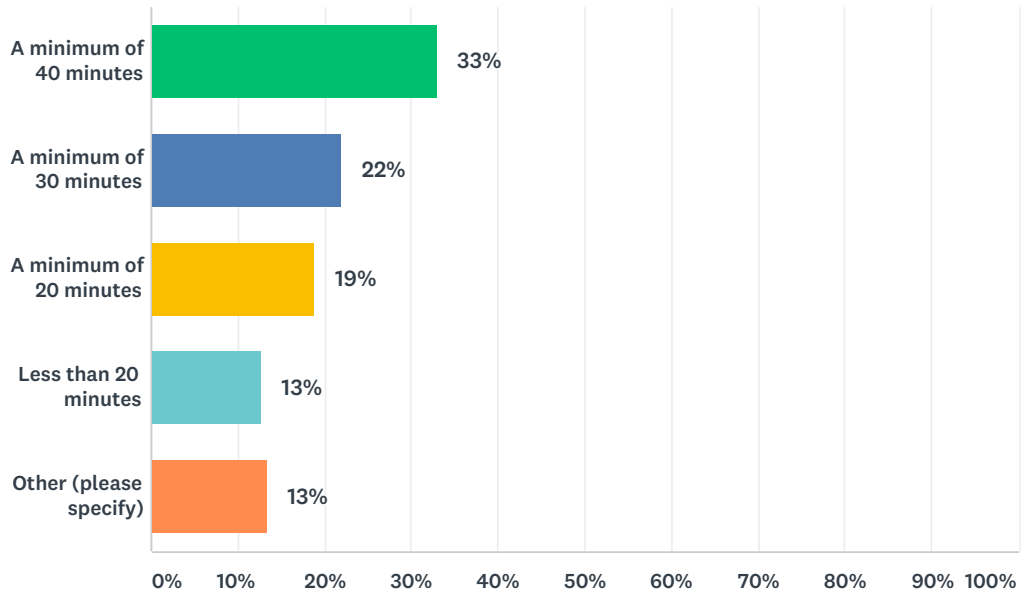
Answered: 1,770 Skipped: 28



ANSWER CHOICES	RESPONSES	
You take on extra work because you want to	13.16%	233
Your workload demands it	79.32%	1,404
It is expected that you do	43.05%	762
Other (please specify)	5.42%	96
Total Respondents: 1,770		

Q13 If you work six or more hours during the day, do you receive a regular, uninterrupted break of:

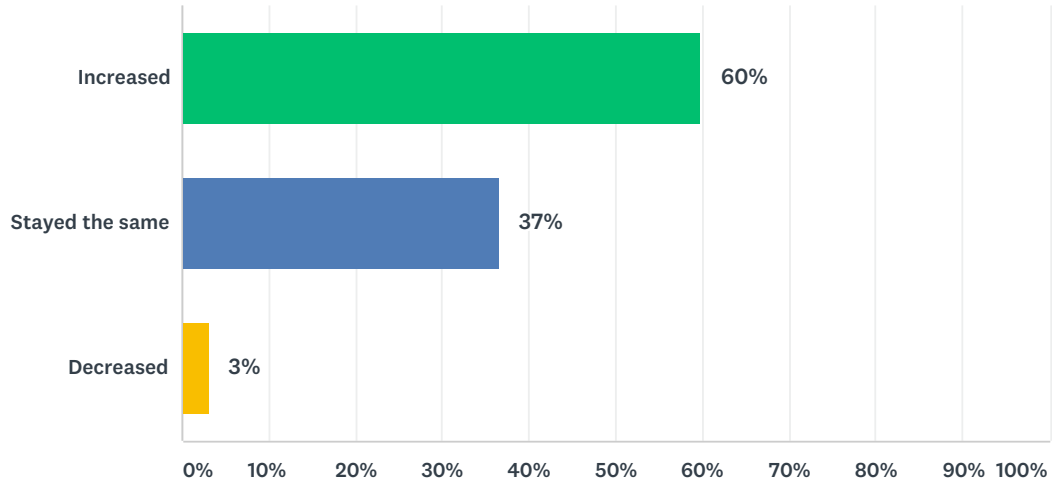
Answered: 1,779 Skipped: 19



ANSWER CHOICES	RESPONSES	
A minimum of 40 minutes	33%	589
A minimum of 30 minutes	22%	390
A minimum of 20 minutes	19%	334
Less than 20 minutes	13%	228
Other (please specify)	13%	238
TOTAL		1,779

Q14 Over the last year, has your workload:

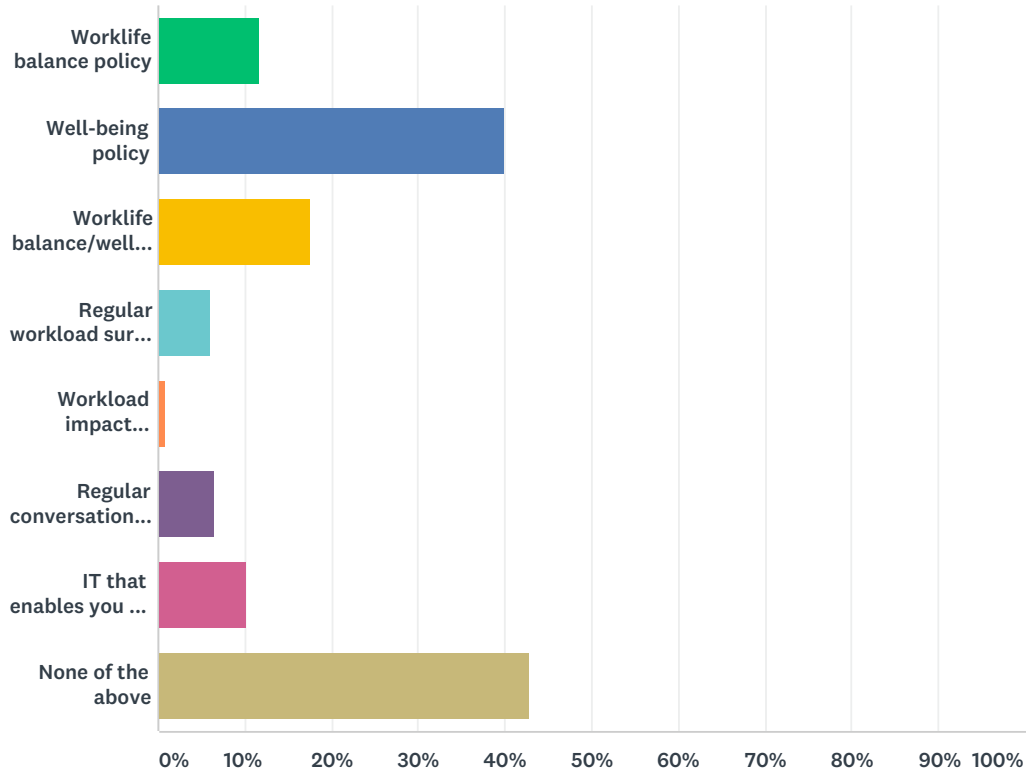
Answered: 1,789 Skipped: 9



ANSWER CHOICES	RESPONSES	
Increased	60%	1,071
Stayed the same	37%	655
Decreased	3%	56
TOTAL		1,789

Q15 Does your school have the following? (Please tick all that apply)

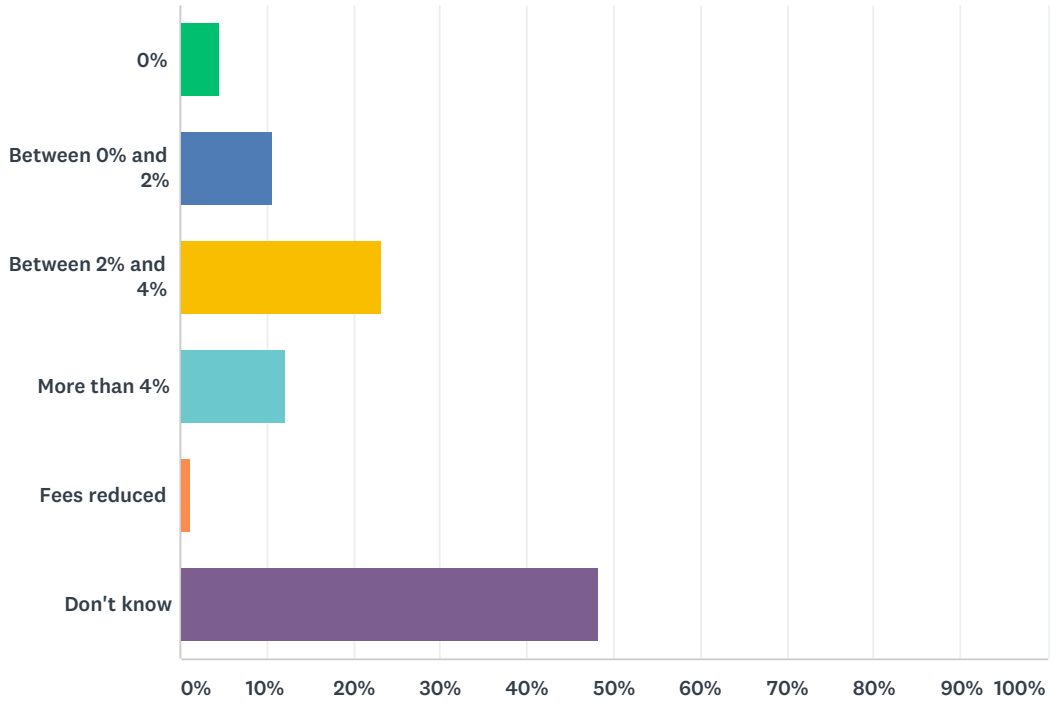
Answered: 1,748 Skipped: 50



ANSWER CHOICES	RESPONSES	
Worklife balance policy	11.73%	205
Well-being policy	39.93%	698
Worklife balance/well-being committee	17.51%	306
Regular workload survey of staff	6.06%	106
Workload impact assessment of changes	0.92%	16
Regular conversations about workload reduction in 121s or staff meetings	6.52%	114
IT that enables you to reduce workload (eg for lesson planning/marking) - please give more details	10.24%	179
None of the above	42.96%	751
Total Respondents: 1,748		

Q16 How much have the fees for your school gone up by, if at all?

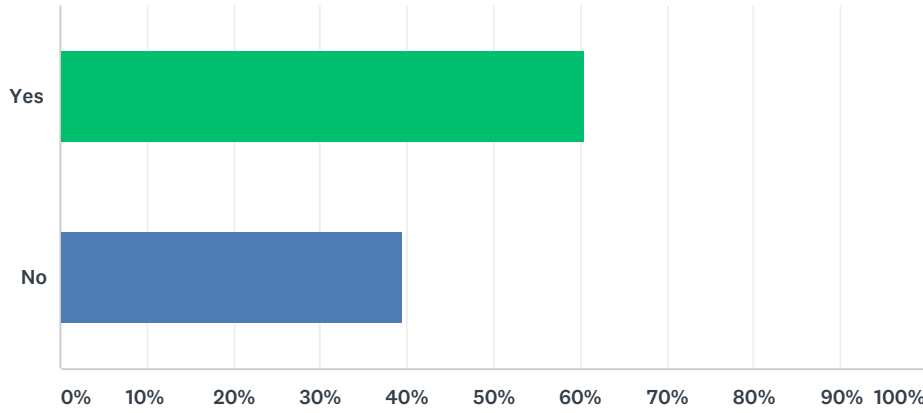
Answered: 1,787 Skipped: 11



ANSWER CHOICES	RESPONSES	
0%	4.53%	81
Between 0% and 2%	10.63%	190
Between 2% and 4%	23.22%	415
More than 4%	12.14%	217
Fees reduced	1.23%	22
Don't know	48.24%	862
TOTAL		1,787

Q17 Do you feel you have access to high quality CPD?

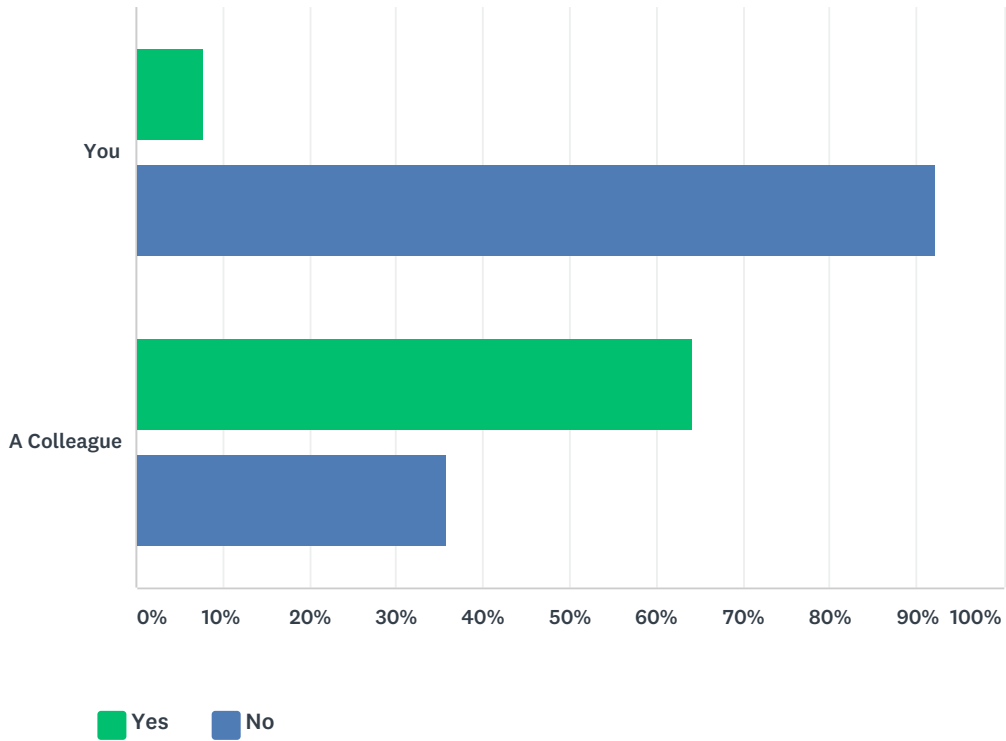
Answered: 1,778 Skipped: 20



ANSWER CHOICES	RESPONSES	
Yes	60.52%	1,076
No	39.48%	702
TOTAL		1,778

Q18 Have you or any colleagues in your school been signed off with mental health/stress issues relating to work?

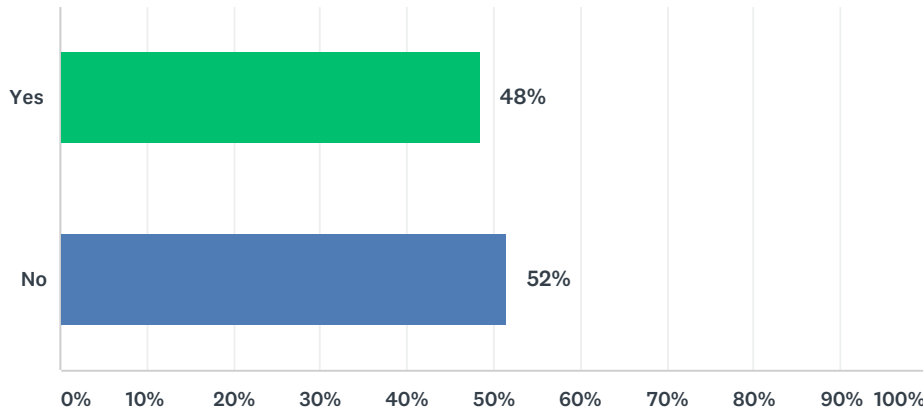
Answered: 1,770 Skipped: 28



	YES	NO	TOTAL
You	7.72% 122	92.28% 1,458	1,580
A Colleague	64.16% 1,067	35.84% 596	1,663

Q19 Does your school have an environmental and/or sustainability policy?

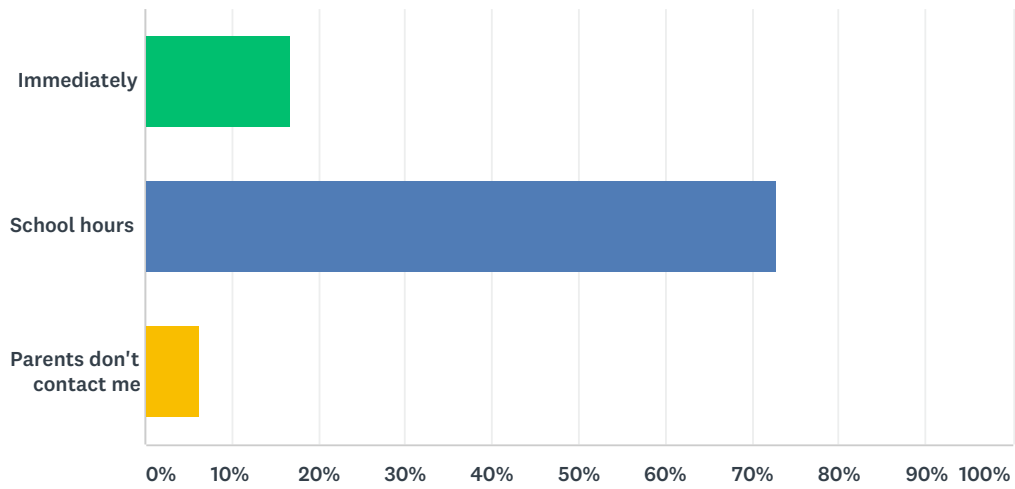
Answered: 1,732 Skipped: 66



ANSWER CHOICES	RESPONSES	
Yes	48%	839
No	52%	893
TOTAL		1,732

Q20 When parents contact you directly about non-urgent matters, are you expected to respond immediately or only in 'school hours'?

Answered: 1,792 Skipped: 6



ANSWER CHOICES	RESPONSES	
Immediately	16.80%	301
School hours	72.77%	1,304
Parents don't contact me	6.31%	113
TOTAL		1,792