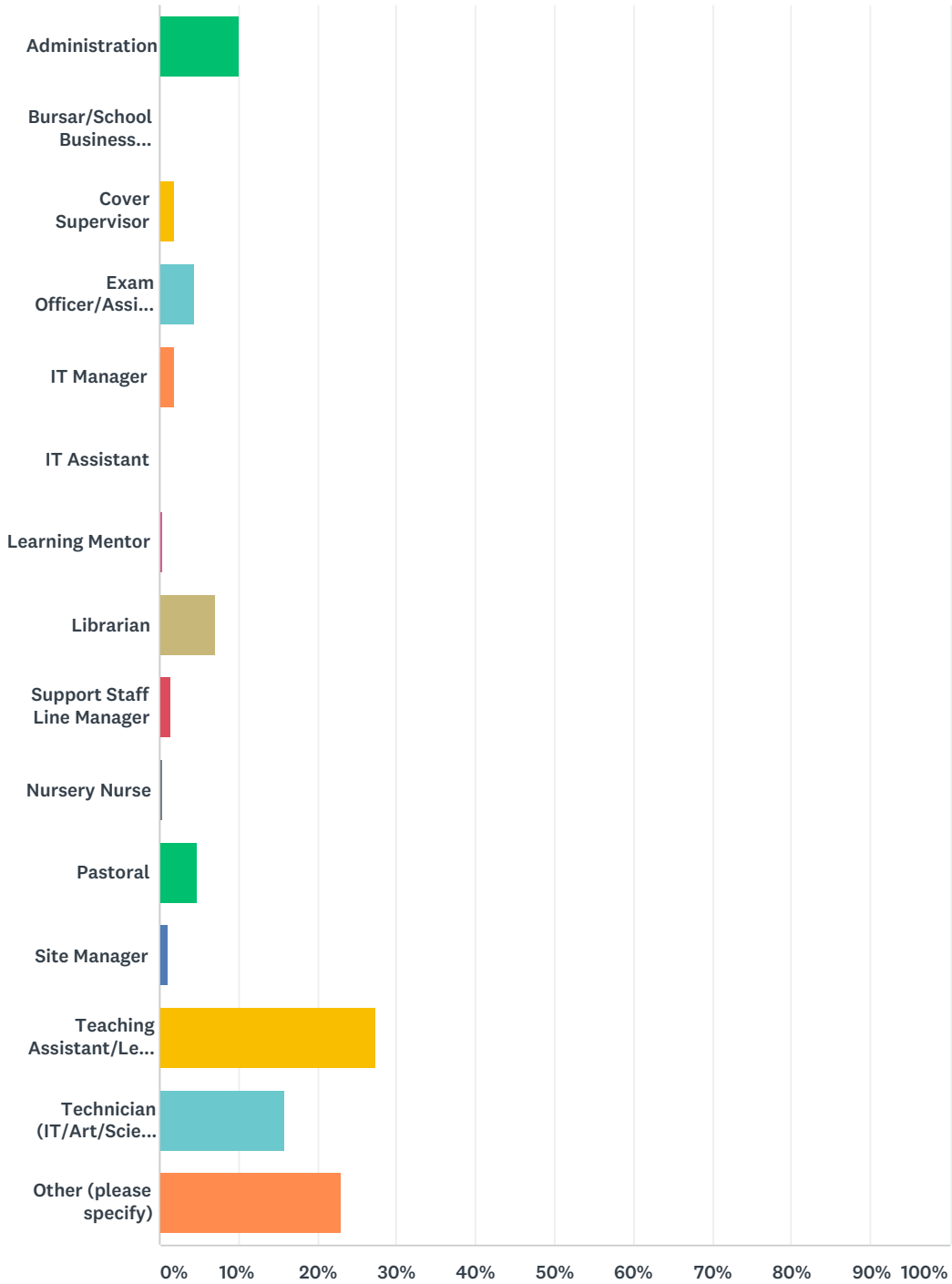


Q1 Which of the following most accurately describes your job title?

Answered: 208 Skipped: 0



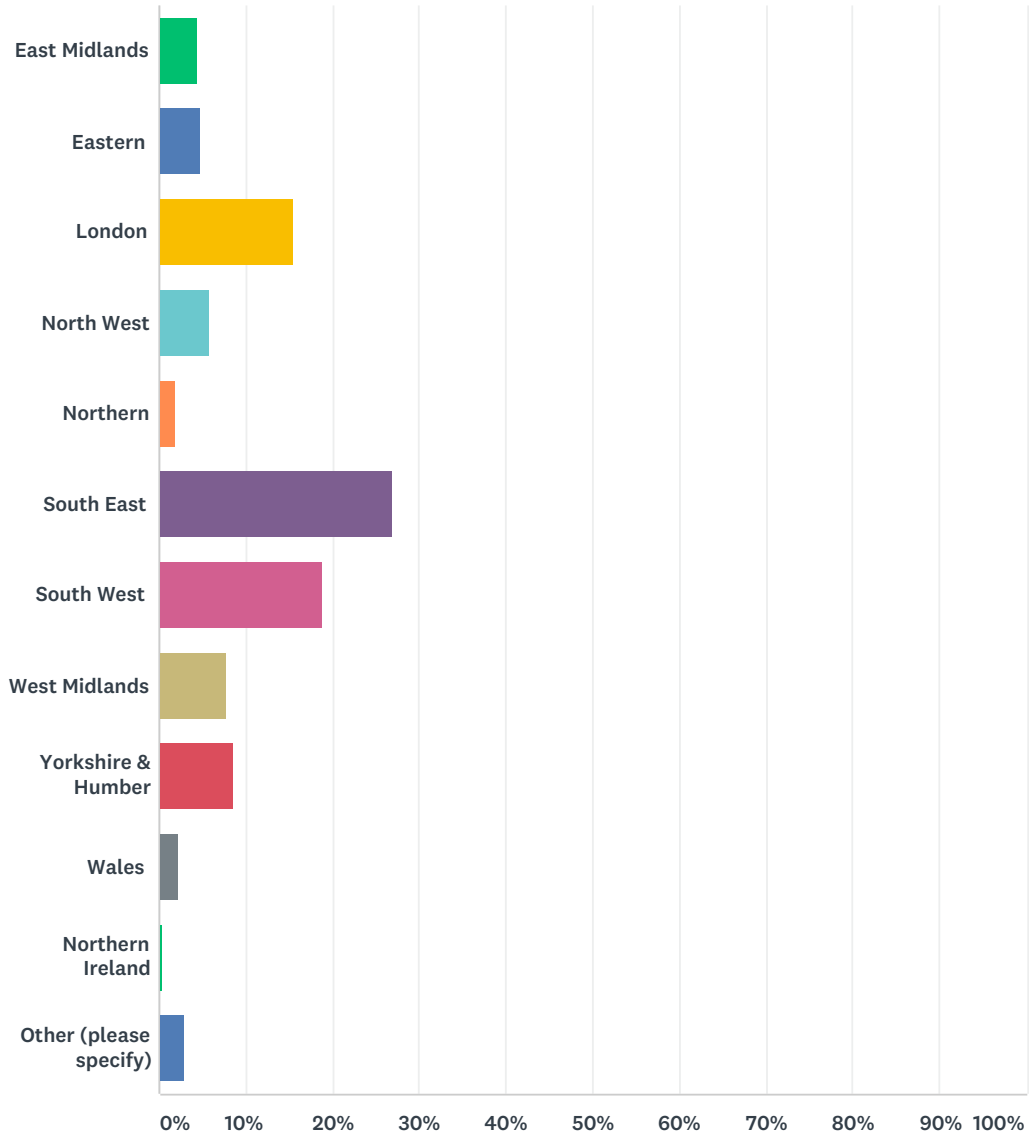
ANSWER CHOICES	RESPONSES	
Administration	10.10%	21
Bursar/School Business Manager	0.00%	0
Cover Supervisor	1.92%	4

Independent School Support Staff Survey 2019

Exam Officer/Assistant	4.33%	9
IT Manager	1.92%	4
IT Assistant	0.00%	0
Learning Mentor	0.48%	1
Librarian	7.21%	15
Support Staff Line Manager	1.44%	3
Nursery Nurse	0.48%	1
Pastoral	4.81%	10
Site Manager	0.96%	2
Teaching Assistant/Learning Support Assistant	27.40%	57
Technician (IT/Art/Science)	15.87%	33
Other (please specify)	23.08%	48
TOTAL		208

Q2 Which region do you work in?

Answered: 208 Skipped: 0



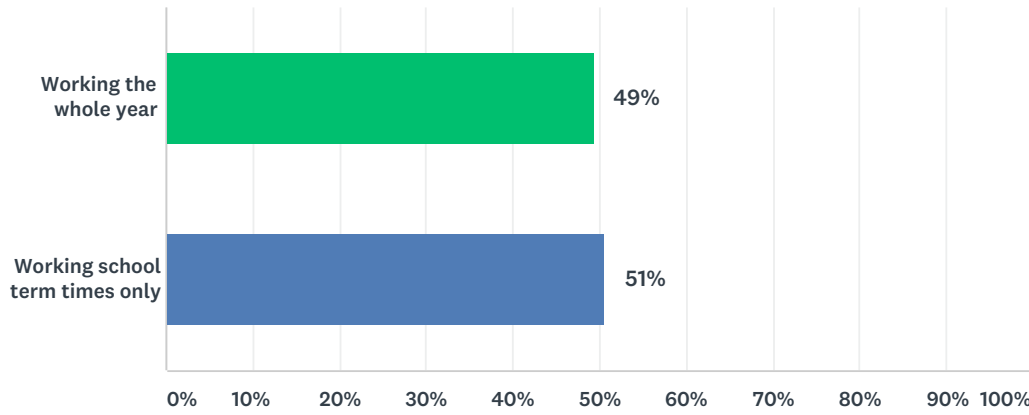
ANSWER CHOICES	RESPONSES	
East Midlands	4.33%	9
Eastern	4.81%	10
London	15.38%	32
North West	5.77%	12
Northern	1.92%	4
South East	26.92%	56
South West	18.75%	39
West Midlands	7.69%	16

Independent School Support Staff Survey 2019

Yorkshire & Humber	8.65%	18
Wales	2.40%	5
Northern Ireland	0.48%	1
Other (please specify)	2.88%	6
TOTAL		208

Q3 On what basis are you paid?

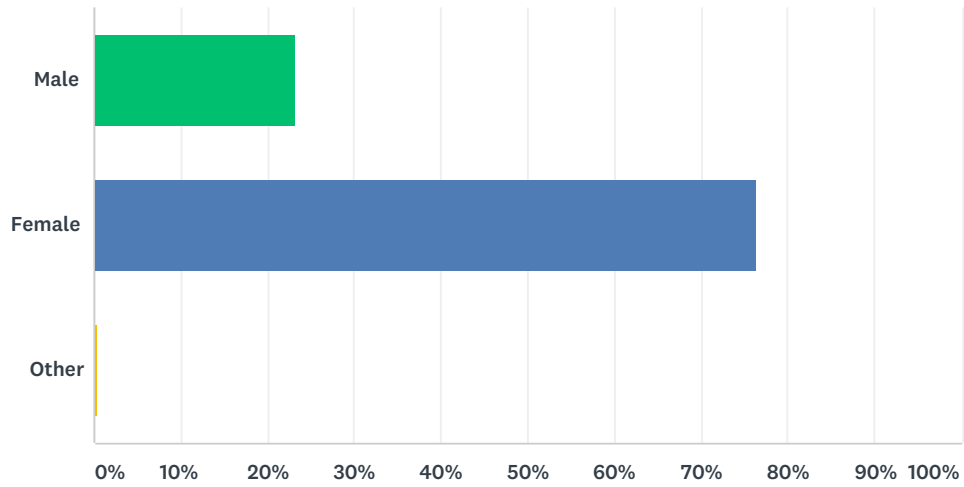
Answered: 207 Skipped: 1



ANSWER CHOICES	RESPONSES	
Working the whole year	49%	102
Working school term times only	51%	105
TOTAL		207

Q4 How would you identify yourself?

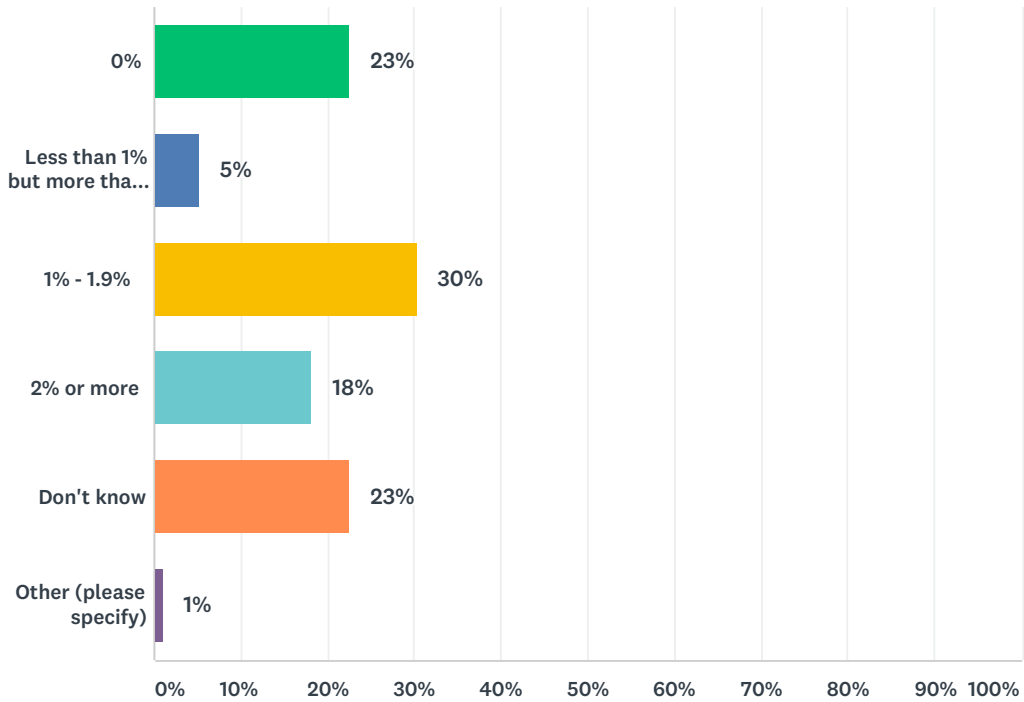
Answered: 207 Skipped: 1



ANSWER CHOICES	RESPONSES	
Male	23.19%	48
Female	76.33%	158
Other	0.48%	1
TOTAL		207

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

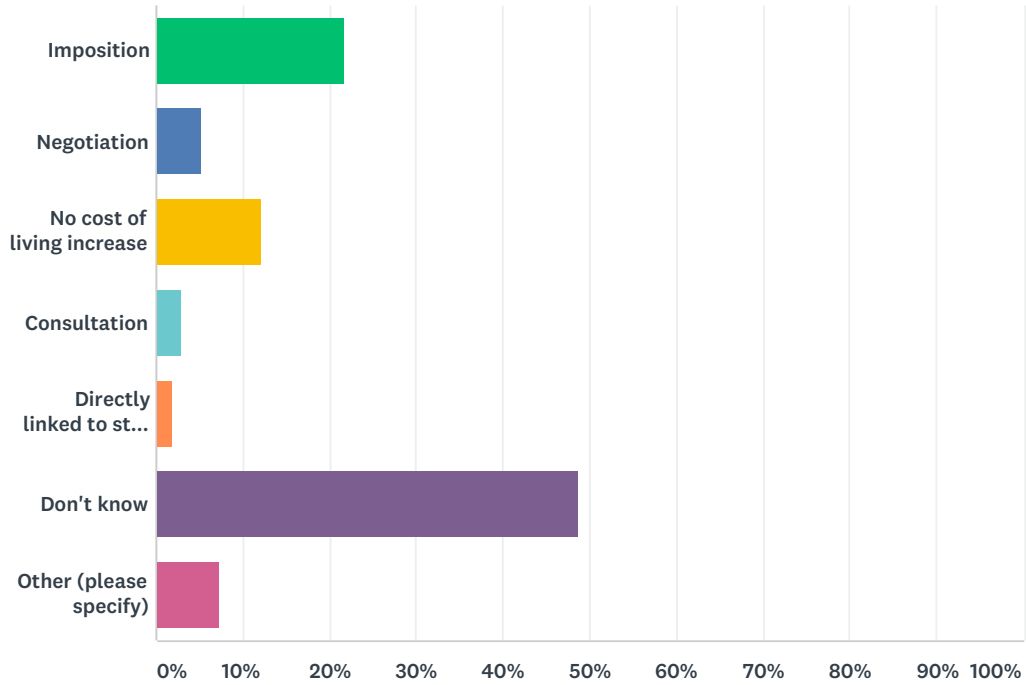
Answered: 208 Skipped: 0



ANSWER CHOICES	RESPONSES	
0%	23%	47
Less than 1% but more than 0%	5%	11
1% - 1.9%	30%	63
2% or more	18%	38
Don't know	23%	47
Other (please specify)	1%	2
TOTAL		208

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

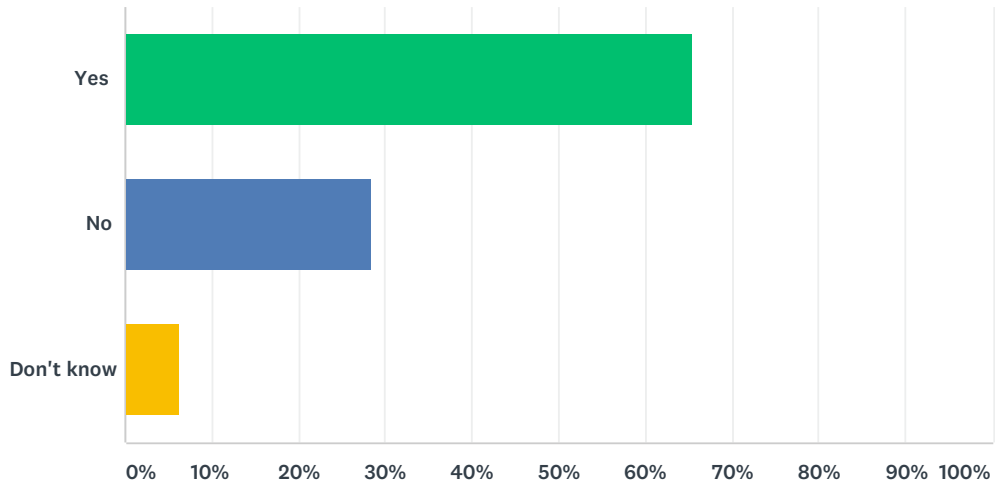
Answered: 207 Skipped: 1



ANSWER CHOICES	RESPONSES	
Imposition	21.74%	45
Negotiation	5.31%	11
No cost of living increase	12.08%	25
Consultation	2.90%	6
Directly linked to state sector	1.93%	4
Don't know	48.79%	101
Other (please specify)	7.25%	15
TOTAL		207

Q7 Do you have the opportunity to undertake work related training of your choice?

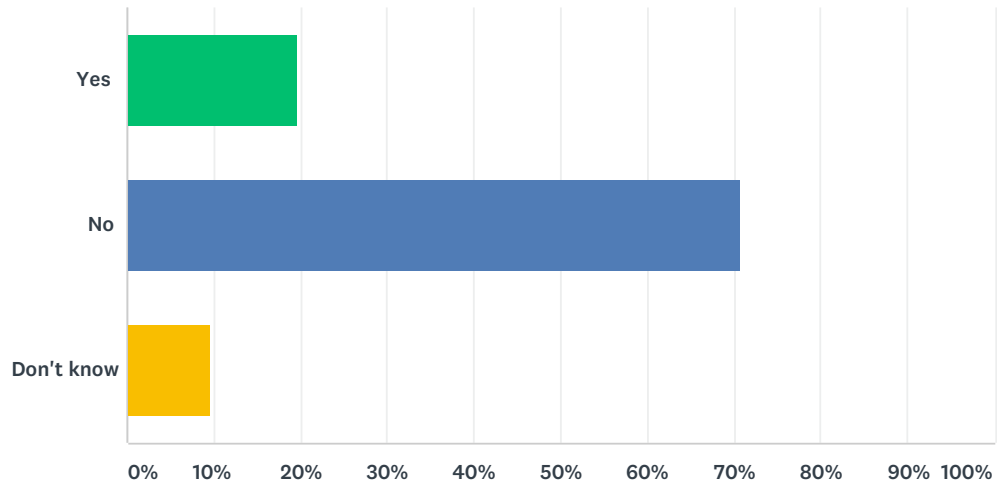
Answered: 208 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	65.38% 136
No	28.37% 59
Don't know	6.25% 13
TOTAL	208

Q8 Do you have pay progression?

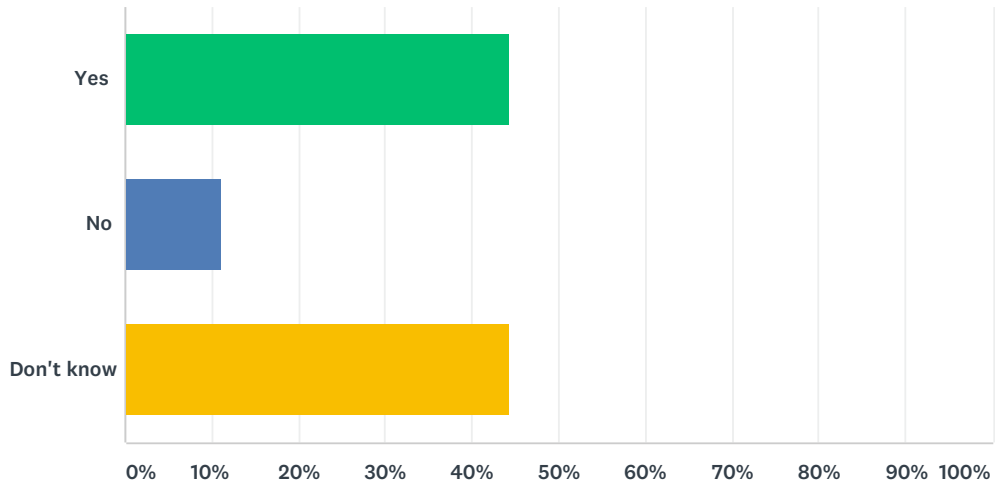
Answered: 208 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	19.71%	41
No	70.67%	147
Don't know	9.62%	20
TOTAL		208

Q9 Does your employer pay the minimum Living Wage Foundation rates of £9 per hour across the UK and £10.55 in London?

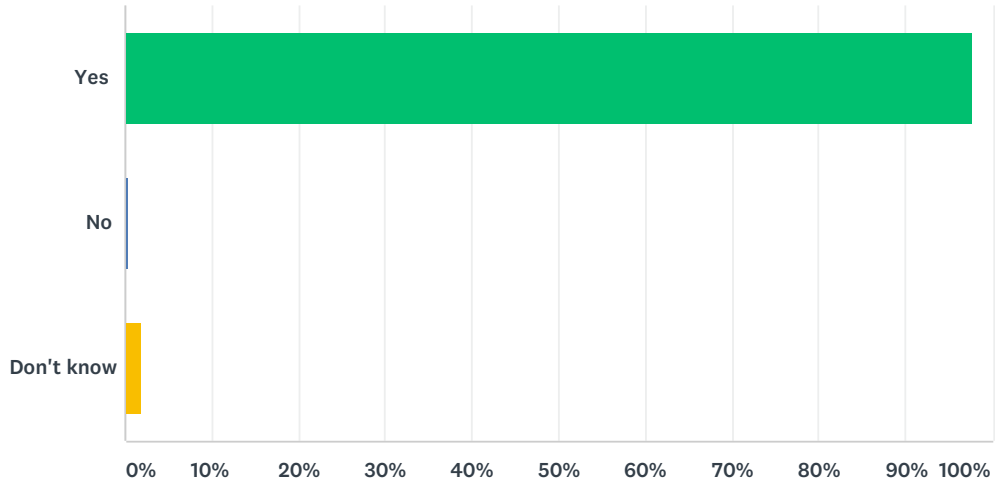
Answered: 207 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	44.44%	92
No	11.11%	23
Don't know	44.44%	92
TOTAL		207

Q10 Does your employer provide a pension scheme for support staff?

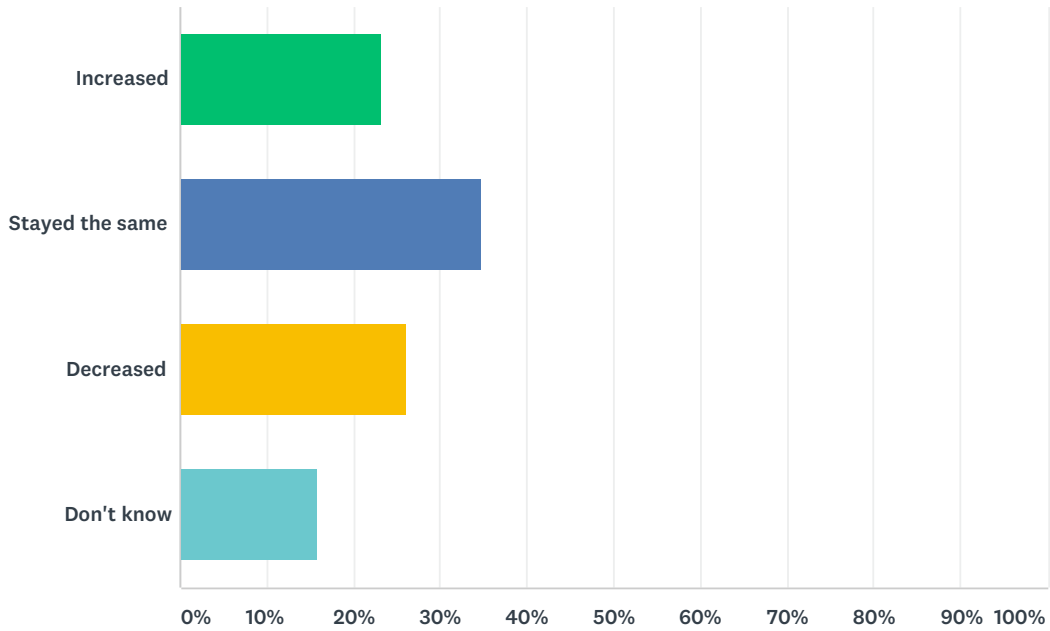
Answered: 208 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	97.60%	203
No	0.48%	1
Don't know	1.92%	4
TOTAL		208

Q11 In the past year, has the number of support staff in your school or college changed?

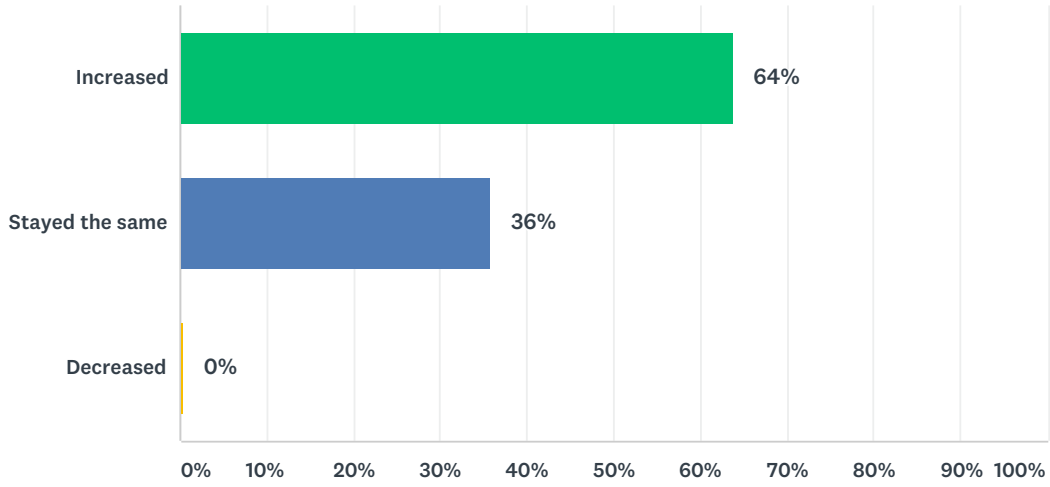
Answered: 207 Skipped: 1



ANSWER CHOICES	RESPONSES	
Increased	23.19%	48
Stayed the same	34.78%	72
Decreased	26.09%	54
Don't know	15.94%	33
TOTAL		207

Q12 Over the last year, has your workload:

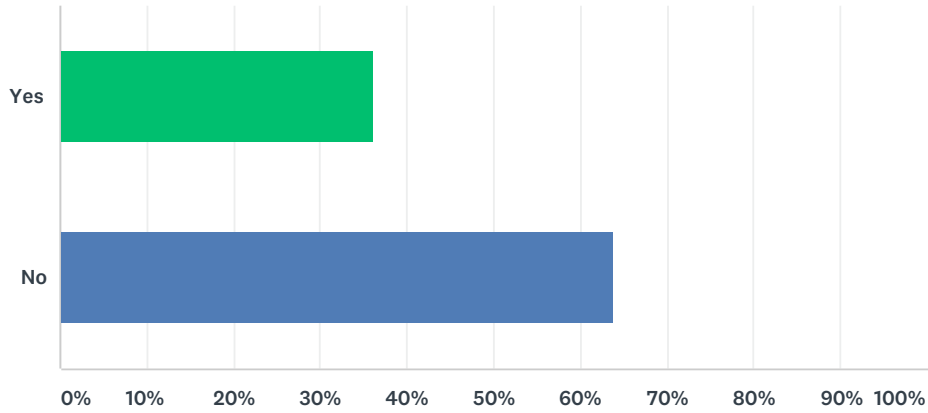
Answered: 207 Skipped: 1



ANSWER CHOICES	RESPONSES	
Increased	64%	132
Stayed the same	36%	74
Decreased	0%	1
TOTAL		207

Q13 In the past year, have you started carrying out tasks that teachers used to perform in the past. eg data entry, managing displays, marking pupil work?

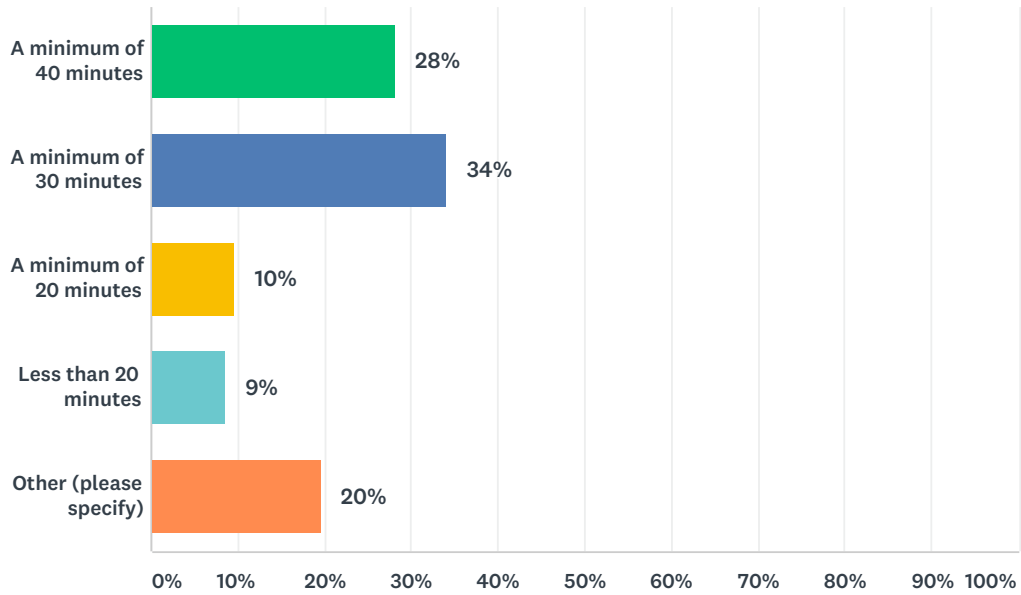
Answered: 205 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	36.10%	74
No	63.90%	131
TOTAL		205

Q15 If you work six or more hours during the day, do you receive a regular, uninterrupted break of:

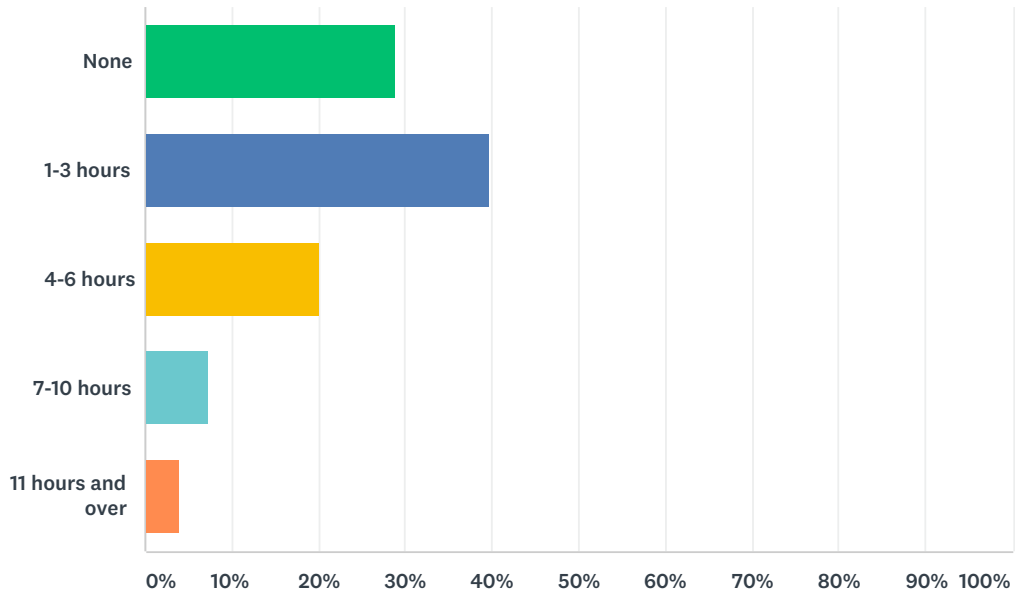
Answered: 199 Skipped: 9



ANSWER CHOICES	RESPONSES	
A minimum of 40 minutes	28%	56
A minimum of 30 minutes	34%	68
A minimum of 20 minutes	10%	19
Less than 20 minutes	9%	17
Other (please specify)	20%	39
TOTAL		199

Q16 How many extra hours over your contracted hours do you regularly work per week?

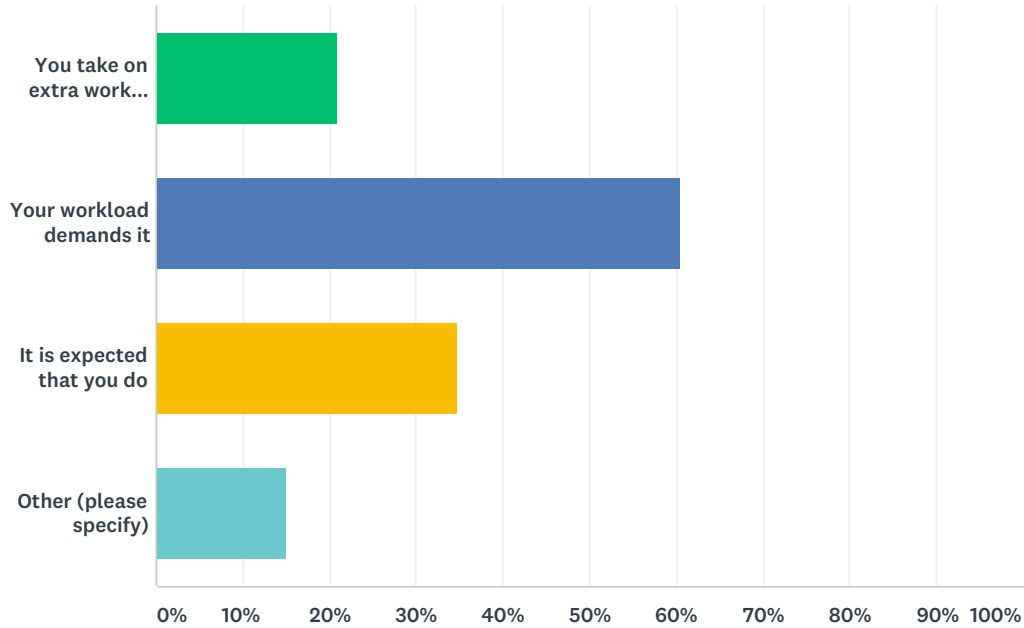
Answered: 204 Skipped: 4



ANSWER CHOICES	RESPONSES	
None	28.92%	59
1-3 hours	39.71%	81
4-6 hours	20.10%	41
7-10 hours	7.35%	15
11 hours and over	3.92%	8
TOTAL		204

Q17 If you work extra hours is it because: (please tick all that apply)

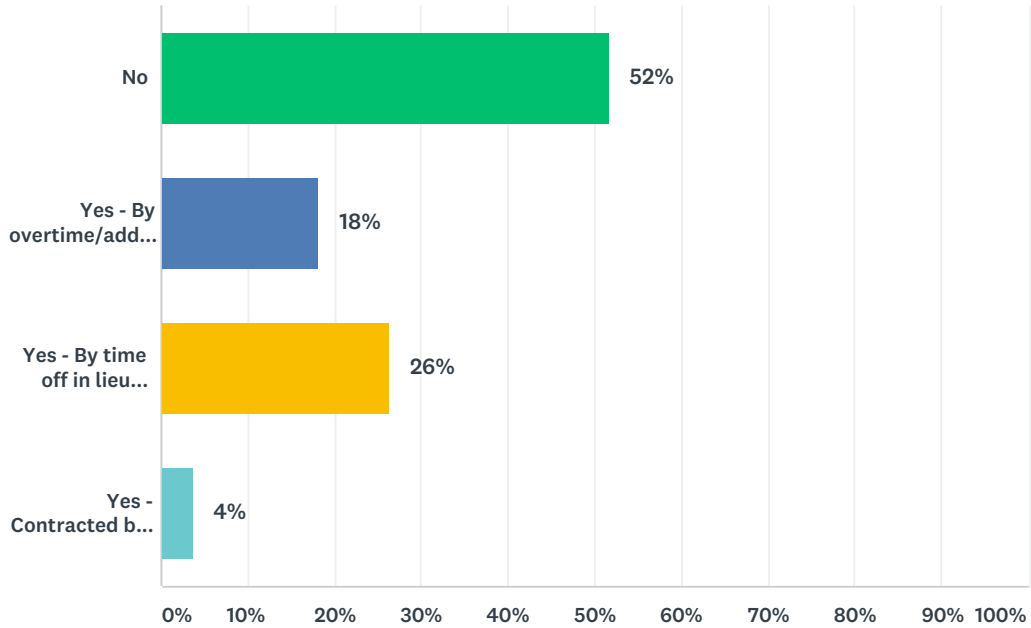
Answered: 167 Skipped: 41



ANSWER CHOICES	RESPONSES	
You take on extra work because you want to	20.96%	35
Your workload demands it	60.48%	101
It is expected that you do	34.73%	58
Other (please specify)	14.97%	25
Total Respondents: 167		

Q18 If you do work extra hours, are you remunerated for this extra work?

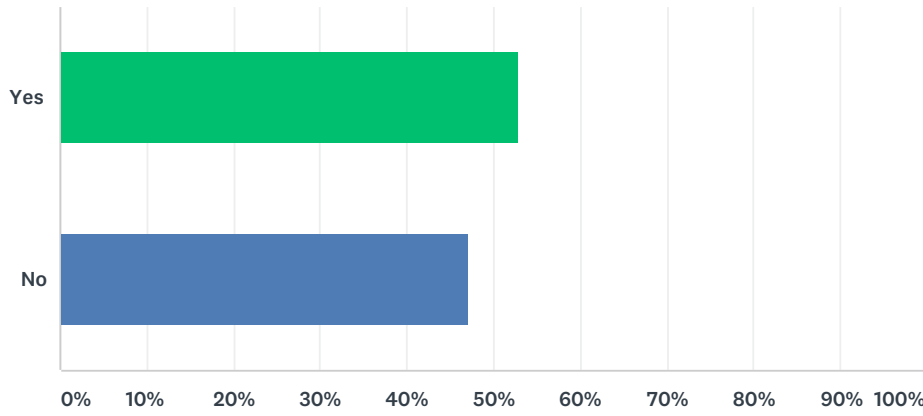
Answered: 186 Skipped: 22



ANSWER CHOICES	RESPONSES	
No	52%	96
Yes - By overtime/additional pay	18%	34
Yes - By time off in lieu (TOIL)	26%	49
Yes - Contracted but not required to work additional weeks in the holidays	4%	7
TOTAL		186

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

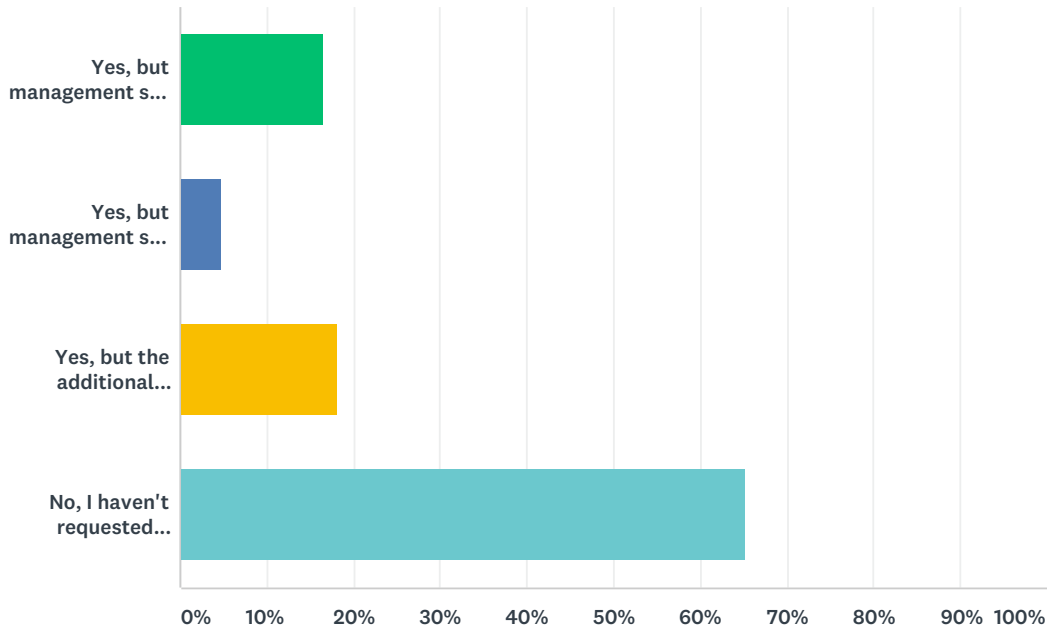
Answered: 193 Skipped: 15



ANSWER CHOICES	RESPONSES	
Yes	52.85%	102
No	47.15%	91
TOTAL		193

Q20 Have you asked to be paid but received a negative response (tick all that apply)?

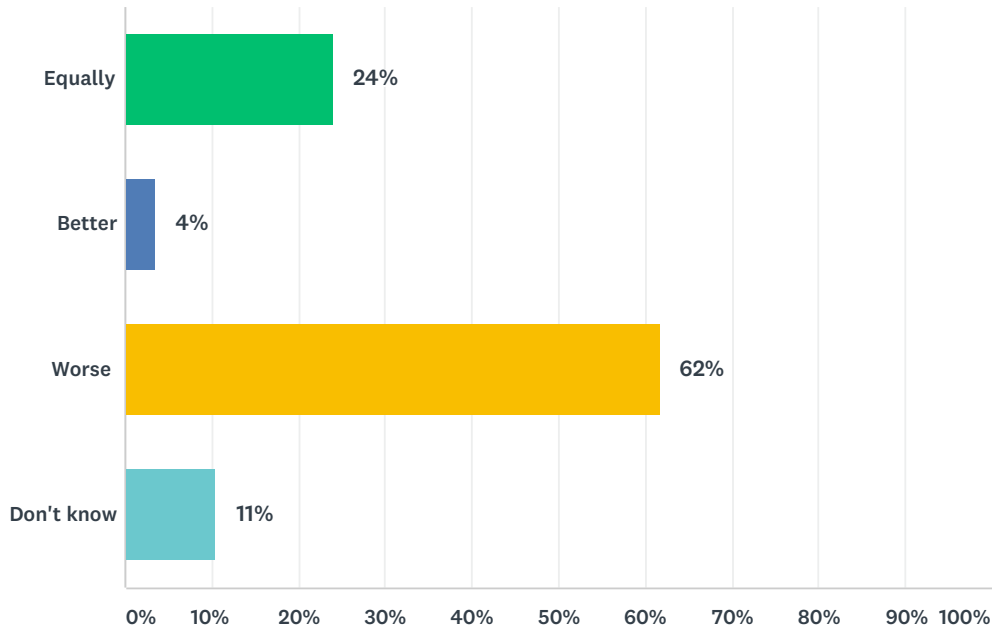
Answered: 164 Skipped: 44



ANSWER CHOICES	RESPONSES	
Yes, but management said that they have no budget to pay me	16.46%	27
Yes, but management said that the additional hours are voluntary	4.88%	8
Yes, but the additional hours are an expected part of the job	18.29%	30
No, I haven't requested payment for the additional hours worked	65.24%	107
Total Respondents: 164		

Q21 In relation to teaching staff , do you feel that the contribution of support staff is valued

Answered: 199 Skipped: 9



ANSWER CHOICES	RESPONSES	
Equally	24%	48
Better	4%	7
Worse	62%	123
Don't know	11%	21
TOTAL		199