

NFER Teacher Voice Omnibus Survey – STRB sponsored questions

The Office of Manpower Economics (OME), which provides the secretariat to the School Teachers' Review Body (STRB), sponsored a number of questions relating to the pay framework for teachers on the June 2019 NFER Teacher Omnibus Survey (<http://www.nfer.ac.uk/teachervoice>). Responses were received from 1,570 practising teachers from 1,356 schools in the publicly funded sector in England. Teachers completed the survey online between the 21 and 26 June 2019.

This note has been produced by the STRB secretariat to provide a summary of the headline survey estimates; it is accompanied by a technical note from NFER about the survey methodology and a Microsoft Excel file setting out the tabulated estimates from each of the sponsored questions. Please note that where some questions are asked to a subset of the respondents, the sample sizes are small.

1. Which of the following factors were important in attracting you into teaching?

Respondents were asked to rank several factors by their importance in attracting them to the profession. Those factors were: *Pay*, *Working with young people*, *Making a difference*, *Holidays*, *Pension*, *Hours* and *Career Progression*. Respondents were also invited to suggest additional factors.

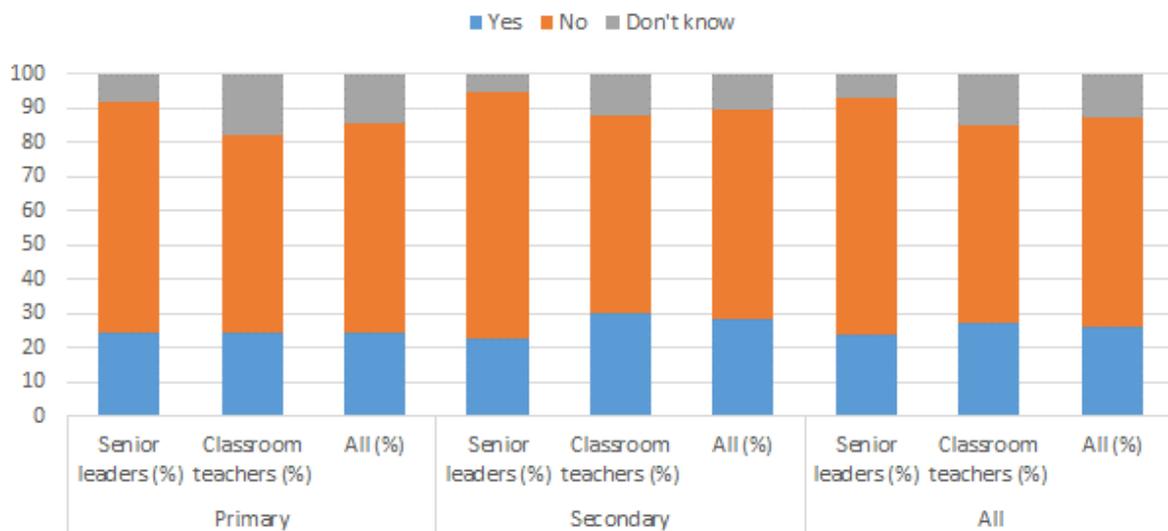
- Responses suggested that the two most important factors in attracting teachers to the profession were *Working with young people* and *Making a difference*. These tended to be followed by *Career Progression*, *Holidays* and *Pay*. *Pensions* and *Hours* were generally the lowest ranked of the suggested factors.
- Among the additional factors proposed by respondents, the most common related to the desire to work in a subject area that respondents were passionate about, the job fitting with wider family responsibilities, and the varied nature of the work.

2. Are you considering leaving teaching within the next 12 months?

This question was posed to all respondents.

- Overall, 26% of respondents said they were considering leaving the profession within the next 12 months; 61% were not and 13% did not know.
- Responses were broadly similar between school leaders and classroom teachers and also between the primary and secondary sectors.

Are you considering leaving teaching within the next 12 months?



3. What is your main reason for leaving?

This 'open response' question was posed to the c400 respondents who had indicated they were considering leaving the profession within the next 12 months. Some responses included more than one reason. The most commonly cited reasons suggested were:

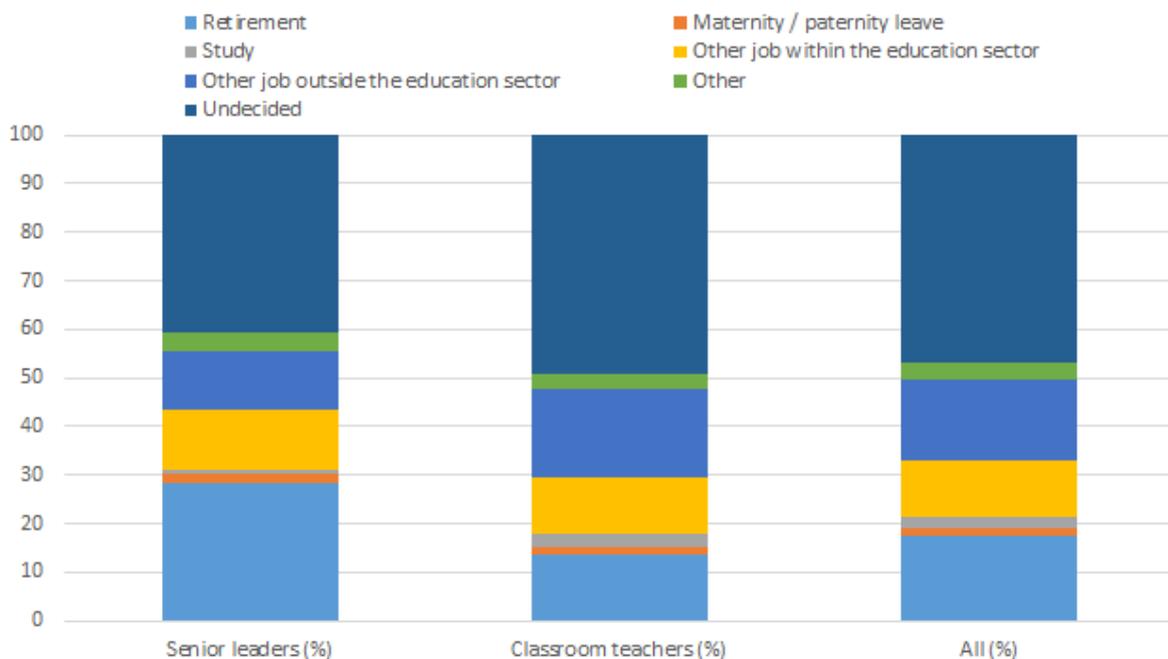
- Workload-related factors (cited by 56% of respondents to this question)
- Stress/anxiety/pressure (20%)
- Retirement (15%)
- Accountability/results/expectations (11%)
- Behaviour (10%)
- Pay (8%)
- Lack of support/poor leadership (7%)
- Working conditions (3%)

4. What will you do instead?

This 'open response' question was posed to the c400 respondents who had indicated they were considering leaving the profession within the next 12 months.

- Overall, nearly half of respondents were undecided.
- While 29% of leaders considering leaving indicated they were intending to retire, this figure was lower for classroom teachers (14%).
- 12% of both school leaders and classroom teachers considering leaving indicated they planned to move to other jobs in the education sector.
- While 12% of school leaders considering leaving suggested they planned to move to jobs outside the education sector, the corresponding figure for classroom teachers was 18%.
- There was no particular pattern in the specific nature of jobs respondents planned to move to.

What will you do instead?



5. How do you expect your pay to compare to your teaching salary?

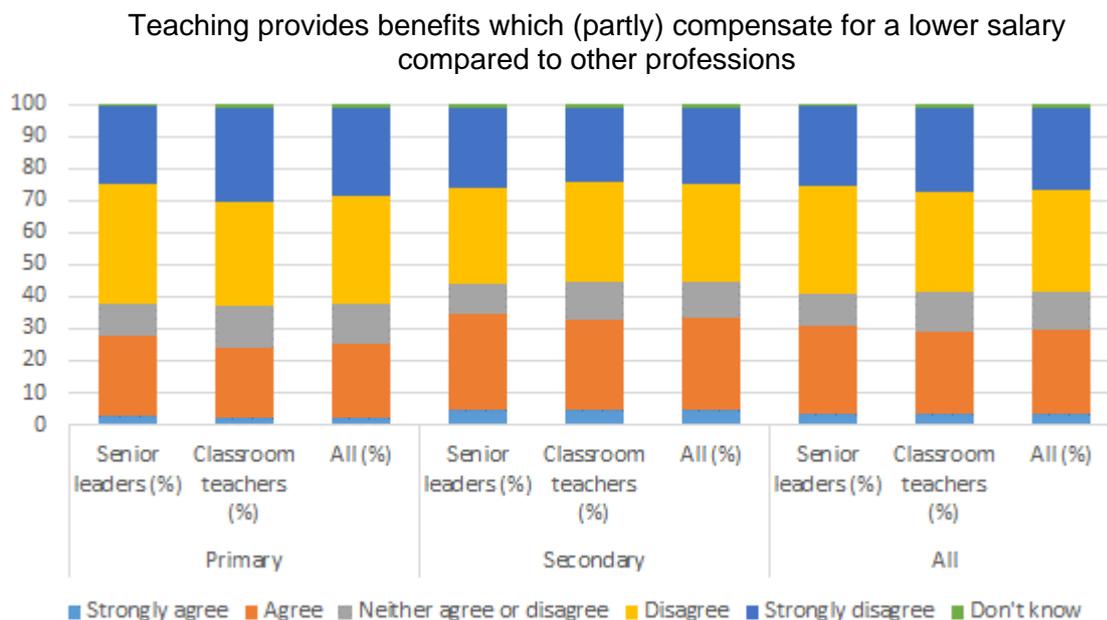
This question was posed to the (115) respondents who had indicated they were considering leaving teaching within 12 months and planned to move to other jobs either inside or outside the education sector.

- Overall, 22% of respondents expected their pay to be higher than their teaching salary while 54% expected it to be lower. The remaining 25% expected their pay to be about the same.
- School leaders were more likely than classroom teachers to expect their pay in a new job to exceed their teaching salary.

6. Teaching provides benefits which (partly) compensate for a lower salary compared to other professions

This question was posed to all respondents.

- Overall, 30% agreed or strongly agreed with this statement while 58% disagreed or strongly disagreed.
- Responses were broadly similar between school leaders and classroom teachers and between the primary and secondary sectors.



7. My salary compares well to what I could earn outside teaching

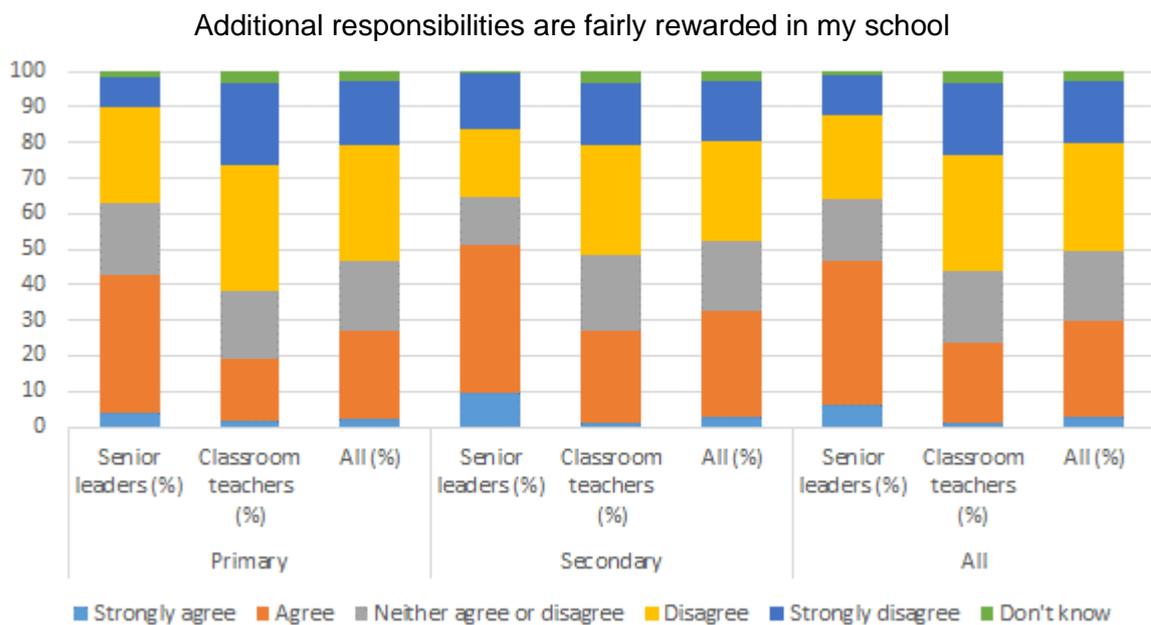
This question was posed to all respondents.

- Overall, 22% agreed or strongly agreed with this statement while 60% disagreed or strongly disagreed.
- Responses were broadly similar between school leaders and classroom teachers and between the primary and secondary sectors.

8. Additional responsibilities are fairly rewarded in my school

This question was posed to all respondents.

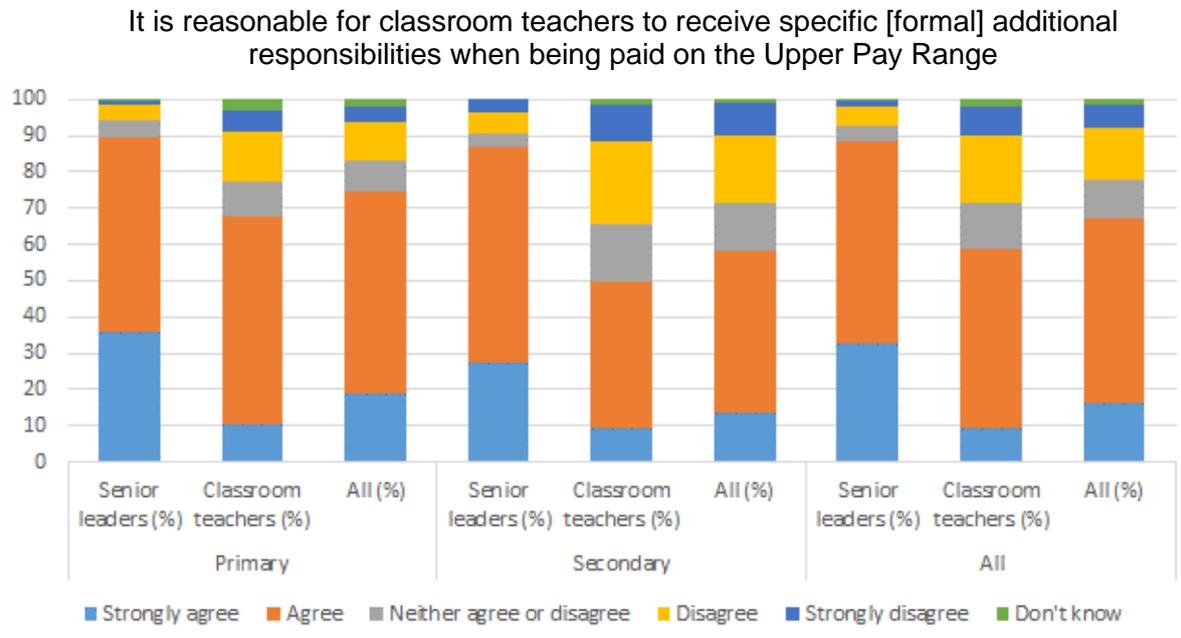
- Overall, 30% agreed or strongly agreed with this statement while 48% disagreed or strongly disagreed.
- A higher proportion of classroom teachers (53%) than school leaders (35%) disagreed or strongly disagreed.
- Among classroom teachers, a higher proportion of primary teachers (58%) than secondary teachers (49%) disagreed or strongly disagreed.



9. It is reasonable for classroom teachers to receive specific [formal] additional responsibilities when being paid on the Upper Pay Range

This question was posed to all respondents.

- Overall, 67% agreed or strongly agreed with this statement while 21% disagreed or strongly disagreed.
- A higher proportion of school leaders (88%) than classroom teachers (59%) agreed or strongly agreed.
- Among classroom teachers, a higher proportion of primary teachers (68%) than secondary teachers (50%) agreed or strongly agreed.

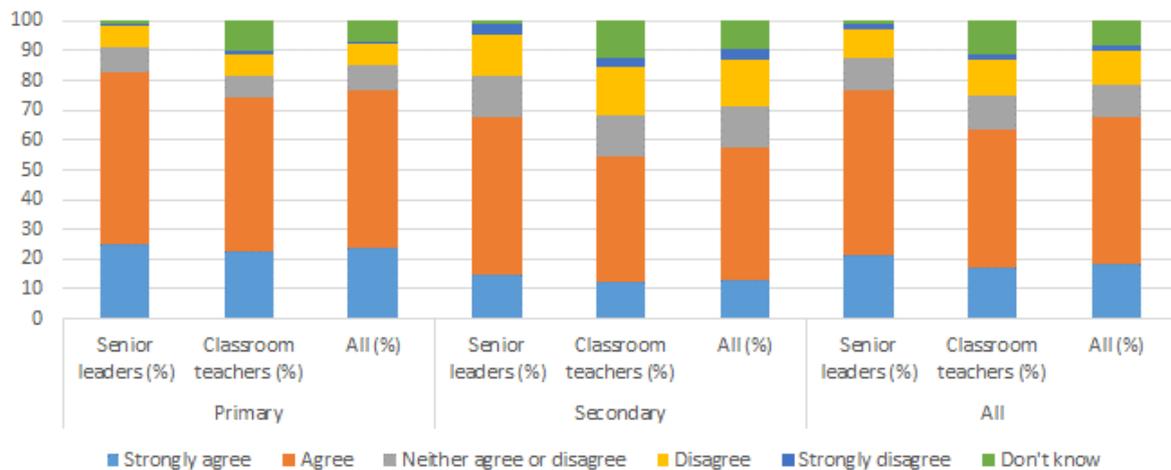


10. In my school additional responsibilities are required of teachers on the Upper Pay Range

This question was posed to all respondents.

- Overall, 68% agreed or strongly agreed with this statement while 13% disagreed or strongly disagreed.
- A higher proportion of those working in primary schools (77%) than those working in secondary schools (57%) agreed or strongly agreed.

In my school additional responsibilities are required of teachers on the Upper Pay Range



11. It is reasonable to pay more to teachers of shortage subjects through...

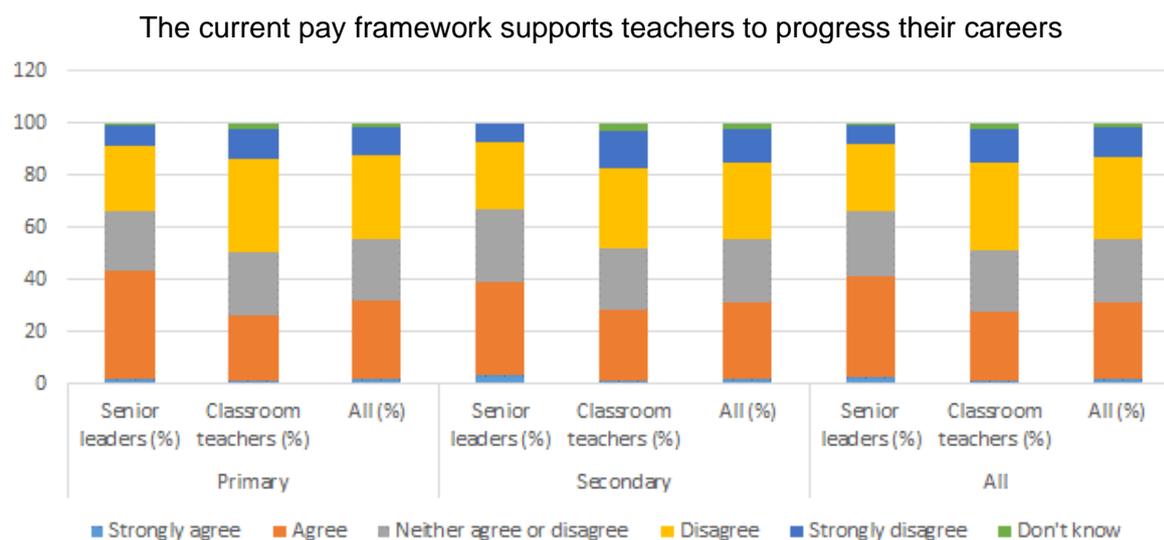
This question was posed to all respondents who were offered the following response options: *More generous bursaries*, *A separate pay scale*, *Additional pay allowances such as recruitment or retention payments*, *Faster pay progression*, *Other [please specify]*, *None of the above*. Respondents were able to select more than one response option if they wished.

- 39% of respondents suggested none of the suggested options should be used (44% of primary and 34% of secondary respondents).
- 45% selected *Additional pay allowances such as recruitment or retention payments*; 21% selected *More generous bursaries* and 14% selected *Faster pay progression*.
- Only 9% selected a *separate pay scale*.

12. The current pay framework supports teachers to progress their careers

This question was posed to all respondents.

- Overall, 31% agreed or strongly agreed with this statement while 43% disagreed or strongly disagreed.
- A higher proportion of school leaders (42%) than classroom teachers (27%) agreed or strongly agreed.
- Responses were broadly similar between the primary and secondary sectors.



13. Which elements of the pay framework are an incentive to progress your career?

This question was posed to the c500 respondents who had indicated they agreed or strongly agreed that *the current pay framework supports teachers to progress their careers*. Respondents were presented with the following response options: *Upper Pay Range, TLR payments, SEN payments, Leading Practitioner, Leadership pay range, Don't know*. Respondents were able to select more than one response option if they wished.

- Among classroom teacher respondents, the most commonly selected elements were TLR payments (68%) and the Upper Pay Range (67%).
- A considerably higher proportion of secondary classroom teachers (80%) than primary classroom teachers (54%) selected TLR payments.
- 86% of school leaders cited the Leadership Pay Range - the corresponding figure for classroom teachers was 32%.