

**NASUWT**

The Teachers' Union

All Teachers Headlines

**THE BIG QUESTION**  
SURVEY 2022

*You made  
your  
voice heard*

## SECTION 1: Pay/Pensions

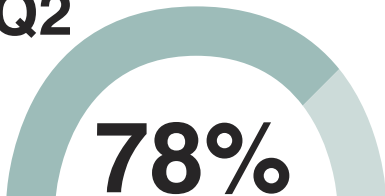
Teachers continue to express concern about the financial recompense they receive for their jobs at alarming rates, with over three quarters responding negatively to the questions we ask around pay and the teaching profession. This is in line with the results from previous surveys but still shows a 2-3% increase on the most recent full set of results in England in 2019.<sup>1</sup> It is deeply alarming that 87% of teachers are worried about their financial situation, and this is further backed up by the stark increase in the number of teachers reporting cost-cutting actions in the last 12 months.

**Q1**



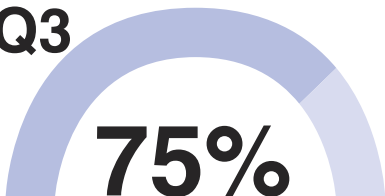
do not think that teaching is competitive with other professions

**Q2**



do not believe that they are paid at a pay level commensurate with their skills and experiences

**Q3**



believe that people are put off a career in teaching because of pay

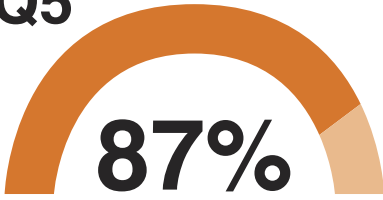
**Q4**



find their pension costs unaffordable

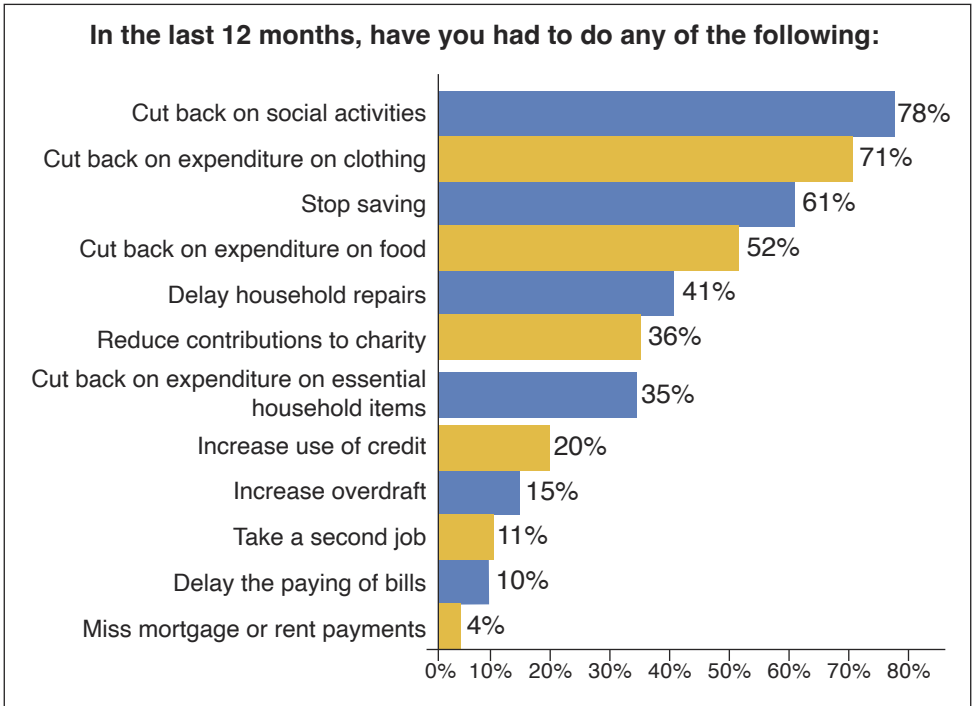
<sup>1</sup> <https://www.nasuwt.org.uk/static/uploaded/981c20ce-145e-400a-805969e777762b13.pdf>

Q5



are worried about their financial situation (somewhat/very worried)

Q6



## SECTION 2: Pupil Health and Wellbeing

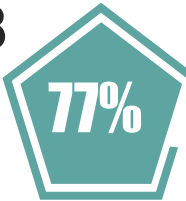
Teachers are almost universally tackling the crisis around young people's mental health in their classroom and warn that this is getting more pronounced on an annual basis. Over 50% of teachers report that at least half of their class has lost ground academically in the previous 12 months, with 34% of teachers reporting that all of the SEND/ASN/ALN pupils they teach have done so.

### Q7



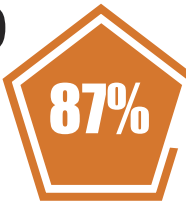
say that pupils they teach have mental health challenges

### Q8



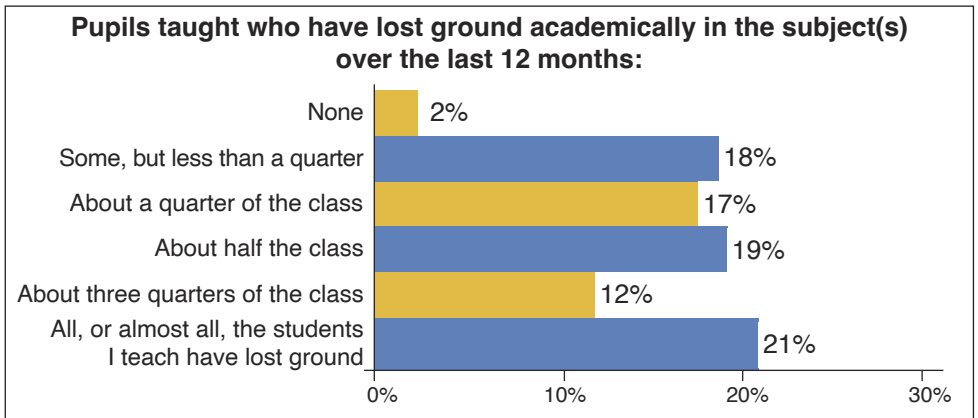
believe that appropriate support is available to help address pupils' mental health issues

### Q9

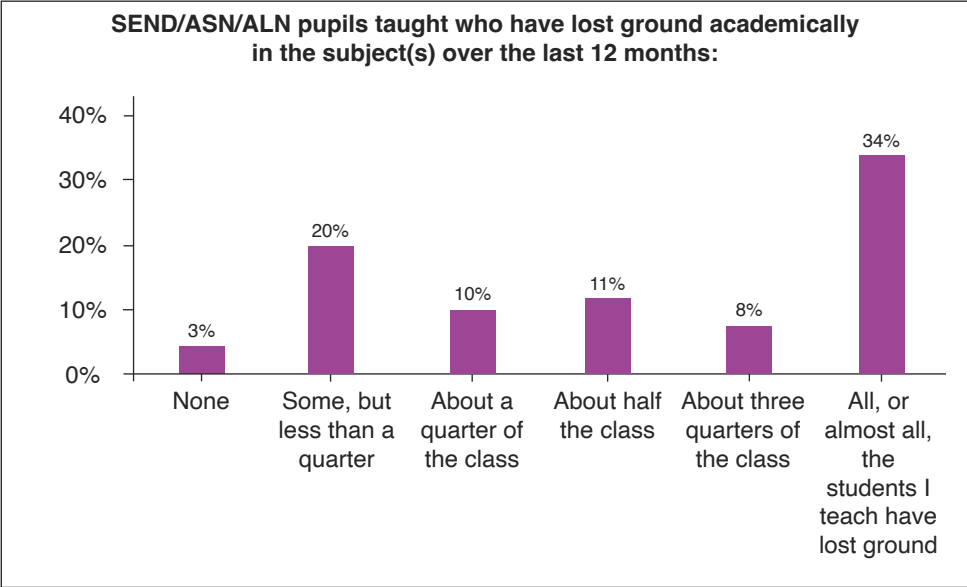


believe that the rates of adverse emotional, personal or social issues among pupils they teach have changed over the last 12 months

### Q10



# Q11



# Q12



who fulfil a safeguarding lead role in their school

### SECTION 3: Working Practice and Pupil Behaviour

Over half of teachers reported that their school was still providing remote learning when the survey was being carried out. Whilst the major reason for continuing remote learning is to teach pupils who have tested positive for COVID-19, significant numbers of teachers reported that it is also being used to deliver learning to those children who are excluded from normal school lessons. Whilst most teachers are now back to face-to-face teaching only, more than a quarter are still tasked with carrying out additional remote lessons. However, very few teachers are having tasks removed or being given additional time to prepare for delivering remote lessons. The rapid increase in the use of Zoom-style technology has also led to online teacher/parent meetings becoming a norm, with 48% of teachers reporting that their schools are still running these online.

Teachers continue to report significant issues around pupil behaviour, with over 50% reporting verbal abuse by pupils, 22% reporting verbal abuse by parents/carers and 11% reporting experiencing physical assault in the last 12 months. Forty per cent of teachers do not believe that their school had dealt with the abuse of teachers by pupils or parents/carers well. Fifty per cent of teachers agreed that they had been made to feel that they were to blame for pupil misbehaviour, whilst only 32% agreed that their school's behaviour policy is effective and fit for purpose.

## Q13



**of schools continue to provide remote learning to some groups of pupils**

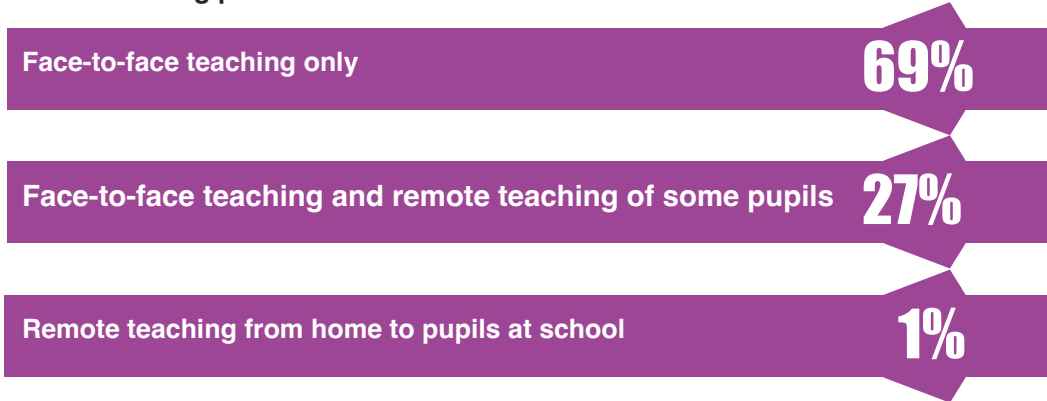
## Q14

### Categories of pupils for whom remote learning is provided:

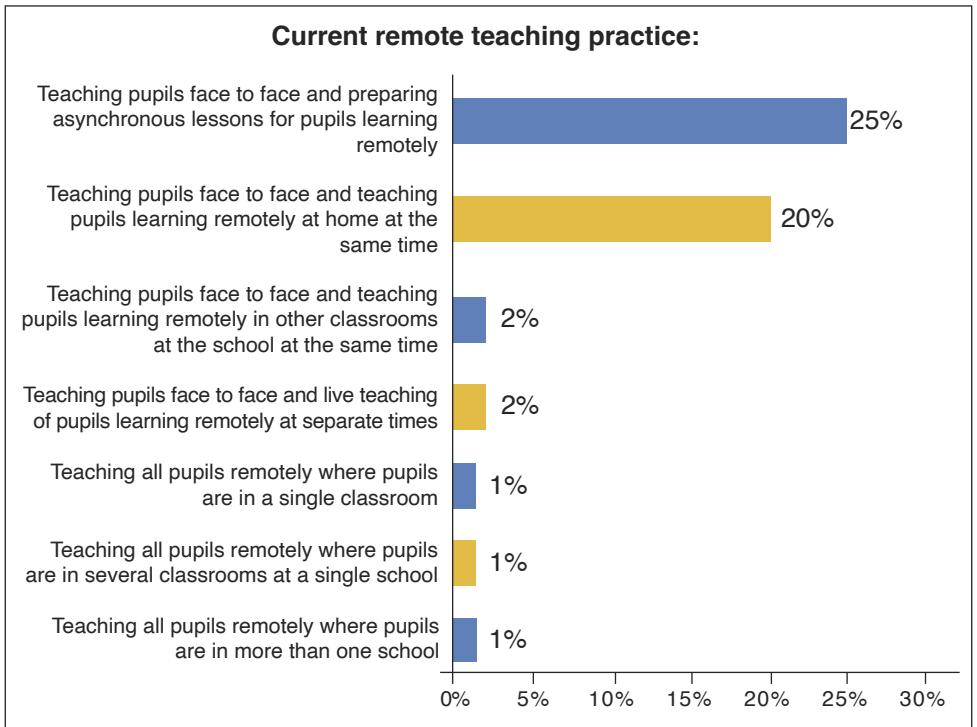
- 85% Pupils who have tested positive for COVID-19.
- 35% Pupils who have been suspended.
- 33% Pupils with mental health needs (e.g. anxiety).
- 31% Pupils who are in seclusion/isolation.
- 26% Pupils who are school phobic.
- 19% Pupils with SEND/ASN/ALN who struggle with the social aspects of school.
- 15% Pupils who have challenging behaviour.
- 9% Pupils with SEND/ASN/ALN whose needs are not being met by the school.

# Q15

## Current working practice



# Q16



# Q17



who have had tasks removed because they have been asked to teach remotely

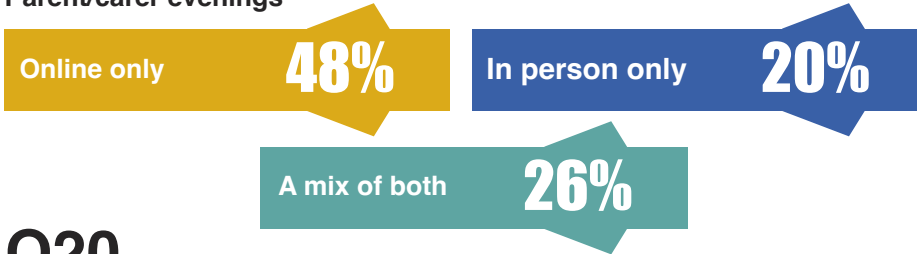
# Q18



who teach remotely and have been given additional time to prepare remote lessons

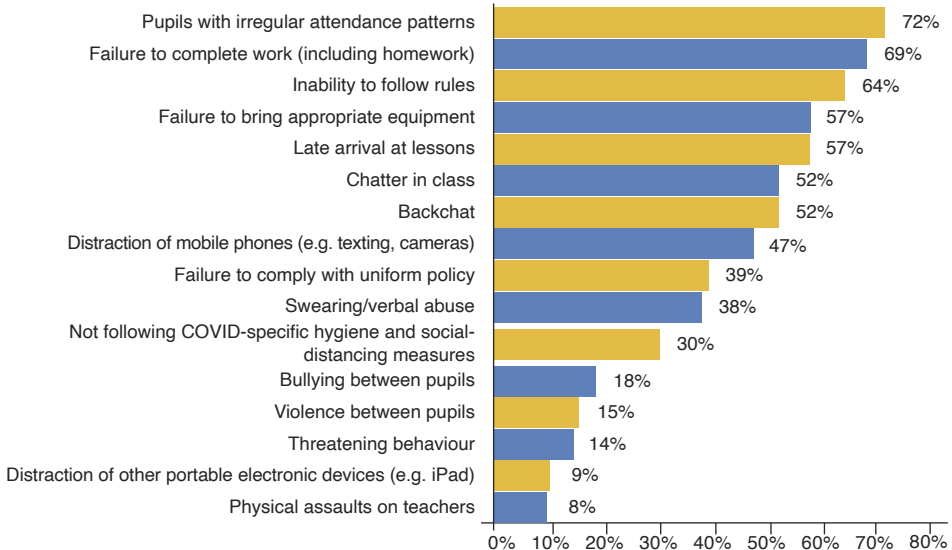
# Q19

Parent/carer evenings



# Q20

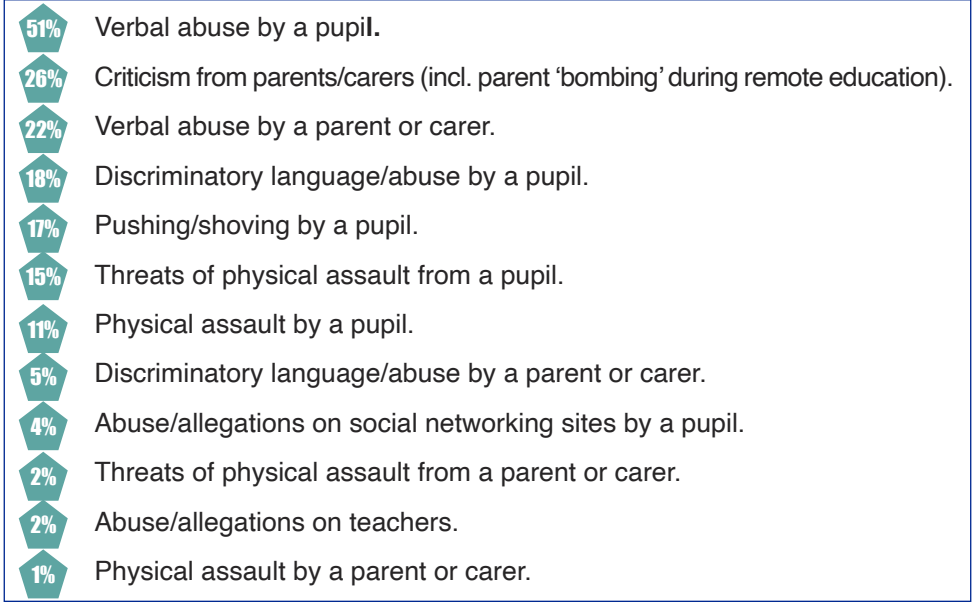
**Pupil behaviour problems that cause the most concern on a day-to-day basis:**



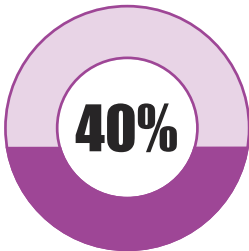


# Q21

Been subject to ... over the past year:



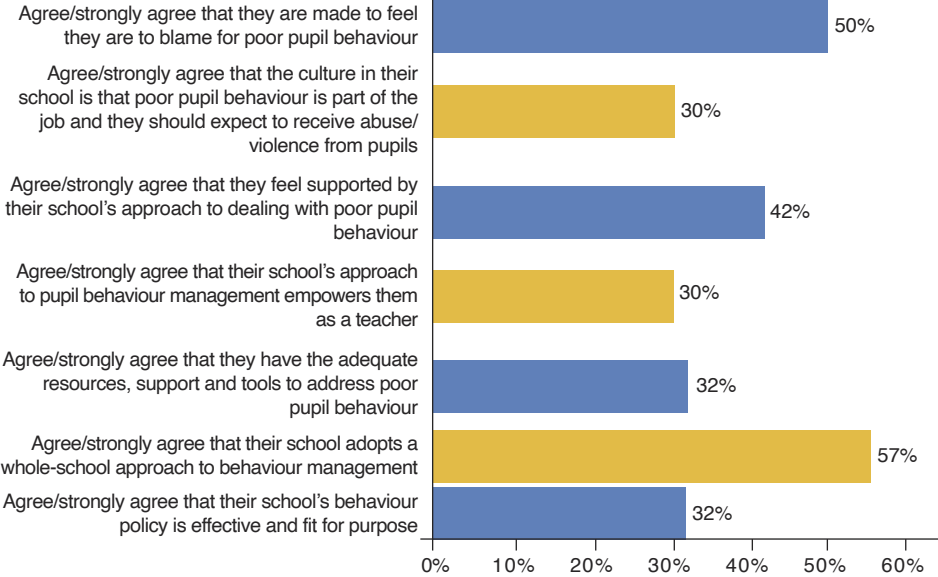
# Q22



**felt that their school had not dealt with abuse by a parent/carers or pupil in a satisfactory manner**

# Q23

## My experience in my current school (agree/disagree with statement):



## SECTION 4: Bureaucracy and Workload

Almost 60% of teachers say that their workload has increased significantly in the last 12 months, with the average teacher working 46 hours in a typical mid-term week. The top reason given for the increased workload is increased time spent on administrative tasks, with data assessment and lesson planning also requiring more time in the view of over 50% of teachers that responded to the survey. Two thirds of teachers reported increased time on pastoral care which would chime with the concerns expressed about mental health and wellbeing issues amongst pupils earlier in the survey.

Teachers continue to feel disempowered, with half of responders to the survey saying they do not feel managed in a way that empowers them. The turmoil of the last two years could underlie the 'constant change' response that over two thirds of teachers reported as the key factor causing disempowerment. This is closely followed by the view that decision makers do not understand the reality of the job and that there is a culture of unreasonable and unachievable expectations.

### Q24



say workload has increased significantly

### Q25

Hours worked in a typical mid-term week



46  
hours

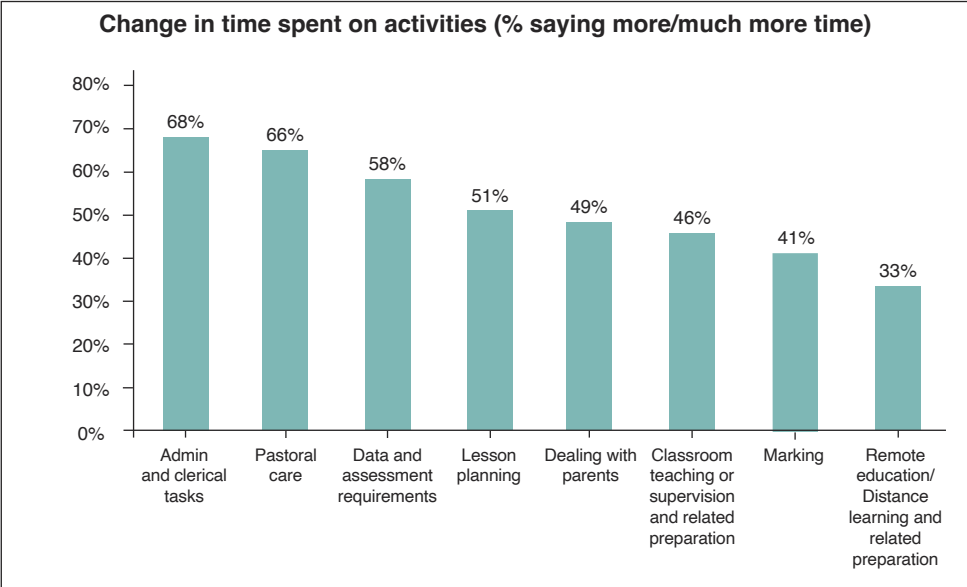
A teal shield-shaped graphic with a white border and a white outline. The number '46' is written in large white text, and the word 'hours' is written in smaller white text below it.

### Q26



Hours worked in a typical mid-term week outside of school day

# Q27



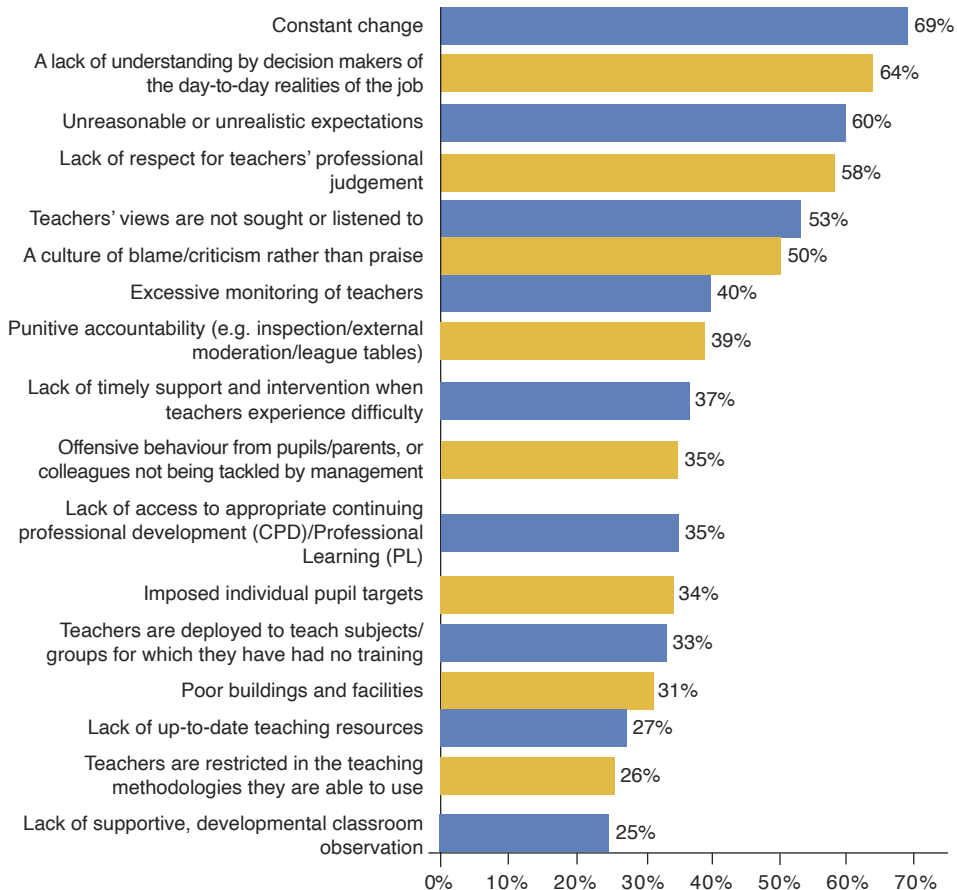
# Q28



**who do not feel managed in a way that empowers them**

# Q29

## Factors that professionally disempower (% agreeing):

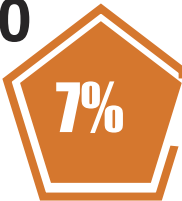


## SECTION 5: Teaching Quality

Teachers are clear in their support for Qualified Teacher Status (QTS) (in England) and a contractual entitlement to CPD. However, teachers are still giving up considerable amounts of their own time to access CPD, with teachers spending almost as many hours of their own time as they do in contracted time. It is worrying that 16% of teachers have had their requests for CPD refused in the last 12 months.

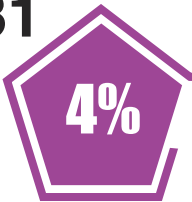
One area where there does seem to have been a change for the better, in comparison to the last full published Big Question results in 2019, is the decline in people being threatened with capability procedures and being put on support programmes (11% for both in 2019 compared to 7% and 4% respectively in 2022). The number actually subject to capability procedures remains the same at 4%.

### Q30



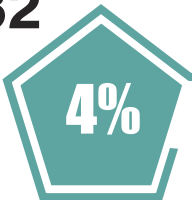
**7%** have been threatened with capability procedures in last 12 months

### Q31



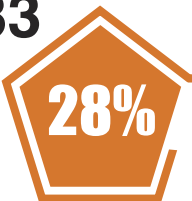
**4%** have been subject to capability procedures in last 12 months

### Q32



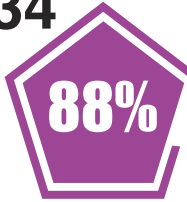
**4%** have been offered or put on a support programme in the last 12 months

### Q33



**28%** who think that the professional judgement of teachers on the needs of their pupils is not respected in their school

**Q34**



think QTS is important (England only)

**Q35**

CPD accessed over the last year in  
contracted time (hours)



**Q36**



CPD accessed over the last year in  
own time (hours)

**Q37**



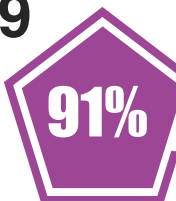
who have had CPD requests refused in the past 12  
months

**Q38**



who have had to fund/part-fund their CPD

**Q39**



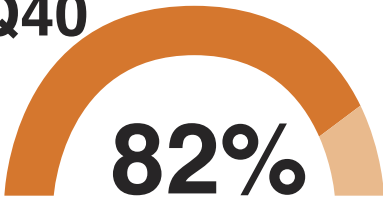
who believe that teachers should have a contractual  
entitlement to CPD in working time

## SECTION 6: YOUR HEALTH AND WELLBEING

Teachers' health and wellbeing continues to press close to breaking point, with 82% reporting that they have experienced more workplace stress and 81% reporting that their job has adversely affected their mental health in the last 12 months. Whilst these results are less than those reported in the NASUWT Wellbeing Survey 2021,<sup>2</sup> which had 90% for both questions, they are significantly higher than those reported in 2019, which had results of 77% and 70% respectively. There has also been a noticeable increase in the percentage reporting that their job has impacted negatively on their physical health when compared to the 2019 results (61% compared to 57%).

We asked a new question this year about physical illness as a result of work, which revealed that almost three quarters of teachers are experiencing headaches due to work, and half are experiencing back pain.

### Q40



have experienced more workplace stress in the last 12 months

### Q41

Average days taken off due to positive COVID test over the last 12 months.

7 days

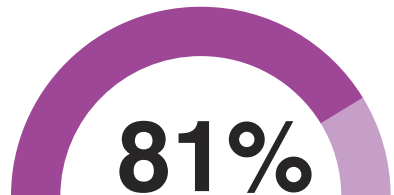
### Q42

Average days taken off due to having to self-isolate over the last 12 months.

3 days

### Q43

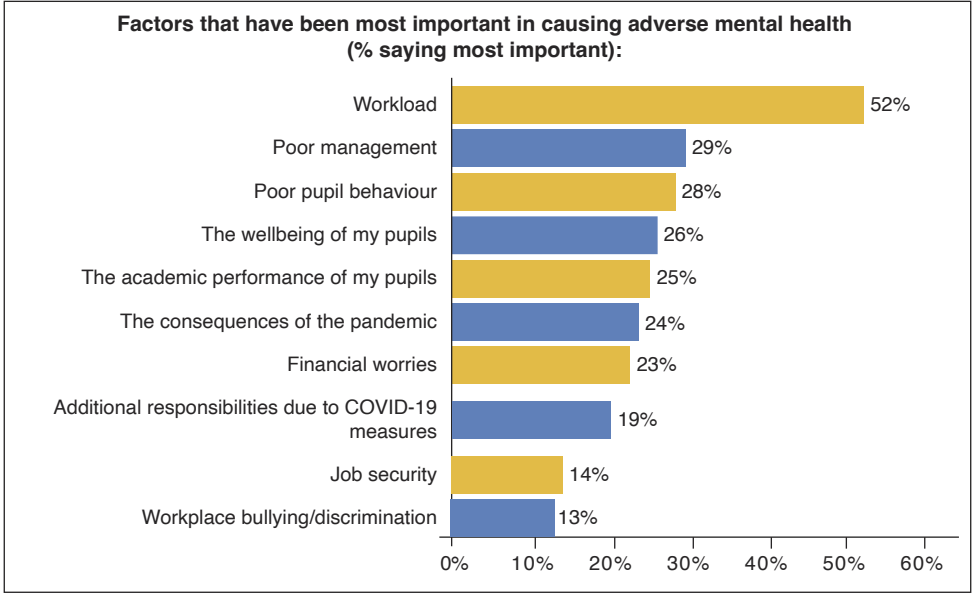
believe that the job has adversely affected their mental health in the last 12 months



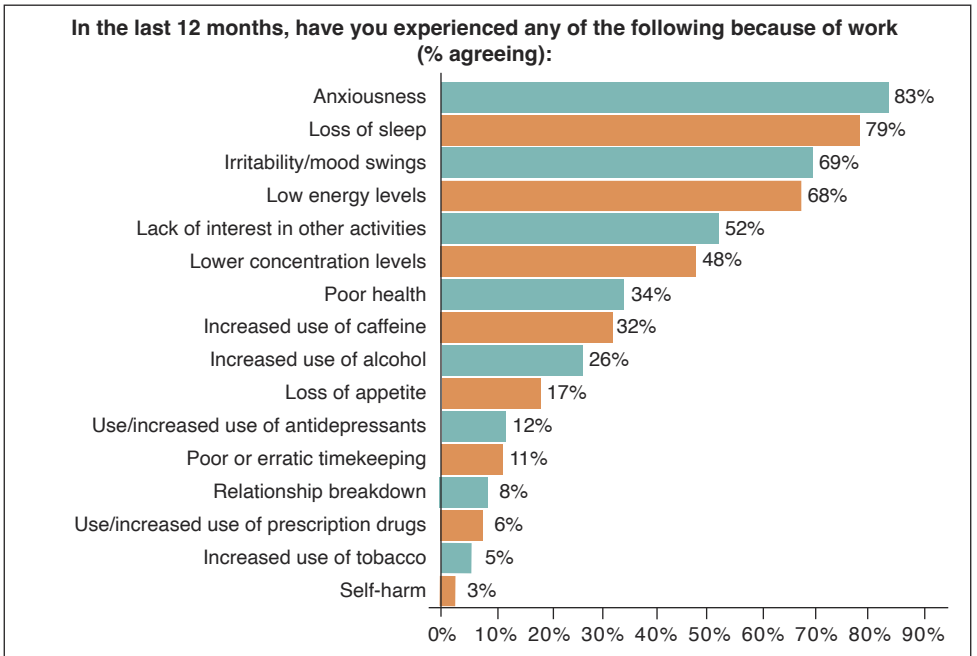
<sup>2</sup> <https://www.nasuwt.org.uk/news/campaigns/teacher-wellbeing-survey.html>



# Q44

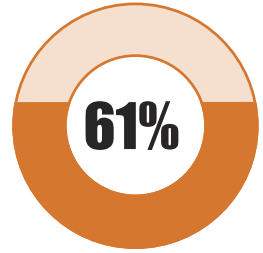


# Q45



# Q46

believe that the job has adversely affected their physical health in the last 12 months



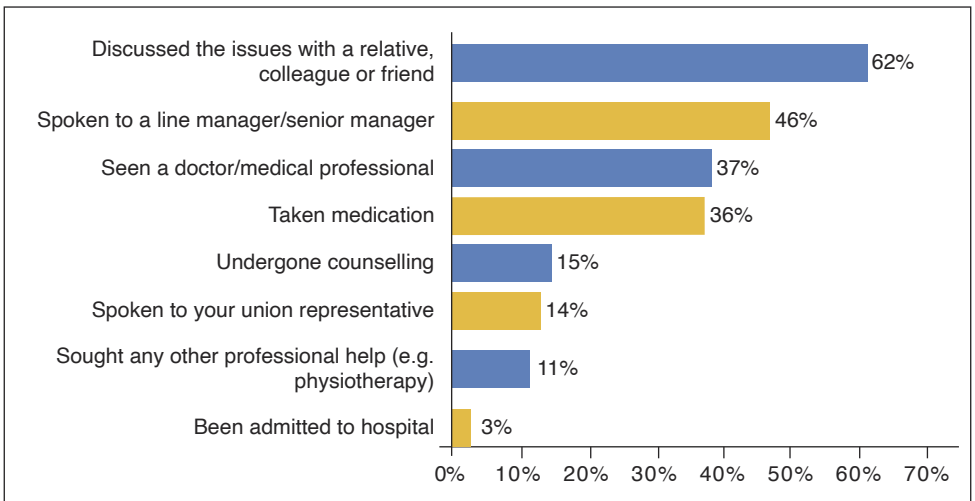
# Q47

In the last 12 months, have you experienced any of the following because of work?

- 73% Headaches.
- 50% Back pain.
- 40% Neck pain.
- 19% High blood pressure.
- 13% Frequent nausea.
- 9% Other Musculoskeletal (MSK) disorders.
- 6% Carpal tunnel syndrome.
- 18% Other.

# Q48

If your job has negatively affected your mental/physical health in the last 12 months, have you done any of the following:



## SECTION 7: JOB SATISFACTION

Teachers are feeling under pressure, undervalued and overworked, and this is having a significant impact on their view of their profession. Only 14% of teachers would recommend the profession as a career. Sixty per cent feel that their job satisfaction has declined in the last 12 months, 77% have considered leaving their current job and 66% have considered leaving the profession entirely. Teachers see workload as the biggest concern (81%) followed by pay (58%). Whilst teachers are proud of the work they do and feel they are valued by their own school community, this does not reflect through to teachers feeling that they do not have a work/life balance as they feel too tired (84%), worn down (69%) and that it has an impact on their relationships with family and friends (73%).

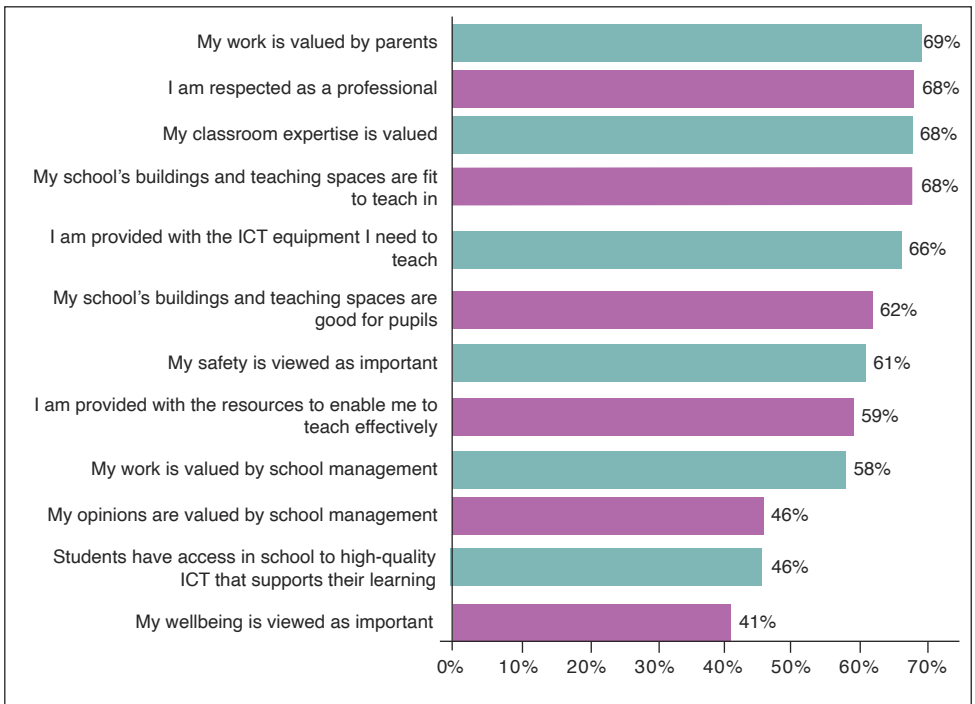
### Q49



would recommend teaching as a career

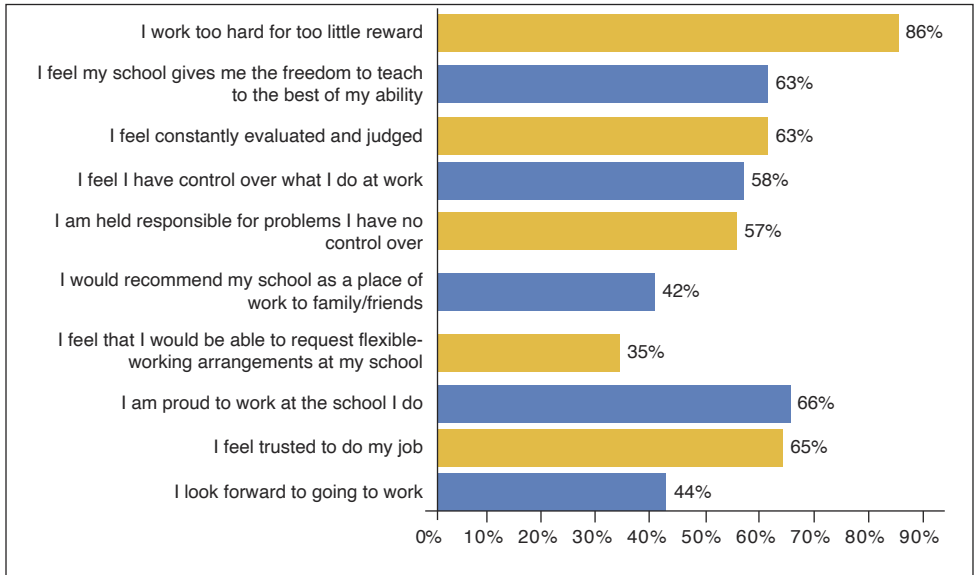
### Q50

About own school (agree/disagree forced choice – % agreeing):



# Q51

**Views on own job (agree/disagree with statements – % agreeing/strongly agreeing):**



# Q52

**Work/life balance statements (agree/disagree forced choice – % agreeing):**

84%

I feel too tired after work to enjoy the things that I would like to do.

73%

I find that my partner and/or my family/friends often get frustrated with the pressure of my job.

69%

I am often too worn down to give my job my best effort.

32%

I have the space to devote time to my partner or family/friends.

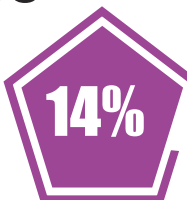
23%

I am able to relax at home and to switch off from my work.

22%

I have been able to separate work and home life well since the start of the pandemic.

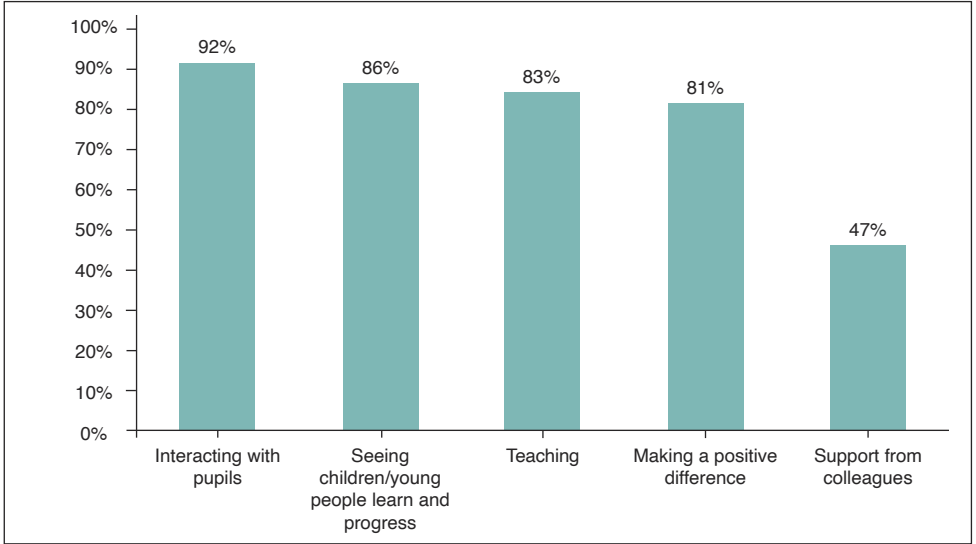
# Q53



**14%** experienced discrimination at work in the last 12 months

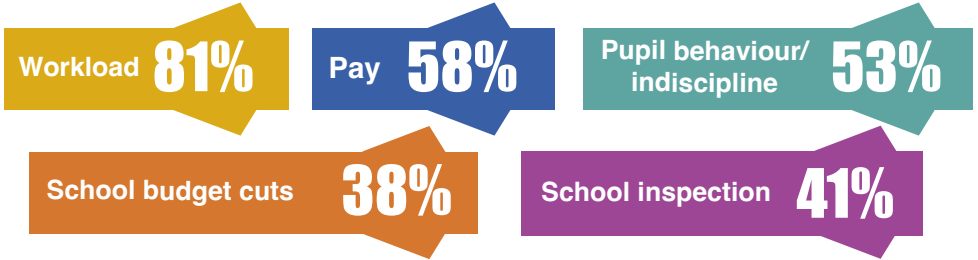
# Q54

Top five things that teachers like most about their job:



# Q55

Top five concerns:



# Q56



are not satisfied/very dissatisfied with their job

## Q57



say that their job satisfaction has declined in the last 12 months

## Q58



have seriously considered leaving their current job

## Q59



have considered leaving the teaching profession

**NASUWT**  
The Teachers' Union

Tel: 03330 145550

E-mail: [advice@mail.naswt.org.uk](mailto:advice@mail.naswt.org.uk)

Website: [www.naswt.org.uk](http://www.naswt.org.uk)