

Annex B

Questionnaire Content

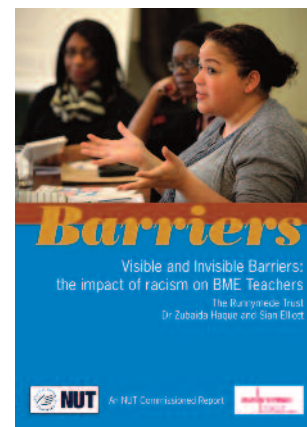


Table 1 Socio-demographic characteristics of participants (N=1027)

Variable	No.	Percentage
Age group		
21 years or under	4	0.4
22-35 years	420	40.9
36-45 years	303	29.5
46-55 years	213	20.7
56-65 years	65	6.3
66 years or older	4	0.4
Missing	18	1.8
Gender		
Male	262	25.5
Female	742	72.3
Missing	23	2.2
Ethnicity		
<i>Asian</i>		
Indian	209	20.9
Pakistani	133	13.3
Other Asian	132	13.2
<i>Black</i>		
Black African	153	14.9
Black Caribbean	273	26.6
Other Black	102	9.9
Missing	25	2.4
Sexual orientation		
Heterosexual	936	91.1
Bisexual	13	1.3
Lesbian	5	0.5
Gay	18	1.8
Prefer not to say	31	3.0
Missing	24	2.3
Do you identify as transgender?		
Yes	2	0.2
No	942	91.7
Prefer not to disclose	14	1.4
Missing	69	6.7

Variable	No.	Percentage
Do you identify yourself as disabled?		
Yes	26	2.5
No	954	92.9
Prefer not to disclose	18	1.8
Missing	29	2.8
Religion		
Christian	433	42.2
Muslim	237	23.1
Hindu	74	7.2
Sikh	65	6.3
Any other	30	2.9
No religion	148	14.4
Missing	40	3.9

Table 2 Employment characteristics of participants (N=1027)

Variable	No.	Percentage
Employment status		
Directly employed by the school	700	68.2
Directly employed by the local authority	156	15.2
Agency teacher	79	7.7
Self employed	5	0.5
Retired	7	0.7
Missing	80	7.8
Types of employment contract		
Permanent	790	76.9
Fixed term	65	6.3
Temporary	57	5.6
Zero hours	35	3.4
Missing	80	7.8
Types of school (Age)		
Early years/nursery	15	1.5
Primary	363	35.4
Secondary	524	51.0
Post 16/further education	45	4.4
Pupil referral unit	20	2.0
Special	25	2.4
Missing	35	3.4
Types of school (Funding)		
Local authority maintained	578	56.3
Academy	339	33.0
Independent school	23	2.2
Free school	18	1.8
Missing	69	6.7
NUT region		
Northern	13	1.3
North West	78	7.6
Yorkshire/Midland	191	18.6
Eastern	47	4.6
Midlands	10	1.0
London	475	46.3
South East	148	14.4
South West	32	3.1
Wales/Cymru	6	0.6
Missing	27	2.6

Table 2 Employment characteristics of participants (N=1027) (*continued*)

Variables	No.	Percentage
Are you a student teacher?		
Yes	78	7.6
No	930	90.6
Missing	19	1.9
Do you have early years teacher status?		
Yes	93	9.1
No	860	83.7
Missing	74	7.2
Do you have a teaching and learning responsibility point?		
Yes	354	34.5
No	608	59.2
Missing	65	6.3
Duration of being a teacher		
Under 1 year	112	10.9
1-3 years	127	12.4
3-5 years	106	10.3
5-10 years	223	21.7
Over 10 years	402	39.1
Missing	57	5.6
Annual salary		
£10,000-£20,000	73	7.1
£20,000-£30,000	268	26.1
£30,000-£40,000	291	28.3
£40,000-£50,000	202	19.7
Over £50,000	56	5.5
Missing	137	13.3
What pay scale are you on?		
Unqualified teacher scale (1-3)	26	2.5
Unqualified teacher scale (4-6)	19	1.9
Main pay scale (1-3)	231	22.5
Main pay scale (4-6)	202	19.7
Upper pay scale	345	33.6
Leading practitioner	6	0.6
Leadership group (1-10)	45	4.4
Leadership group (11-20)	26	2.5
Leadership group (21-30)	9	0.9
Leadership group (31-40)	2	0.2
Leadership group (41-43)	3	0.3
Other	50	4.9
Missing	63	6.1

Table 2 Employment characteristics of participants (N=1027) (*continued*)

Variable	No.	Percentage
Where are you conducting your training?		
At a teacher training institution	52	5.1
Via Teach First	4	0.4
Within a nominated school via School Direct	18	1.8
Missing	953	92.8
Place of initial teacher training		
At a teacher training institution	774	75.4
Via Teach First	25	2.4
Within a nominated school via School Direct	62	6.0
Other	42	4.1
Overseas	68	6.6
Missing	56	5.5
Point of entry into teaching		
Direct from teacher training institution	184	17.9
PGCE after university	487	47.4
Teaching assistant	38	3.7
School Direct	49	4.8
Change of career	143	13.9
Other	61	5.9
Missing	65	6.3
Did you hold other employment roles before becoming a teacher?		
Yes	586	57.1
No	371	36.1
Missing	70	6.8

Table 3 Socio-demographic characteristics of participants by ethnicity

Variables	Asian			Black		
	Indian	Pakistani	Other Asian	Black African	Black Caribbean	Other Black
Age group						
35 years or under	48.79	50	54.2	29.05	36.3	38
36-45 years	28.02	30.3	30.53	33.78	25.19	41
46-55 years	16.43	14.39	13.74	28.38	29.26	16
56 years or over	6.76	5.3	1.53	8.78	9.26	5
n	207	132	131	148	270	100
Gender						
Male	24.88	31.3	33.33	41.89	14.07	19
Female	75.12	68.7	66.67	58.11	85.93	81
n	205	131	129	148	270	100
Sexual orientation						
Heterosexual	92.65	95.45	93.85	96.58	94.44	87.13
Bisexual	2.94	0	0.77	0	0.74	3.96
Lesbian	0.49	0	0	0	0.74	1.98
Gay	0.98	1.52	3.08	0	1.48	2.97
Prefer not to disclose	2.94	3.03	2.31	3.42	2.59	3.96
n	204	132	130	146	270	101
Do you identify yourself as disabled?						
No	97.06	95.45	94.57	95.92	96.59	93.07
Yes	0.98	3.79	2.33	1.36	3.41	2.97
Prefer not to disclose	1.96	0.76	3.1	2.72	0	3.96
n	204	132	129	147	264	101
Religion						
Christian	7.88	1.5	16.79	81.38	81.15	58.51
Muslin	15.76	90.23	48.09	7.59	0.38	8.51
Hindu	32.51	0	4.58	0.69	0	1.06
Sikh	31.03	0	0.76	0	0	1.06
Any other	0.49	1.5	6.11	2.76	4.23	4.26
No religion	12.32	6.77	23.66	7.59	14.23	26.6
n	203	133	131	145	260	94
Types of school (Age)						
Early years/nursery	2.96	2.26	0	0.68	1.51	1.02
Primary	38.92	35.34	41.73	29.45	37.74	35.71
Secondary	52.22	55.64	46.46	60.96	51.32	51.02
Post 16/further education	4.43	3.01	4.72	4.11	5.28	5.1
Pupil referral unit	0.99	0	3.15	2.74	1.89	4.08
Special	0.49	3.76	3.94	2.05	2.26	3.06
n	203	133	127	146	265	98
Types of school (Funding)						
Academy	36.5	33.07	33.6	41.13	34.65	32.26
Free school	2.5	1.57	2.4	2.84	1.18	1.08

Table 3 Socio-demographic characteristics of participants by ethnicity (*continued*)

Variables	Asian			Black		
	Indian	Pakistani	Other Asian	Black African	Black Caribbean	Other Black
Age group						
Independent school	2	3.94	2.4	3.55	1.97	1.08
Local authority maintained	59	61.42	61.6	52.48	62.2	65.59
n	200	127	125	141	254	93
Are you a student teacher?						
No	91.3	90.23	89.06	93.24	95.9	92
Yes	8.7	9.77	10.94	6.76	4.1	8
n	207	133	128	148	268	100
Where are you conducting your training?						
At a teacher training institution	66.67	58.33	69.23	80	81.82	75
Via Teach First	11.11	0	7.69	0	0	12.5
Within a nominated school via School Direct	22.22	41.67	23.08	20	18.18	12.5
n	18	12	13	10	11	8
Place of initial teacher training						
At a teacher training institution	82.65	86.15	81.3	71.53	80.08	78.13
Via Teach First	3.06	2.31	3.25	2.08	1.15	4.17
Within a nominated school via School Direct	5.61	6.92	6.5	8.33	5.75	5.21
Other	3.57	3.08	1.63	6.25	6.13	4.17
Overseas	5.1	1.54	7.32	11.81	6.9	8.33
n	196	130	123	144	261	96
NUT region						
Northern	1.46	3.01	0.79	1.35	0	2.02
North West	6.8	21.8	7.87	2.7	5.62	4.04
Yorkshire/Midland	28.16	27.82	16.54	10.81	14.61	20.2
Eastern	2.43	3.76	5.51	6.76	6.74	1.01
Midlands	2.43	0.75	1.57	0	0.37	1.01
London	37.86	28.57	49.61	52.03	59.18	47.47
South East	16.99	12.03	14.17	18.24	11.61	20.2
South West	3.4	2.26	3.15	6.08	1.5	4.04
Wales/Cymru	0.49	0	0.79	2.03	0.37	0
n	206	133	127	148	267	99
Do you have early years teacher status?						
No	89.47	88.19	91.94	91.49	89.88	92.47
Yes	10.53	11.81	8.06	8.51	10.12	7.53
n	190	127	124	141	257	93
How long have you been a teacher?						
Under 1 year	15.82	16.15	10.48	10.49	7.69	11.46
Between 1 year and 3	14.29	13.85	19.35	11.19	10.38	9.38
Between 3 years and 5	9.69	10	10.48	12.59	10	16.67
Between 5 years and 1	23.98	17.69	29.84	24.48	21.92	21.88
10 years or more	36.22	42.31	29.84	41.26	50	40.63
n	196	130	124	143	260	96

Table 3 Socio-demographic characteristics of participants by ethnicity (*continued*)

Variables	Asian			Black		
	Indian	Pakistani	Other Asian	Black African	Black Caribbean	Other Black
Annual salary						
£10,000-£20,000	12.92	10.17	8.85	8.53	4.55	5.43
£20,000-£30,000	33.71	36.44	36.28	27.13	23.55	30.43
£30,000-£40,000	31.46	29.66	31.86	38.76	29.75	39.13
£40,000-£50,000	17.42	18.64	20.35	19.38	32.23	18.48
Over £50,000	4.49	5.08	2.65	6.2	9.92	6.52
n	178	118	113	129	242	92
Point of entry into teaching						
Direct from teacher training institution	18.37	15.75	10.66	15.71	25	26.04
PGCE after university	51.53	58.27	59.84	56.43	42.69	40.63
Teaching assistant	4.08	3.94	5.74	3.57	3.08	3.13
School Direct	6.12	3.94	4.92	4.29	4.62	7.29
Change of career	13.27	15.75	12.3	12.14	19.23	12.5
Other	6.63	2.36	6.56	7.86	5.38	10.42
n	196	127	122	140	260	96
Employment status						
Agency teacher	7.85	11.48	5.83	13.24	7.42	5.49
By local authority	20.42	18.03	15	14.71	13.67	21.98
By school	71.73	70.49	79.17	72.06	78.91	72.53
n	191	122	120	136	256	91
Types of employment contracts						
Permanent	79.27	79.2	85.25	83.94	88.33	83.16
Fixed term	9.33	7.2	6.56	6.57	4.28	6.32
Temporary	8.29	6.4	4.92	5.11	4.67	7.37
Zero hours	3.11	7.2	3.28	4.38	2.72	3.16
n	193	125	122	137	257	95
Percentage of the staff body at your school is Black						
< 5%	50.6	46.3	46.79	55.46	46.61	48.81
5-10%	16.67	23.15	22.94	18.49	19.49	17.86
10-20%	14.29	12.96	8.26	11.76	11.02	13.1
20-40%	10.12	11.11	13.76	8.4	11.86	11.9
>40%	8.33	6.48	8.26	5.88	11.02	8.33
n	168	108	109	119	236	84
Percentage of the pupil body at your school is Black						
<5%	26.99	28.57	21.5	28.93	16.6	20.99
5-10%	11.04	9.52	14.02	13.22	12.34	13.58
10-20%	15.34	6.67	12.15	12.4	14.04	14.81
20-40%	12.88	16.19	14.02	13.22	14.47	8.64
40-60%	11.66	7.62	12.15	8.26	12.77	19.75
60-80%	9.82	8.57	11.21	12.4	14.89	6.17
>80%	12.27	22.86	14.95	11.57	14.89	16.05
n	163	105	107	121	235	81

PGCE = Postgraduate Certificate in Education

NUT = National Union of Teachers