

Annex C

Questionnaire Content

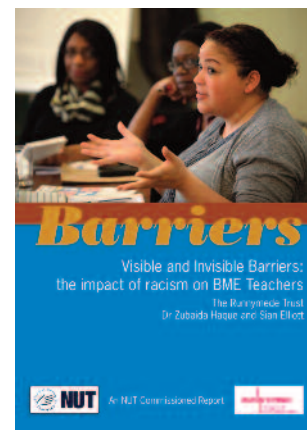


Table 4 Comparison of experiences at workplace as a teacher of Black, Asian and minority groups between primary school and secondary school

School types	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		χ^2 , df	p-value
Overall I enjoy working in the teaching profession ^a						4.94, df=2	0.009
Primary	344	13.08	13.95	72.97			
Secondary	494	17.21	17	65.79			
My managers value my contribution & recognise my strengths ^a						6.65, df=2	0.04
Primary	345	27.25	23.19	49.57			
Secondary	496	35.69	20.16	44.15			
The appraisal system is supportive rather than punitive ^a						8.01, df=2	0.02
Primary	342	40.35	29.82	29.82			
Secondary	493	49.70	27.38	22.92			
I would tell my friends and family that my school/college is a good place to work ^a						10.53, df=2	0.005
Primary	345	32.75	25.22	42.03			
Secondary	494	43.32	23.68	33			
I feel I can be myself at work ^a						11.06, df=2	0.004
Primary	344	27.03	20.64	52.33			
Secondary	496	36.69	21.77	41.53			
I feel included by my teacher colleagues ^a						13.38, df=2	0.001
Primary	345	16.81	17.10	66.09			
Secondary	496	21.37	25	53.63			
My line manager supports me in my career development and progression ^a						5.38, df=2	0.07
Primary	344	27.62	30.23	42.15			
Secondary	496	34.88	25.40	39.72			
My total working hours are acceptable ^a						2.28, df=2	0.32
Primary	341	67.45	14.66	17.89			
Secondary	487	63.66	14.17	22.18			
The balance between my home and work life is about right ^a						0.48, df=2	0.79
Primary	340	71.47	13.53	15			
Secondary	487	72.48	14.17	13.35			
In the last 12 months I have considered leaving my school because of workload ^a						1.83, df=2	0.4
Primary	338	20.71	17.16	62.13			
Secondary	487	23	13.96	63.04			

Table 4 Comparison of experiences at workplace as a teacher of Black, Asian and minority groups between primary school and secondary school (*continued*)

School types	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		χ^2 , df	p-value
In the last 12 months I have considered leaving the teaching profession because of workload ^a						1.56, df=2	0.46
Primary	340	19.71	12.35	67.94			
Secondary	487	19.51	15.40	65.09			
The school I work in is an inclusive welcoming environment for staff of all ethnic backgrounds ^a						14.64, df=2	0.001
Primary	302	23.51	18.54	57.95			
Secondary	442	31.45	24.89	43.67			
The school I work in is an inclusive welcoming environment for students of all ethnic backgrounds ^a						12.46, df=2	0.002
Primary	298	64.43	4.36	31.21			
Secondary	433	51.27	6.24	42.49			
How comfortable do staff seem to be when talking about race or racism at your school? ^b						0.63, df=2	0.86
Primary	263	30.04	41.06	28.90			
Secondary	403	28.54	44.17	27.30			
How proactive your school is in identifying and responding to racism affecting pupils in your school? ^c						3.83, df=3	0.28
Primary	269	7.81	34.20	31.97	26.02		
Secondary	403	12.41	31.02	31.76	24.81		

Data expressed as percentage unless otherwise noted.

^a Five-point Likert scale (1-strongly disagree, 2-disagree, 3-neither agree nor disagree, 4-agree, 5-strongly agree) were collapsed into three-point: 1-disagree (strongly disagree + disagree), 2-neither agree nor disagree, 3-agree (strongly agree + agree).

^b Five-point Likert scale (1-not very comfortable, 2-a little comfortable, 3-somewhat comfortable, 4-very comfortable, 5-extremely comfortable) were collapsed into three-point: 1-not very comfortable, 2-comfortable (a little comfortable + somewhat comfortable), 3-very comfortable (very comfortable + extremely comfortable).

^c Four-point Likert scale: 1-not at all, 2-a little, 3-somewhat, 4-very much.

Table 5 Experiences at workplace as a teacher of Black, Asian and minority groups across schools with different percentages of Black staff

Percentages of Black staff	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		χ^2 , df	p-value
Overall I enjoy working in the teaching profession ^a						13.73, df=8	0.09
<5%	408	19.12	18.14	62.75			
5-10%	165	13.33	12.73	73.94			
10-20%	100	15	15	70			
20-40%	92	8.7	13.04	78.26			
>40%	72	15.28	19.44	65.28			
My managers value my contribution & recognise my strengths ^a						11.78, df=8	0.16
<5%	409	34.47	24.69	40.83			
5-10%	166	34.34	21.69	43.98			
10-20%	101	31.68	21.78	46.53			
20-40%	93	26.88	13.98	59.14			
>40%	72	31.94	19.44	48.61			
The appraisal system is supportive rather than punitive ^a						7.92, df=8	0.44
<5%	408	47.55	29.66	22.79			
5-10%	166	49.4	22.29	28.31			
10-20%	101	43.56	33.66	22.77			
20-40%	91	43.96	29.67	26.37			
>40%	72	40.28	27.78	31.94			
I would tell my friends and family that my school/college is a good place to work ^a						12.45, df=8	0.13
<5%	408	41.67	25	33.33			
5-10%	166	39.76	24.1	36.14			
10-20%	100	40	15	45			
20-40%	92	31.52	22.83	45.65			
>40%	72	43.06	27.78	29.17			
I feel I can be myself at work ^a						13.02, df=8	0.11
<5%	408	37.5	20.83	41.67			
5-10%	166	30.12	21.69	48.19			
10-20%	101	31.68	19.8	48.51			
20-40%	93	23.66	16.13	60.22			
>40%	71	32.39	16.9	50.7			
I feel included by my teacher colleagues ^a						16.83, df=8	0.03
<5%	409	23.72	20.78	55.5			
5-10%	165	18.18	19.39	62.42			
10-20%	101	14.85	24.75	60.4			
20-40%	93	8.6	21.51	69.89			
>40%	72	15.28	16.67	68.06			
My line manager supports me in my career development and progression ^a						10.85, df=8	0.21
<5%	409	36.92	26.65	36.43			
5-10%	166	33.13	24.7	42.17			
10-20%	101	24.75	32.67	42.57			
20-40%	93	27.96	23.66	48.39			
>40%	72	29.17	25	45.83			

Table 5 (continued)

Percentages of Black staff	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		χ^2 , df	p-value
My total working hours are acceptable^a						4.25, df=8	0.83
<5%	409	65.28	12.96	21.76			
5-10%	166	66.87	12.65	20.48			
10-20%	101	58.42	14.85	26.73			
20-40%	93	64.52	16.13	19.35			
>40%	72	62.5	18.06	19.44			
The balance between my home and work life is about right^a						3.30, df=8	0.91
<5%	409	71.39	14.18	14.43			
5-10%	166	74.1	15.06	10.84			
10-20%	101	68.32	15.84	15.84			
20-40%	93	70.97	12.9	16.13			
>40%	71	66.2	16.9	16.9			
In the last 12 months I have considered leaving my school because of workload^a						5.97, df=8	0.65
<5%	407	22.11	15.23	62.65			
5-10%	166	19.28	13.86	66.87			
10-20%	100	29	16	55			
20-40%	93	24.73	10.75	64.52			
>40%	72	19.44	15.28	65.28			
In the last 12 months I have considered leaving the teaching profession because of workload^a						10.03, df=8	0.26
<5%	407	20.88	12.29	66.83			
5-10%	166	15.66	14.46	69.88			
10-20%	101	28.71	15.84	55.45			
20-40%	93	25.81	9.68	64.52			
>40%	72	20.83	12.5	66.67			
The school I work is an inclusive welcoming environment for staff of all ethnic backgrounds^a						29.63, df=8	<0.001
<5%	396	32.83	26.01	41.16			
5-10%	162	28.4	19.14	52.47			
10-20%	99	21.21	22.22	56.57			
20-40%	91	21.98	16.48	61.54			
>40%	69	18.84	13.04	68.12			
How comfortable do staff seem to be when talking about race or racism at your school^b						10.87, df=8	0.21
<5%	353	33.43	39.94	26.63			
5-10%	150	28	42.67	29.33			
10-20%	95	24.21	52.63	23.16			
20-40%	83	21.69	45.78	32.53			
>40%	62	22.58	50	27.42			
How proactive your school is in identifying and responding to racism affecting pupils in your school^b						21.29, df=8	0.046
<5%	349	13.47	30.95	34.38	21.2		
5-10%	151	7.28	36.42	33.11	23.18		
10-20%	94	9.57	28.72	34.04	27.66		
20-40%	83	4.82	25.3	33.73	36.14		
>40%	61	11.48	37.7	19.67	31.15		

Data expressed as percentage unless otherwise noted.

^a Five-point Likert scale (1-strongly disagree, 2-disagree, 3-neither agree nor disagree, 4-agree, 5-strongly agree) were collapsed into three-point: 1-disagree (strongly disagree + disagree), 2-neither agree nor disagree, 3-agree (strongly agree + agree).

^b Five-point Likert scale (1-not very comfortable, 2-a little comfortable, 3-somewhat comfortable, 4-very comfortable, 5-extremely comfortable) were collapsed into three-point: 1-not very comfortable, 2-comfortable (a little comfortable + somewhat comfortable), 3-very comfortable (very comfortable + extremely comfortable).

^c Four-point Likert scale: 1-not at all, 2-a little, 3-somewhat, 4-very much.

Table 6 Experiences at workplace as a teacher of Black, Asian and minority groups across schools with different percentages of Black pupils

Percentages of Black pupils	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		χ^2 , df	p-value
Overall I enjoy working in the teaching profession ^a						7.42, df=12	0.83
<5%	191	17.8	16.75	65.45			
5-10%	100	17	20	63			
10-20%	105	14.29	19.05	66.67			
20-40%	112	18.75	16.07	65.18			
40-60%	99	15.15	17.17	67.68			
60-80%	95	14.74	9.47	75.79			
>80%	123	14.63	14.63	70.73			
My managers value my contribution & recognise my strengths ^a						8.00, df=12	0.79
<5%	192	33.33	23.96	42.71			
5-10%	100	32	28	40			
10-20%	106	26.42	23.58	50			
20-40%	112	35.71	19.64	44.64			
40-60%	99	34.34	21.21	44.44			
60-80%	96	30.21	17.71	52.08			
>80%	124	35.48	20.16	44.35			
The appraisal system is supportive rather than punitive ^a						9.05, df=12	0.7
<5%	191	46.07	29.32	24.61			
5-10%	100	46	31	23			
10-20%	106	36.79	32.08	31.13			
20-40%	112	52.68	25.89	21.43			
40-60%	97	48.45	23.71	27.84			
60-80%	96	44.79	32.29	22.92			
>80%	124	49.19	25	25.81			
I would tell my friends and family that my school/college is a good place to work ^a						5.01, df=12	0.96
<5%	192	40.1	23.96	35.94			
5-10%	99	42.42	23.23	34.34			
10-20%	106	37.74	25.47	36.79			
20-40%	111	38.74	21.62	39.64			
40-60%	99	40.4	22.22	37.37			
60-80%	96	33.33	27.08	39.58			
>80%	123	45.53	23.58	30.89			
I feel I can be myself at work ^a						6.80, df=12	0.87
<5%	192	36.98	22.4	40.63			
5-10%	100	30	21	49			
10-20%	105	33.33	22.86	43.81			
20-40%	112	34.82	17.86	47.32			
40-60%	99	32.32	19.19	48.48			
60-80%	96	30.21	16.67	53.13			
>80%	123	30.08	19.51	50.41			

Table 6 Experiences at workplace as a teacher of Black, Asian and minority groups across schools with different percentages of Black pupils (*continued*)

Percentages of Black pupils	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		χ^2 , df	p-value
I feel included by my teacher colleagues ^a						7.33, df=12	0.835
<5%	192	18.23	23.96	57.81			
5-10%	100	19	21	60			
10-20%	106	22.64	19.81	57.55			
20-40%	112	20.54	21.43	58.04			
40-60%	98	14.29	24.49	61.22			
60-80%	96	14.58	16.67	68.75			
>80%	124	20.97	19.35	59.68			
My line manager supports me in my career development and progression ^a						8.52, df=12	0.74
<5%	192	34.38	25.52	40.1			
5-10%	100	33	30	37			
10-20%	106	27.36	30.19	42.45			
20-40%	112	33.93	26.79	39.29			
40-60%	99	42.42	21.21	36.36			
60-80%	96	29.17	26.04	44.79			
>80%	124	30.65	30.65	38.71			
My total working hours are acceptable ^a						16.02, df=12	0.19
<5%	192	64.58	12.5	22.92			
5-10%	100	66	18	16			
10-20%	106	60.38	9.43	30.19			
20-40%	112	67.86	14.29	17.86			
40-60%	99	56.57	20.2	23.23			
60-80%	96	64.58	11.46	23.96			
>80%	124	70.16	12.9	16.94			
The balance between my home and work life is about right ^a						9.40, df=12	0.67
<5%	192	69.79	16.15	14.06			
5-10%	100	69	18	13			
10-20%	106	67.92	15.09	16.98			
20-40%	111	74.77	10.81	14.41			
40-60%	99	77.78	12.12	10.1			
60-80%	96	63.54	17.71	18.75			
>80%	124	74.19	11.29	14.52			
In the last 12 months I have considered leaving my school because of workload ^a						15.81, df=12	0.2
<5%	191	27.23	15.71	57.07			
5-10%	100	19	18	63			
10-20%	106	27.36	11.32	61.32			
20-40%	112	16.07	14.29	69.64			
40-60%	98	19.39	16.33	64.29			
60-80%	96	29.17	10.42	60.42			
>80%	123	16.26	15.45	68.29			

Table 6 Experiences at workplace as a teacher of Black, Asian and minority groups across schools with different percentages of Black pupils (*continued*)

Percentages of Black pupils	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		χ^2 , df	p-value
In the last 12 months I have considered leaving the teaching profession because of workload^a						8.14, df=12	0.77
<5%	191	23.56	15.18	61.26			
5-10%	100	18	15	67			
10-20%	106	24.53	15.09	60.38			
20-40%	112	21.43	9.82	68.75			
40-60%	98	17.35	11.22	71.43			
60-80%	96	20.83	10.42	68.75			
>80%	124	17.74	12.1	70.16			
The school I work is an inclusive welcoming environment for staff of all ethnic backgrounds^a						7.25, df=12	0.84
<5%	185	29.19	23.24	47.57			
5-10%	99	33.33	23.23	43.43			
10-20%	102	22.55	26.47	50.98			
20-40%	111	25.23	20.72	54.05			
40-60%	96	27.08	21.88	51.04			
60-80%	91	28.57	17.58	53.85			
>80%	120	31.67	19.17	49.17			
The school I work is an inclusive welcoming environment for students of all ethnic backgrounds^a						21.15, df=12	0.048
<5%	178	46.63	6.74	46.63			
5-10%	98	46.94	5.1	47.96			
10-20%	104	55.77	6.73	37.5			
20-40%	109	64.22	3.67	32.11			
40-60%	92	66.3	2.17	31.52			
60-80%	93	62.37	5.38	32.26			
>80%	121	59.5	6.61	33.88			
How comfortable do staff seem to be when talking about race or racism at your school?^b						9.27, df=12	0.68
<5%	173	29.48	44.51	26.01			
5-10%	86	26.74	44.19	29.07			
10-20%	94	29.79	44.68	25.53			
20-40%	100	26	40	34			
40-60%	86	28	35	23			
60-80%	83	28.92	39.76	31.33			
>80%	111	30.63	51.35	18.02			
How proactive your school is in identifying and responding to racism affecting pupils in your school?^c						22.15, df=18	0.225
<5%	166	10.84	34.94	33.73	20.48		
5-10%	88	4.55	29.55	40.91	25		
10-20%	95	5.26	34.74	34.74	25.26		
20-40%	102	9.8	31.37	31.37	27.45		
40-60%	82	8.54	29.27	29.27	32.93		
60-80%	85	17.65	34.12	27.06	21.18		
>80%	111	15.32	27.03	30.63	27.03		

Data expressed as percentage unless otherwise noted.

^a Five-point Likert scale (1-strongly disagree, 2-disagree, 3-neither agree nor disagree, 4-agree, 5-strongly agree) were collapsed into three-point: 1-disagree (strongly disagree + disagree), 2-neither agree nor disagree, 3-agree (strongly agree + agree).

^b Five-point Likert scale (1-not very comfortable, 2-a little comfortable, 3-somewhat comfortable, 4-very comfortable, 5-extremely comfortable) were collapsed into three-point: 1-not very comfortable, 2-comfortable (a little comfortable + somewhat comfortable), 3-very comfortable (very comfortable + extremely comfortable).

^c Four-point Likert scale: 1-not at all, 2-a little, 3-somewhat, 4-very much.

Table 7 Gender profile of experiences at workplace as a teacher of Black, Asian and minority groups

Gender	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		χ^2 , df	p-value
Overall I enjoy working in the teaching profession ^a						7.83, df=2	0.02
Male	240	20	18.75	61.25			
Female	698	14.47	14.61	70.92			
My managers value my contribution & recognise my strengths ^a						1.80, df=2	0.41
Male	240	33.33	24.58	42.08			
Female	702	31.05	21.94	47.01			
The appraisal system is supportive rather than punitive ^a						1.26, df=2	0.53
Male	235	47.23	27.23	25.53			
Female	700	43.29	30.43	26.29			
I would tell my friends and family that my school/college is a good place to work ^a						3.66, df=2	0.16
Male	239	39.33	27.62	33.05			
Female	700	37.29	23.14	39.57			
I feel I can be myself at work ^a						10.28, df=2	0.006
Male	240	38.75	22.5	38.75			
Female	700	29.29	20.57	50.14			
I feel included by my teacher colleagues ^a						1.15, df=2	0.56
Male	239	17.99	24.27	57.74			
Female	701	18.4	20.97	60.63			
My line manager supports me in my career development and progression ^a						2.68, df=2	0.26
Male	240	35	24.58	40.42			
Female	701	29.67	28.39	41.94			
My total working hours are acceptable ^a						2.72, df=2	0.26
Male	235	60	13.19	26.81			
Female	692	63.29	15.03	21.68			
The balance between my home and work life is about right ^a						2.61, df=2	0.27
Male	235	65.96	17.45	16.6			
Female	691	71.06	13.6	15.34			
In the last 12 months I have considered leaving my school because of workload ^a						0.02, df=2	0.99
Male	235	22.98	15.32	61.7			
Female	687	22.56	15.43	62.01			
In the last 12 months I have considered leaving the teaching profession because of workload ^a						2.05, df=2	0.36
Male	235	24.26	13.19	62.55			
Female	690	19.86	14.06	66.09			

Table 7 Gender profile of experiences at workplace as a teacher of Black, Asian and minority groups (*continued*)

Gender	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		χ^2 , df	p-value
The school I work is an inclusive welcoming environment for staff of all ethnic backgrounds^a						19.90, df=2	<0.001
Male	218	37.16	25.69	37.16			
Female	619	24.56	21.32	54.12			
The school I work is an inclusive welcoming environment for students of all ethnic backgrounds^a						14.72, df=2	0.001
Male	217	46.08	5.07	48.85			
Female	604	60.43	5.3	34.27			
How comfortable do staff seem to be when talking about race or racism at your school?^b						1.81, df=2	0.41
Male	208	31.73	43.27	25			
Female	548	27.37	43.8	28.83			
How proactive your school is in identifying and responding to racism affecting pupils in your school?^c						2.04, df=3	0.56
Male	212	11.79	29.72	34.91	23.58		
Female	543	9.94	33.33	31.12	25.6		

Data expressed as percentage unless otherwise noted.

^a Five-point Likert scale (1-strongly disagree, 2-disagree, 3-neither agree nor disagree, 4-agree, 5-strongly agree) were collapsed into three-point: 1-disagree (strongly disagree + disagree), 2-neither agree nor disagree, 3-agree (strongly agree + agree).

^b Five-point Likert scale (1-not very comfortable, 2-a little comfortable, 3-somewhat comfortable, 4-very comfortable, 5-extremely comfortable) were collapsed into three-point: 1-not very comfortable, 2-comfortable (a little comfortable + somewhat comfortable), 3-very comfortable (very comfortable + extremely comfortable).

^c Four-point Likert scale: 1-not at all, 2-a little, 3-somewhat, 4-very much.

Table 8 Age profile of experiences at workplace as a teacher of Black, Asian and minority groups

Gender	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		χ^2 , df	p-value
Overall I enjoy working in the teaching profession ^a						18.16, df=6	0.006
< 35 years	393	11.45	13.23	75.32			
36-45 years	284	20.07	17.61	62.32			
46-55 years	203	18.72	15.76	65.52			
> 56 years	62	12.9	22.58	64.52			
My managers value my contribution & recognise my strengths ^a						28.55, df=6	<0.001
< 35 years	396	27.53	18.94	53.54			
36-45 years	284	35.21	21.48	43.31			
46-55 years	204	36.76	25.98	37.25			
> 56 years	62	22.58	40.32	37.1			
The appraisal system is supportive rather than punitive ^a						25.85, df=6	<0.001
< 35 years	394	36.04	31.73	32.23			
36-45 years	282	49.29	26.6	24.11			
46-55 years	202	49.5	28.71	21.78			
> 56 years	61	59.02	29.51	11.48			
I would tell my friends and family that my school/college is a good place to work ^a						16.80, df=6	0.01
< 35 years	394	34.52	22.34	43.15			
36-45 years	283	39.58	21.91	38.52			
46-55 years	204	43.14	27.94	28.92			
> 56 years	62	30.65	35.48	33.87			
I feel I can be myself at work ^a						27.25, df=6	<0.001
< 35 years	395	25.06	18.48	56.46			
36-45 years	284	35.56	20.42	44.01			
46-55 years	203	38.42	25.62	35.96			
> 56 years	62	32.26	25.81	41.94			
I feel included by my teacher colleagues ^a						27.48, df=6	<0.001
< 35 years	396	15.4	15.66	68.94			
36-45 years	284	19.01	23.59	57.39			
46-55 years	203	22.66	29.06	48.28			
> 56 years	61	19.67	26.23	54.1			
My line manager supports me in my career development and progression ^a						42.97, df=6	<0.001
< 35 years	396	24.49	22.98	52.53			
36-45 years	284	34.15	26.76	39.08			
46-55 years	204	37.75	32.35	29.9			
> 56 years	61	34.43	42.62	22.95			
My total working hours are acceptable ^a						2.49, df=6	0.87
< 35 years	390	60.51	14.87	24.62			
36-45 years	278	63.67	13.67	22.66			
46-55 years	202	64.36	14.36	21.29			
> 56 years	61	63.93	18.03	18.03			

Table 8 Age profile of experiences at workplace as a teacher of Black, Asian and minority groups (*continue*)

Gender	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		χ^2 , df	p-value
The balance between my home and work life is about right ^a						3.97, df=6	0.68
< 35 years	390	68.46	13.85	17.69			
36-45 years	277	69.31	14.8	15.88			
46-55 years	202	71.78	16.34	11.88			
> 56 years	61	72.13	14.75	13.11			
In the last 12 months I have considered leaving my school because of workload ^a						5.16, df=6	0.52
< 35 years	388	25.26	14.43	60.31			
36-45 years	278	23.74	14.75	61.51			
46-55 years	201	18.41	17.41	64.18			
> 56 years	59	16.95	16.95	66.1			
In the last 12 months I have considered leaving the teaching profession because of workload ^a						1.71, df=6	0.94
< 35 years	390	22.56	13.85	63.59			
36-45 years	278	20.14	12.95	66.91			
46-55 years	201	19.4	13.93	66.67			
> 56 years	60	20	16.67	63.33			
The school I work is an inclusive welcoming environment for staff of all ethnic backgrounds ^a						23.82, df=6	0.001
< 35 years	349	22.06	19.2	58.74			
36-45 years	250	30	22	48			
46-55 years	191	32.46	26.18	41.36			
> 56 years	50	36	32	32			
The school I work is an inclusive welcoming environment for students of all ethnic backgrounds ^a						13.45, df=6	0.04
< 35 years	343	63.85	4.08	32.07			
36-45 years	247	53.44	5.26	41.3			
46-55 years	185	51.35	6.49	42.16			
> 56 years	49	44.9	6.12	48.98			
How comfortable do staff seem to be when talking about race or racism at your school? ^b						22.90, df=6	0.001
< 35 years	309	22.65	41.42	35.92			
36-45 years	232	29.74	45.69	24.57			
46-55 years	173	36.42	42.77	20.81			
> 56 years	45	35.56	48.89	15.56			
How proactive your school is in identifying and responding to racism affecting pupils in your school? ^c						6.96, df=9	0.64
< 35 years	307	10.75	34.2	28.01	27.04		
36-45 years	225	10.22	28.44	36	25.33		
46-55 years	175	10.29	34.86	32.57	22.29		
> 56 years	50	8	30	40	22		

Data expressed as percentage unless otherwise noted.

^a Five-point Likert scale (1-strongly disagree, 2-disagree, 3-neither agree nor disagree, 4-agree, 5-strongly agree) were collapsed into three-point: 1-disagree (strongly disagree + disagree), 2-neither agree nor disagree, 3-agree (strongly agree + agree).

^b Five-point Likert scale (1-not very comfortable, 2-a little comfortable, 3-somewhat comfortable, 4-very comfortable, 5-extremely comfortable) were collapsed into three-point: 1-not very comfortable, 2-comfortable (a little comfortable + somewhat comfortable), 3-very comfortable (very comfortable + extremely comfortable).

^c Four-point Likert scale: 1-not at all, 2-a little, 3-somewhat, 4-very much.