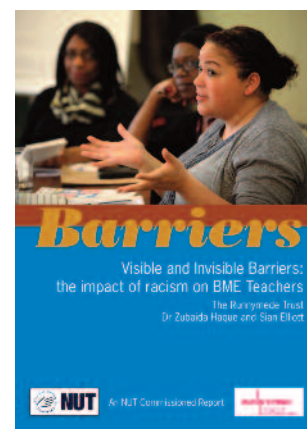


# Annex D

## Questionnaire Content



**Table 9** Ethnicity profile of experiences at workplace as a teacher of Black, Asian and minority groups

Ethnicity	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		$\chi^2$ , df	p-value
<b>Overall I enjoy working in the teaching profession <sup>a</sup></b>						3.86, df=10	0.95
Indian	192	18.23	16.67	65.1			
Pakistani	124	13.71	16.94	69.35			
Other Asian	122	16.39	13.93	69.67			
African	136	13.24	13.24	73.53			
Caribbean	256	16.02	16.8	67.19			
Other Black	95	15.79	14.74	69.47			
<b>My managers value my contribution &amp; recognise my strengths <sup>a</sup></b>						6.51, df=10	0.77
Indian	193	31.09	18.65	50.26			
Pakistani	125	31.2	24	44.8			
Other Asian	122	29.51	28.69	41.8			
African	136	31.62	25	43.38			
Caribbean	259	33.2	22.78	44.02			
Other Black	95	32.63	18.95	48.42			
<b>The appraisal system is supportive rather than punitive <sup>a</sup></b>						8.25, df=10	0.6
Indian	191	42.41	32.46	25.13			
Pakistani	123	51.22	28.46	20.33			
Other Asian	121	48.76	25.62	25.62			
African	134	40.3	31.34	28.36			
Caribbean	259	42.86	31.27	25.87			
Other Black	95	46.32	23.16	30.53			
<b>I would tell my friends and family that my school/college is a good place to work <sup>a</sup></b>						13.12, df=10	0.22
Indian	191	34.55	25.13	40.31			
Pakistani	125	41.6	24	34.4			
Other Asian	122	34.43	29.51	36.07			
African	136	33.82	31.62	34.56			
Caribbean	258	40.31	22.09	37.6			
Other Black	95	42.11	14.74	43.16			

**Table 9** Ethnicity profile of experiences at workplace as a teacher of Black, Asian and minority groups (*continued*)

Ethnicity	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		$\chi^2$ , df	p-value
<b>I feel I can be myself at work <sup>a</sup></b>						9.66, df=10	0.47
Indian	193	27.98	24.35	47.67			
Pakistani	124	29.84	23.39	46.77			
Other Asian	121	31.4	22.31	46.28			
African	136	32.35	25.74	41.91			
Caribbean	259	33.2	17.37	49.42			
Other Black	95	37.89	14.74	47.37			
<b>I feel included by my teacher colleagues <sup>a</sup></b>						13.48, df=10	0.2
Indian	192	15.63	18.23	66.15			
Pakistani	125	20	25.6	54.4			
Other Asian	122	12.3	18.85	68.85			
African	135	20	25.19	54.81			
Caribbean	259	20.85	21.24	57.92			
Other Black	95	22.11	24.21	53.68			
<b>My line manager supports me in my career development and progression <sup>a</sup></b>						21.12, df=10	0.02
Indian	193	29.02	23.83	47.15			
Pakistani	125	40	24.8	35.2			
Other Asian	122	19.67	31.15	49.18			
African	136	37.5	24.26	38.24			
Caribbean	258	31.78	31.01	37.21			
Other Black	95	26.32	31.58	42.11			
<b>My total working hours are acceptable <sup>a</sup></b>						12.69, df=10	0.24
Indian	192	68.75	13.02	18.23			
Pakistani	122	60.66	12.3	27.05			
Other Asian	117	64.1	18.8	17.09			
African	134	55.22	14.93	29.85			
Caribbean	255	61.96	15.69	22.35			
Other Black	95	62.11	12.63	25.26			
<b>The balance between my home and work life is about right <sup>a</sup></b>						7.74, df=10	0.65
Indian	192	73.44	12.5	14.06			
Pakistani	122	68.03	17.21	14.75			
Other Asian	117	71.79	13.68	14.53			
African	134	61.19	19.4	19.4			
Caribbean	254	71.65	13.39	14.96			
Other Black	95	68.42	13.68	17.89			
<b>In the last 12 months I have considered leaving my school because of workload <sup>a</sup></b>						7.07, df=10	0.72
Indian	191	24.08	12.57	63.35			
Pakistani	122	17.21	17.21	65.57			
Other Asian	117	20.51	17.95	61.54			
African	133	27.07	16.54	56.39			
Caribbean	253	23.72	15.42	60.87			
Other Black	94	24.47	11.7	63.83			

**Table 9** Ethnicity profile of experiences at workplace as a teacher of Black, Asian and minority groups (*continued*)

Ethnicity	n	Disagree (%)	Neither disagree nor agree (%)	Agree (%)		$\chi^2$ , df	p-value
<b>In the last 12 months I have considered leaving the teaching profession because of workload <sup>a</sup></b>						7.69, df=10	0.66
Indian	191	21.99	10.99	67.02			
Pakistani	122	16.39	13.11	70.49			
Other Asian	117	17.95	17.95	64.1			
African	134	22.39	15.67	61.94			
Caribbean	255	23.14	14.9	61.96			
Other Black	94	22.34	10.64	67.02			
<b>The school I work is an inclusive welcoming environment for staff of all ethnic backgrounds <sup>a</sup></b>						17.82, df=10	0.06
Indian	169	20.71	24.26	55.03			
Pakistani	110	30	23.64	46.36			
Other Asian	109	22.94	20.18	56.88			
African	123	32.52	29.27	38.21			
Caribbean	233	30.47	21.03	48.5			
Other Black	83	30.12	14.46	55.42			
<b>The school I work is an inclusive welcoming environment for students of all ethnic backgrounds <sup>a</sup></b>						5.23, df=10	0.88
Indian	160	59.38	3.75	36.88			
Pakistani	109	55.96	4.59	39.45			
Other Asian	109	55.96	3.67	40.37			
African	118	53.39	5.08	41.53			
Caribbean	231	55.84	6.49	37.66			
Other Black	84	61.9	7.14	30.95			
<b>How comfortable do staff seem to be when talking about race or racism at your school? <sup>b</sup></b>						41.48, df=10	<0.001
Indian	155	20	41.29	38.71			
Pakistani	101	25.74	49.5	24.75			
Other Asian	105	17.14	41.9	40.95			
African	97	40.21	40.21	19.59			
Caribbean	214	35.05	45.33	19.63			
Other Black	75	34.67	44	21.33			
<b>How proactive your school is in identifying and responding to racism affecting pupils in your school? <sup>c</sup></b>						13.31, df=15	0.58
Indian	151	9.93	37.75	28.48	23.84		
Pakistani	106	8.49	28.3	31.13	32.08		
Other Asian	96	7.29	30.21	31.25	31.25		
African	103	11.65	28.16	37.86	22.33		
Caribbean	211	11.37	34.12	34.12	20.38		
Other Black	76	13.16	30.26	28.95	27.63		

Data expressed as percentage unless otherwise noted.

<sup>a</sup> 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).

<sup>b</sup> 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).

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