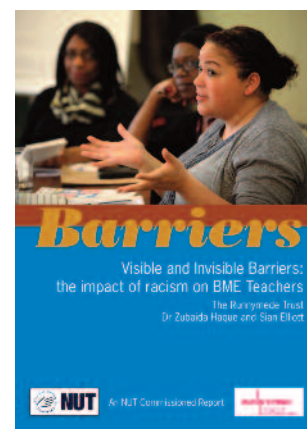


# Annex E

## Questionnaire Content



**Table 10** Gender profile of career progression among teachers of Black, Asian and minority groups

Career progression	Male (%)	Female (%)	$\chi^2$ , df	p-value
<b>In your teaching career, how many times have you applied for promotion?</b>			20.96, df=3	<0.001
0	22.98	37.48		
1-3 times	48.94	44.72		
4-6 times	19.15	12.74		
7 times or more	8.94	5.07		
n	235	691		
<b>How many times have you been successful in your application for promotion?</b>			1.94, df=3	0.58
Never	46.38	48.77		
Some of the time	30.21	26.63		
Most of the time	14.04	13.02		
Every time I have applied	9.36	11.58		
n	235	691		
<b>How well has your career progression to date met your expectations?</b>			5.36, df=3	0.15
Not at all	39.09	37.08		
A little	21.40	16.10		
Somewhat	28.81	33.09		
Extremely well	10.70	13.74		
n	243	677		
<b>On the occasions when you sought promotion, how many times did you feel your application was treated fairly?</b>			8.31, df=3	0.04
Never	18.78	15.67		
Some of the time	49.17	40.32		
Most of the time	17.13	20.51		
Every time I have applied	14.92	23.50		
n	181	434		
<b>In my career I have been encouraged to gain the skills needed for more senior roles <sup>a</sup></b>			1.18, df=2	0.56
Disagree	51.13	48.63		
Neither agree nor disagree	22.17	25.85		
Agree	26.70	25.53		
n	221	619		

**Table 10** Gender profile of career progression among teachers of Black, Asian and minority groups (*continued*)

Career progression	Male (%)	Female (%)	$\chi^2$ , <i>df</i>	<i>p</i> -value
<b>I feel I have to leave my current school/college to progress in my career <sup>a</sup></b>			10.20, <i>df</i> =2	0.006
Disagree	15.96	21.94		
Neither agree nor disagree	18.31	25.00		
Agree	65.73	53.06		
<i>n</i>	213	588		
<b>Managers in my school/college treat all teachers equally when it comes to opportunities for career progression <sup>a</sup></b>			8.83, <i>df</i> =2	0.01
Disagree	64.11	54.17		
Neither agree nor disagree	15.31	24.67		
Agree	20.57	21.17		
<i>n</i>	209	600		

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).

**Table 11** Age profile of career progression among teachers of Black, Asian and minority groups

Career progression	35 years or under	36-45 years	46-55 years	56 years or over	$\chi^2$ , df	p-value
<b>In your teaching career, how many times have you applied for promotion?</b>					135.31, df(9)	<0.001
0	50.52	24.10	22.77	12.90		
1-3 times	42.27	49.64	48.02	41.94		
4-6 times	5.93	20.86	16.83	27.42		
7 times or more	1.29	5.40	12.38	17.74		
n	388	278	202	62		
<b>How many times have you been successful in your application for promotion?</b>					60.75, df=9	<0.001
Never	61.86	38.49	39.60	35.48		
Some of the time	17.27	31.29	36.63	43.55		
Most of the time	10.57	17.27	12.87	11.29		
Every time I have applied	10.31	12.95	10.89	9.68		
n	388	278	202	62		
<b>How well has your career progression to date met your expectations?</b>					20.78, df=9	0.014
Not at all	35.14	40.42	36.32	43.28		
A little	15.41	14.98	22.39	23.88		
Somewhat	32.16	32.40	33.83	23.88		
Extremely well	17.30	12.20	7.46	8.96		
n	370	287	201	67		
<b>On the occasions when you sought promotion, how many times did you feel your application was treated fairly?</b>					9.94, df=9	0.36
Never	16.41	14.76	17.20	22.64		
Some of the time	37.95	42.38	47.77	47.17		
Most of the time	21.54	18.57	19.11	16.98		
Every time I have applied	24.10	24.29	16.92	13.21		
n	195	210	157	53		
<b>In my career I have been encouraged to gain the skills needed for more senior roles <sup>a</sup></b>					16.75, df=6	0.01
Disagree	42.94	50.59	55.73	57.14		
Neither agree nor disagree	24.41	27.84	23.44	19.64		
Agree	32.65	21.57	20.83	23.21		
n	340	255	192	56		
<b>I feel I have to leave my current school/college to progress in my career <sup>a</sup></b>					22.79, df=6	0.001
Disagree	26.63	15.32	14.67	26.53		
Neither agree nor disagree	24.15	25.81	18.48	22.45		
Agree	49.23	58.87	66.85	51.02		
n	323	248	184	49		
<b>Managers in my school/college treat all teachers equally when it comes to opportunities for career progression <sup>a</sup></b>					17.35, df=6	0.008
Disagree	50.00	59.18	61.62	71.15		
Neither agree nor disagree	23.03	23.27	20.54	19.23		
Agree	26.97	17.55	17.84	9.62		
n	330	245	185	52		

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).

**Table 12** Ethnicity profile of career progression among teachers of Black, Asian and minority groups

Career progression	Asian			Black			$\chi^2$ , df	p-value
	Indian	Pakistani	Other Asian	Black African	Black Caribbean	Other Black		
<b>In your teaching career, how many times have you applied for promotion?</b>							30.70, df=15	0.01
0	37.50	38.21	44.83	32.09	27.45	31.91		
1-3 times	46.35	43.90	41.38	49.25	45.49	50.00		
4-6 times	9.90	14.63	12.93	9.70	19.61	10.64		
7 times or more	6.25	3.25	0.86	8.96	7.45	7.45		
n	192	123	116	134	255	94		
<b>How many times have you been successful in your application for promotion?</b>							31.35, df=15	0.008
Never	47.40	50.41	53.45	52.24	42.75	53.19		
Some of the time	28.13	36.59	25.86	26.87	19.22	14.89		
Most of the time	10.94	7.32	9.48	10.45	19.22	14.89		
Every time I have applied	13.54	5.69	11.21	10.45	10.98	15.96		
n	192	123	116	134	255	94		
<b>How well has your career progression to date met your expectations?</b>							16.72, df=15	0.34
Not at all	34.54	39.67	36.29	35.66	35.66	37.89		
A little	18.04	19.01	20.97	17.86	14.34	16.84		
Somewhat	34.02	33.06	29.84	25.00	35.25	29.47		
Extremely well	13.40	8.26	12.90	8.57	14.75	15.79		
n	194	121	124	140	244	95		
<b>On the occasions when you sought promotion, how many times did you feel your application was treated fairly?</b>							22.80, df=15	0.09
Never	13.11	18.42	12.31	22.22	17.30	17.19		
Some of the time	43.44	56.58	43.08	46.67	36.76	34.38		
Most of the time	20.49	14.47	15.38	17.78	22.70	23.44		
Every time I have applied	22.95	10.53	29.23	13.33	23.24	25.00		
n	122	76	65	90	185	64		
<b>In my career I have been encouraged to gain the skills needed for more senior roles <sup>a</sup></b>							6.61, df=10	0.76
Disagree	43.60	57.80	49.53	50.83	46.84	52.94		
Neither agree nor disagree	27.91	20.18	24.30	24.17	26.58	23.53		
Agree	28.49	22.02	26.17	25.00	26.58	23.53		
n	172	109	107	120	237	85		
<b>I feel I have to leave my current school/college to progress in my career <sup>a</sup></b>							7.87, df=10	0.64
Disagree	22.22	19.23	16.50	19.09	21.03	20.25		
Neither agree nor disagree	27.16	19.23	28.16	23.64	22.32	16.46		
Agree	50.62	61.54	55.34	57.27	56.65	63.29		
n	162	104	103	110	233	79		
<b>Managers in my school/college treat all teachers equally when it comes to opportunities for career progression <sup>a</sup></b>							6.66, df=10	0.76
Disagree	52.73	61.90	53.77	61.54	59.56	50.60		
Neither agree nor disagree	26.67	20.00	22.64	19.66	20.44	26.51		
Agree	20.61	18.10	23.58	18.80	20.00	22.89		
n	165	105	106	117	225	83		

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).

**Table 13** Gender profile of employment conditions among teachers of Black, Asian and minority groups

Employment conditions	Male	Female	$\chi^2$ , <i>df</i>	<i>p</i> -value
<b>Employment status</b>			0.73, <i>df</i> =2	0.69
Agency teacher	9.32	8.10		
Directly employed by local authority	15.25	17.22		
Directly employed by school	75.42	74.67		
n	236	691		
<b>Employment contract</b>			0.52, <i>df</i> =3	0.92
Permanent	83.47	83.53		
Fixed term	7.02	6.73		
Temporary	5.37	6.30		
Zero hours	4.13	3.44		
n	242	698		
<b>Annual salary</b>			4.08, <i>df</i> =4	0.40
£10,000-£20,000	5.73	9.01		
£20,000-£30,000	28.19	30.53		
£30,000-£40,000	36.12	31.45		
£40,000-£50,000	24.23	22.44		
>£50,000	5.73	6.56		
n	227	655		
<b>Do you have a teaching and learning responsibility point?</b>			0.18, <i>df</i> =1	0.67
Yes	35.92	37.43		
No	64.08	62.57		
n	245	708		

Data expressed as percentage unless otherwise noted.

**Table 14** Age profile of employment conditions among teachers of Black, Asian and minority groups

Employment conditions	Age groups				$\chi^2$ , df	p-value
	35 years or under	36-45 years	46-55 years	56 years or over		
<b>Employment status</b>					37.57, df=6	<0.001
Agency teacher	7.22	6.03	10.84	18.97		
Directly employed by local authority	10.05	19.86	22.66	24.14		
Directly employed by school	82.73	74.11	66.50	56.90		
n	388	282	203	58		
<b>Employment contract</b>					21.28, df=9	0.011
Permanent	81.47	88.30	83.41	74.60		
Fixed term	9.39	4.96	4.88	6.35		
Temporary	6.60	2.84	7.80	11.11		
Zero hours	2.54	3.90	3.90	7.94		
n	394	282	205	63		
<b>Annual salary</b>					143.93, df=12	<0.001
£10,000-£20,000	8.63	5.99	9.84	10.91		
£20,000-£30,000	49.06	20.60	12.95	9.09		
£30,000-£40,000	27.22	37.45	34.20	38.18		
£40,000-£50,000	13.75	25.47	35.23	27.27		
> £50,000	1.35	10.49	7.77	14.55		
n	371	267	193	55		
<b>Do you have a teaching and learning responsibility point?</b>					3.13, df=3	0.37
Yes	34.24	40.21	38.42	33.33		
No	65.76	59.79	61.58	66.67		
n	406	286	203	63		

Data expressed as percentage unless otherwise noted.

**Table 15** Ethnicity profile of employment conditions among teachers of Black, Asian and minority groups

Employment conditions	Asian			Black			$\chi^2$ , <i>df</i>	<i>p</i> -value
	Indian	Pakistani	Other Asian	Black African	Black Caribbean	Other Black		
<b>Employment status</b>							14.01, <i>df</i> =10	0.17
Agency teacher	7.85	11.48	5.83	13.24	7.42	5.49		
Employed by local authority	20.42	18.03	15.00	14.71	13.67	21.98		
Employed by school	71.73	70.49	79.17	72.06	78.91	72.53		
n	191	122	120	136	256	91		
<b>Employment contract</b>							14.18, <i>df</i> =15	0.51
Permanent	79.27	79.20	85.25	83.94	88.33	83.16		
Fixed term	9.33	7.20	6.56	6.57	4.28	6.32		
Temporary	8.29	6.40	4.92	5.11	4.67	7.37		
Zero hours	3.11	7.20	3.28	4.38	2.72	3.16		
n	193	125	122	137	257	95		
<b>Annual salary</b>							44.53, <i>df</i> =20	0.001
£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	18.38		
> £50,000	4.49	5.08	2.65	6.20	9.92	6.52		
n	178	118	113	129	242	92		
<b>Do you have a teaching and learning responsibility point?</b>							3.49, <i>df</i> =5	0.63
Yes	35.23	40.31	37.10	32.17	40.15	35.38		
No	64.77	59.69	62.90	67.83	59.85	64.52		
n	193	129	124	143	259	93		
<b>How long have you been a teacher?</b>							34.14, <i>df</i> =20	0.025
Under 1 year	15.82	16.15	10.48	10.49	7.69	11.46		
1-3 years	14.29	13.85	19.35	11.19	10.38	9.38		
3-5 years	9.69	10.00	10.48	12.59	10.00	16.67		
5-10 years	23.98	17.69	29.84	24.48	21.92	21.88		
Over 10 years	36.22	42.31	29.84	41.26	50.00	40.63		
n	196	130	124	143	260	96		

Data expressed as percentage unless otherwise noted.

**Table 16** Ethnicity profile of point of entry into teaching among teachers of Black, Asian and minority groups

Point of entry into teaching	Asian			Black		
	Indian	Pakistani	Other Asian	Black African	Black Caribbean	Other Black
Direct from teacher training institution	18.37	15.75	10.66	15.71	25.00	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	12.30	12.14	19.23	12.50
Other	6.63	2.36	6.56	7.86	5.38	10.42
n	196	127	122	140	240	96

PGCE, Postgraduate Certificate in Education

Data expressed percentage unless otherwise noted.

$\chi^2 = 38.53$ ,  $df = 25$ ,  $p\text{-value} = 0.04$