## Key Findings 2017-2021

<table>
<thead>
<tr>
<th>Category</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff who had experienced behavioural, psychological or physical symptoms due to their work</td>
<td>75%</td>
<td>76%</td>
<td>78%</td>
<td>74%</td>
<td>77%</td>
</tr>
<tr>
<td>Staff who describe themselves as stressed</td>
<td>66%</td>
<td>67%</td>
<td>72%</td>
<td>62%</td>
<td>72%</td>
</tr>
<tr>
<td>What staff thought their symptoms were a sign of</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anxiety</td>
<td>45%</td>
<td>43%</td>
<td>46%</td>
<td>44%</td>
<td>44%</td>
</tr>
<tr>
<td>Exhaustion</td>
<td>32%</td>
<td>30%</td>
<td>29%</td>
<td>21%</td>
<td>29%</td>
</tr>
<tr>
<td>Depression</td>
<td>32%</td>
<td>37%</td>
<td>35%</td>
<td>32%</td>
<td>28%</td>
</tr>
<tr>
<td>Staff who have considered leaving the sector over the past two years due to pressures on their mental health and wellbeing</td>
<td>56%</td>
<td>57%</td>
<td>57%</td>
<td>53%</td>
<td>54%</td>
</tr>
<tr>
<td>Staff who are aware their workplace has a health and wellbeing policy</td>
<td>38%</td>
<td>36%</td>
<td>44%</td>
<td>58%</td>
<td>52%</td>
</tr>
<tr>
<td>Staff who receive sufficient guidance about their health and wellbeing at work</td>
<td>25%</td>
<td>26%</td>
<td>31%</td>
<td>47%</td>
<td>39%</td>
</tr>
<tr>
<td>Staff who feel well supported by their organisation when experiencing mental health or wellbeing problems</td>
<td>36%</td>
<td>34%</td>
<td>41%</td>
<td>50%</td>
<td>44%</td>
</tr>
<tr>
<td>Who at work staff turn to first about problems at work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Their colleagues</td>
<td>27%</td>
<td>25%</td>
<td>25%</td>
<td>29%</td>
<td>31%</td>
</tr>
<tr>
<td>Line manager</td>
<td>8%</td>
<td>12%</td>
<td>10%</td>
<td>16%</td>
<td>18%</td>
</tr>
<tr>
<td>No one at work</td>
<td>24%</td>
<td>26%</td>
<td>27%</td>
<td>17%</td>
<td>15%</td>
</tr>
</tbody>
</table>
The Challenges in 2021

- 35% of staff work 51+ hours a week on average (66% of senior leaders)
  - Section 2, page 25

- 46% of staff always go into work when unwell (54% of senior leaders)
  - Section 2, page 25

- 72% of staff are stressed (84% of senior leaders, 69% of school teachers)
  - Section 2, page 26

- 42% of staff consider their organisation’s culture has a negative effect on their wellbeing
  - Section 2, page 28

- 44% of staff feel fully trusted by their line manager to carry out their job well (91% of those who feel distrusted feel it negatively impacts on their wellbeing)
  - Section 2, page 28

- 74% of teachers consider their Initial Teacher Training courses did not prepare them well to manage their own wellbeing
  - Section 2, page 30

- 65% of teachers consider their Initial Teacher Training courses did not prepare them well to manage their pupils'/students' wellbeing
  - Section 2, page 32

- 77% of teachers had a clear sense of purpose when they started working, for most this remains
  - Section 2, page 34

Sections and page numbers refer to full report.
Mental Health of Education staff

- 38% of staff have experienced a mental health issue in the past academic year
  - Section 3, page 41

- 77% of staff experienced symptoms due to their work (84% senior leaders, 77% school teachers)
  - Section 3, page 48

- 44% thought they could be signs of anxiety – higher than the national figure provided by the ONS (37%). Of this group 44% were diagnosed by their General Practitioner (GP)
  - Section 3, pages 46 and 47

- 28% thought they could be signs of depression – higher than this year’s figure provided by the ONS (21%). Of this group 54% were diagnosed by their General Practitioner (GP)
  - Section 3, pages 46 and 47

- 29% thought they could be signs of exhaustion (38% for senior leaders, 27% for school teachers)
  - Section 3, page 45

- 44% of education staff would turn to family and friends for support when experiencing problems at work
  - Section 3, page 51

- Staff wellbeing score, lower than the national population scores for
  - England 52.4
  - Wales 51.4
  - Scotland 49.4
  - Section 3, page 53

Sections and page numbers refer to full report
Staff Retention

54% of staff have considered leaving the sector in the past two years due to pressures on their mental health and wellbeing (63% senior leaders, 53% school teachers)

70% of staff cited volume of workload as the main reasons for thinking about leaving their jobs (senior leaders 80%)

27% of staff feel the relationship they have with the Senior Leadership Team affects their wellbeing the most negatively

52% of staff consider their mental health can best be improved by working with their line managers to reduce workload (60% senior leaders)

Improving Staff Mental Health

50% of staff who spoke to someone at work about their mental health problems said it gave them perspective and helped them realise they are not alone

29% of staff consider there is a stigma (feeling of shame) which prevents them from talking to others at work about their mental health problems

47% of staff consider having a working culture that encourages people to talk openly is the best way to tackle mental health stigma

Sections and page numbers refer to full report
of staff are not confident in disclosing unmanageable stress or mental health issues to their employer

57% of staff do not receive sufficient guidance about their mental health and wellbeing at work (59% senior leaders, 64% school teachers)

61% of staff feel their organisations do not support employees well who have mental health and wellbeing problems (41% of senior leaders, 44% of school teachers)

43% of staff are aware their organisation has a staff health and wellbeing policy (56% senior leaders, 49% school teachers)

52% of organisations regularly survey their staff to establish levels of employee wellbeing

34% of organisations

The top three ways the Government can improve wellbeing at work

48% Reduce the burden of unnecessary paperwork/data gathering

43% Reduce the volume of workload

41% Recognise the high intensity or high pressure work environment which exists in education settings

Sections and page numbers refer to full report
of staff are not confident in disclosing unmanageable stress or mental health issues to their employer.

57% 

Section 5, page 79

of staff do not receive sufficient guidance about their mental health and wellbeing at work (59% senior leaders, 64% school teachers).

61% 

Section 5, page 81

of staff feel their organisations do not support employees well who have mental health and wellbeing problems (41% of senior leaders, 44% of school teachers).

43% 

Section 5, page 83

of staff are aware their organisation has a staff health and wellbeing policy (56% senior leaders, 49% school teachers).

52% 

Section 5, page 87

of organisations regularly survey their staff to establish levels of employee wellbeing.

34% 

Section 5, page 88

The top three ways the Government can improve wellbeing at work:

- Recognise the high intensity or high pressure work environment which exists in education settings
- Reduce the volume of workload
- Reduce the burden of unnecessary paperwork/data gathering