

Teacher Wellbeing Index **2021**

Executive Summary



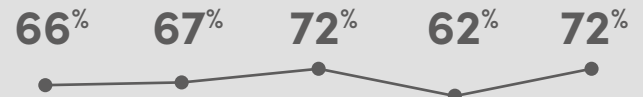
Key Findings

2017-2021

Staff who had experienced behavioural, psychological or physical symptoms due to their work

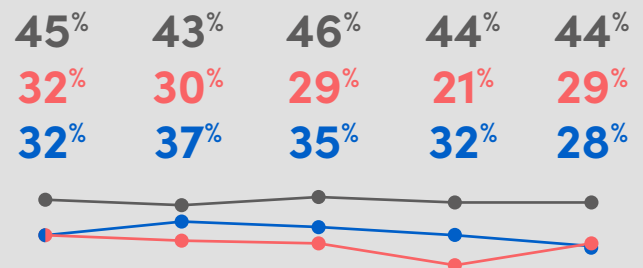


Staff who describe themselves as stressed

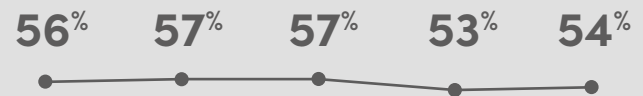


What staff thought their symptoms were a sign of

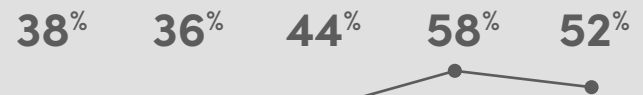
- Anxiety
- Exhaustion
- Depression



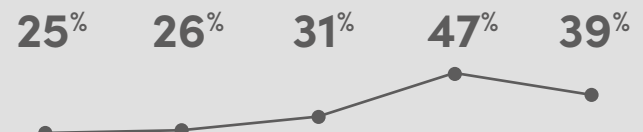
Staff who have considered leaving the sector over the past two years due to pressures on their mental health and wellbeing



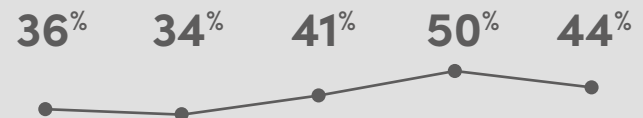
Staff who are aware their workplace has a health and wellbeing policy



Staff who receive sufficient guidance about their health and wellbeing at work

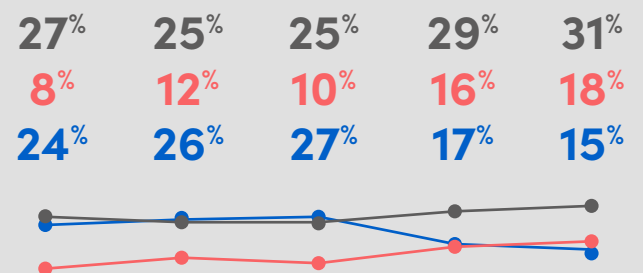


Staff who feel well supported by their organisation when experiencing mental health or wellbeing problems

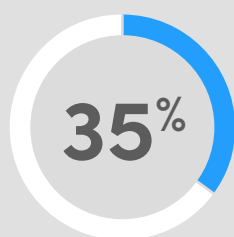


Who at work staff turn to first about problems at work

- Their colleagues
- Line manager
- No one at work

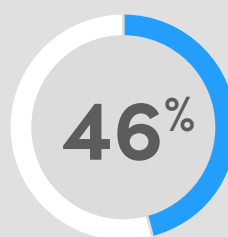


The Challenges in 2021



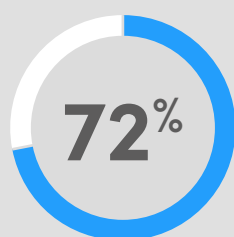
of staff work **51+** hours a week on average
(**66%** of senior leaders)

➤ Section 2, page 25



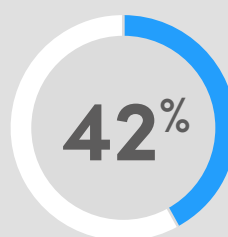
of staff **always** go into work when unwell
(**54%** of senior leaders)

➤ Section 2, page 25



of staff are stressed
(**84%** of senior leaders,
69% of school teachers)

➤ Section 2, page 26



of staff consider their organisation's culture has a negative effect on their wellbeing

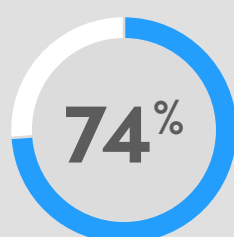
➤ Section 2, page 28



44%

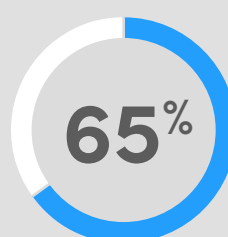
of staff feel fully trusted by their line manager to carry out their job well (**91%** of those who feel distrusted feel it negatively impacts on their wellbeing)

➤ Section 2, page 28



of teachers consider their Initial Teacher Training courses did not prepare them well to manage **their own** wellbeing

➤ Section 2, page 30



of teachers consider their Initial Teacher Training courses did not prepare them well to manage their **pupils'/students'** wellbeing

➤ Section 2, page 32



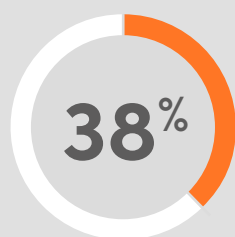
77%

of teachers had a clear sense of purpose when they started working, for most this remains

➤ Section 2, page 34

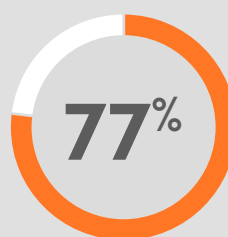
Sections and page numbers refer to full report

Mental Health of Education staff



of staff have experienced a mental health issue in the past academic year

➤ Section 3, page 41



of staff experienced symptoms due to their work (**84%** senior leaders, **77%** school teachers)

➤ Section 3, page 48



➤ Section 3, pages 46 and 47

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%

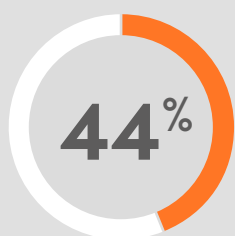
thought they could be signs of depression – higher than this year's figure provided by the ONS (**21%**). Of this group **54%** were diagnosed by their General Practitioner (GP)



➤ Section 3, page 45

29%

thought they could be signs of exhaustion (**38%** for senior leaders, **27%** for school teachers)



of education staff would turn to family and friends for support when experiencing problems at work

➤ Section 3, page 51

43.9

Staff wellbeing score, lower than the national population scores for

England **52.4**

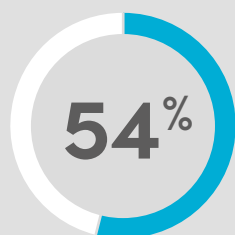
Wales **51.4**

Scotland **49.4**

➤ Section 3, page 53

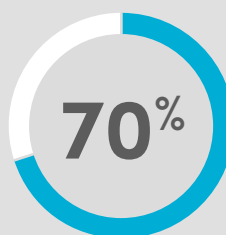
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Staff Retention



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)

➤ Section 4, page 63



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

➤ Section 4, page 64



➤ Section 4, page 66

27%

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



➤ Section 4, page 67

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



➤ Section 5, page 76

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



➤ Section 5, page 76

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

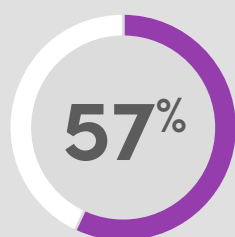


➤ Section 5, page 78

47%

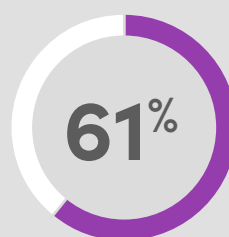
of staff consider having a working culture that encourages people to talk openly is the best way to tackle mental health stigma

Sections and page numbers refer to full report



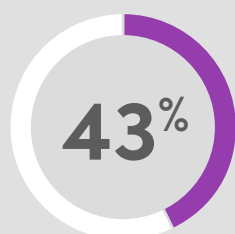
of staff are not confident in disclosing unmanageable stress or mental health issues to their employer

➤ Section 5, page 79



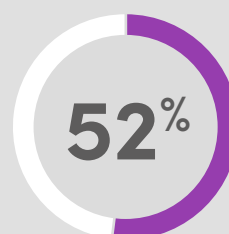
of staff do not receive sufficient guidance about their mental health and wellbeing at work (59% senior leaders, 64% school teachers)

➤ Section 5, page 81



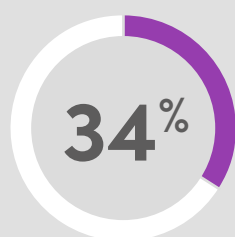
of staff feel their organisations do not support employees well who have mental health and wellbeing problems (41% of senior leaders, 44% of school teachers)

➤ Section 5, page 83



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

➤ Section 5, page 87



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

➤ Section 5, page 88

The top three ways the Government can improve wellbeing at work

48% Reduce the burden of unnecessary paperwork/data gathering

➤ Section 5, page 90

43% Reduce the volume of workload

➤ Section 5, page 90

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

➤ Section 5, page 90

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