



Working Lives of Teachers and Leaders survey

What were the key findings from wave 1?

April 2023

11,177 teachers and leaders took part in the first survey wave in 2022.

This included over **1,800 school leaders** and over **9,000 teachers**, of whom over **1,400 were ECTS** (Early Career Teachers)

In this summary, you can read about:

- [Workload ≥](#)
- [Flexible working ≥](#)
- [Continuing Professional Development \(CPD\) ≥](#)
- [Pay ≥](#)
- [Job and career satisfaction ≥](#)

The survey also covered a range of other topics that may be of interest to you. You can read the full findings in the [Core Report here](#) and the [Technical Report here](#).

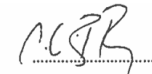
“The Working Lives of Teachers and Leaders study is DfE’s long-term investment in robust and independent research about teachers’ and leaders’ views on their working lives.

It has already provided crucial evidence of how teachers and leaders feel about issues such as their workload, wellbeing, pay, and professional development. The evidence from this and future waves of the study will be used to continue to design policies that support you and your colleagues.

Heather McNaughton

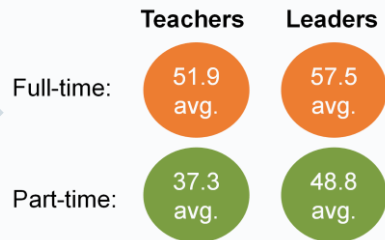


Caroline Pusey

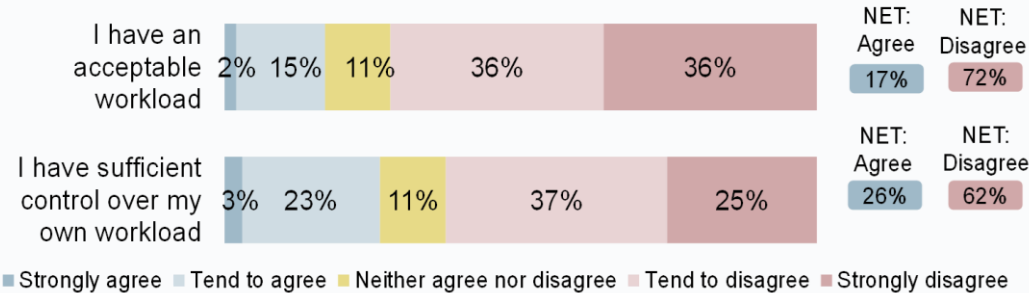


Directors of Teaching Workforce and National Tutoring Programme at the Department for Education

Teachers and leaders reported a range of working hours in their most recent, full working week:



Most disagreed that their workload was acceptable and that they had sufficient control over it:



Source: Wave 1 survey. Single response. All teachers and leaders (11,177).

Most teachers and leaders indicated that their school had revised their policies and approaches to try to improve workload over the last year, although views on the effectiveness of these revisions were mixed.

The most successful revisions related to marking and feedback policy:

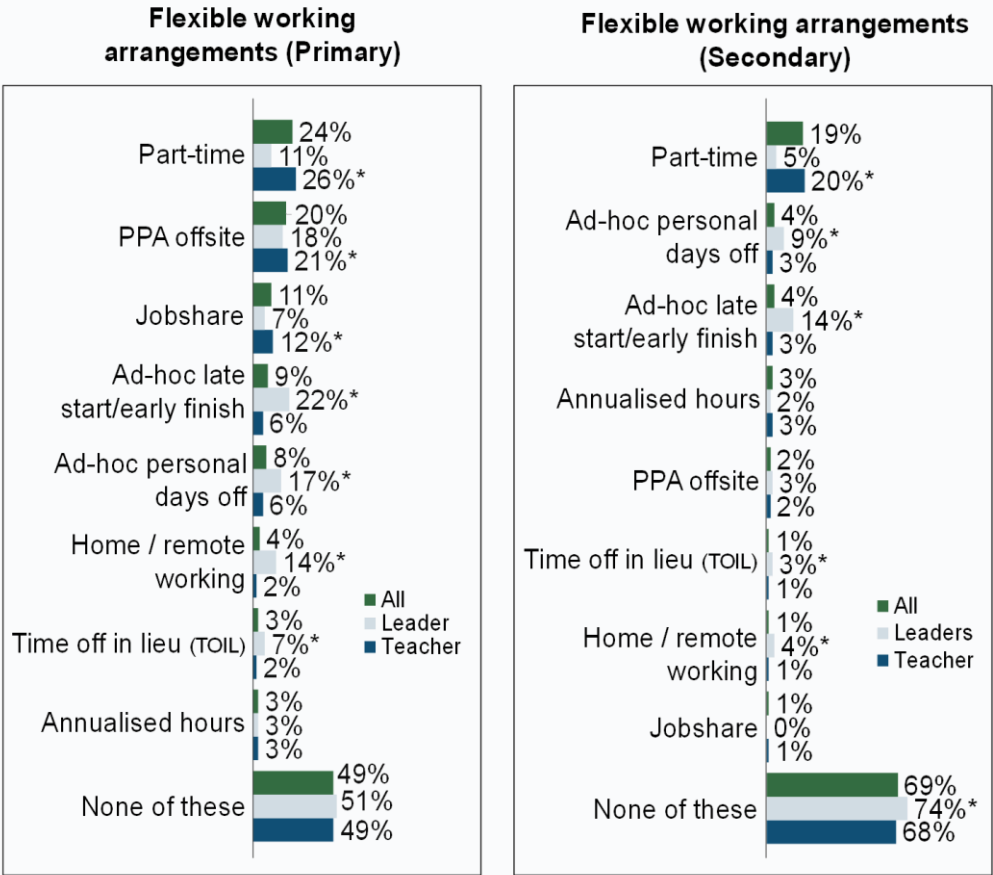


...29% reported that such revisions had reduced their workload.

Four in ten teachers and leaders (40%) reported that they had a flexible working arrangement in place.



Working part time was most common among both primary and secondary teachers, with some variation across other types:



Source: Wave 1 survey. Multiple response. All primary teachers and leaders (n=5,770) and secondary teachers and leaders (n=4,859) *Indicates significantly higher difference between leaders and teachers.

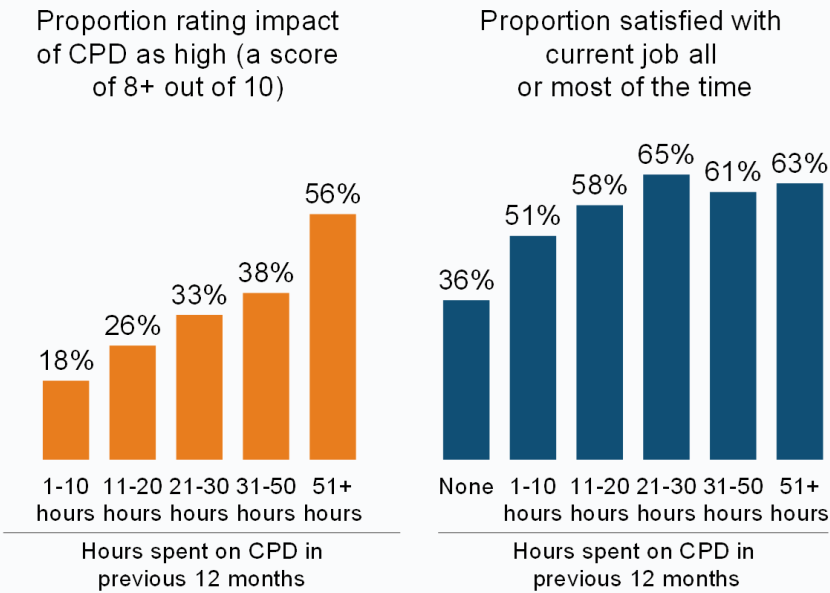
There were, however, some reservations about the compatibility of flexible working with teaching (51% disagreed that it was and over half (57%) thought it would affect their opportunities for career progression).

CPD (Continuing Professional Development) – [full report chapter](#)

Almost all teachers (98%) had taken part in some form of formal CPD in the last year.

The more time that teachers and leaders spent on formal CPD, the more likely they were to:

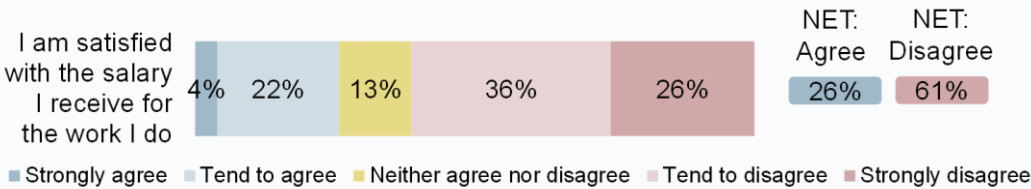
- Rate the overall impact on their ability to perform their role highly
- Report that they were satisfied with their current job all or most of the time



Source: Wave 1 survey, Single response. All module 2 (n=3,494).

Pay – [full report chapter](#)

A majority of teachers and leaders (61%) disagreed with the statement that they were satisfied with the salary they receive for the work they do, with around a quarter (26%) agreeing:



Source: Wave 1 survey. Single response. All teachers and leaders (n=11,177).

This varied across key groups, such as job role and school type. Those working in a special schools, pupil referral units (PRU) or alternative provision (AP) were more likely to be satisfied than others, for example (35% were satisfied vs. 26% on average).

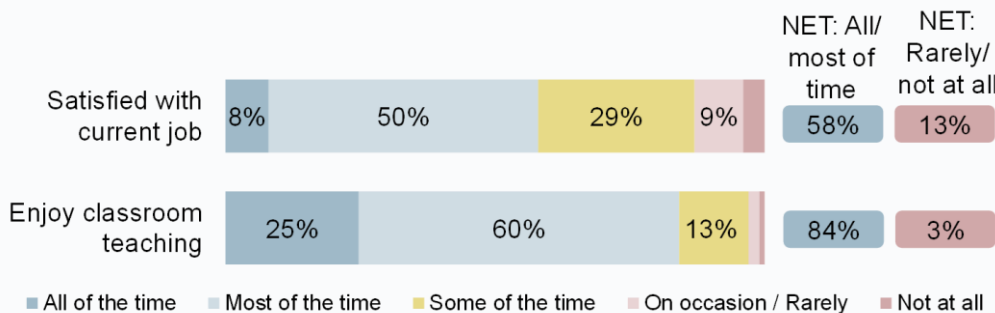
Three-quarters (76%) were dissatisfied with national-level changes to teacher pay over the past year.

On the whole, views about school pay decisions were more positive: around half (51%) of teachers and leaders not classified as headteachers/executive headteachers agreed that the decisions their school took about their pay over the last year were fair, while around a quarter (26%) gave a neutral response and 12% were unsure.

Similar proportions were satisfied with how these decisions were then communicated (53%).

Job and career satisfaction – [full report chapter](#)

Over half (58%) of teachers and leaders reported being satisfied with their current job all or most of the time, while three in ten (29%) were satisfied some of the time. In contrast, 13% were rarely or not at all satisfied:

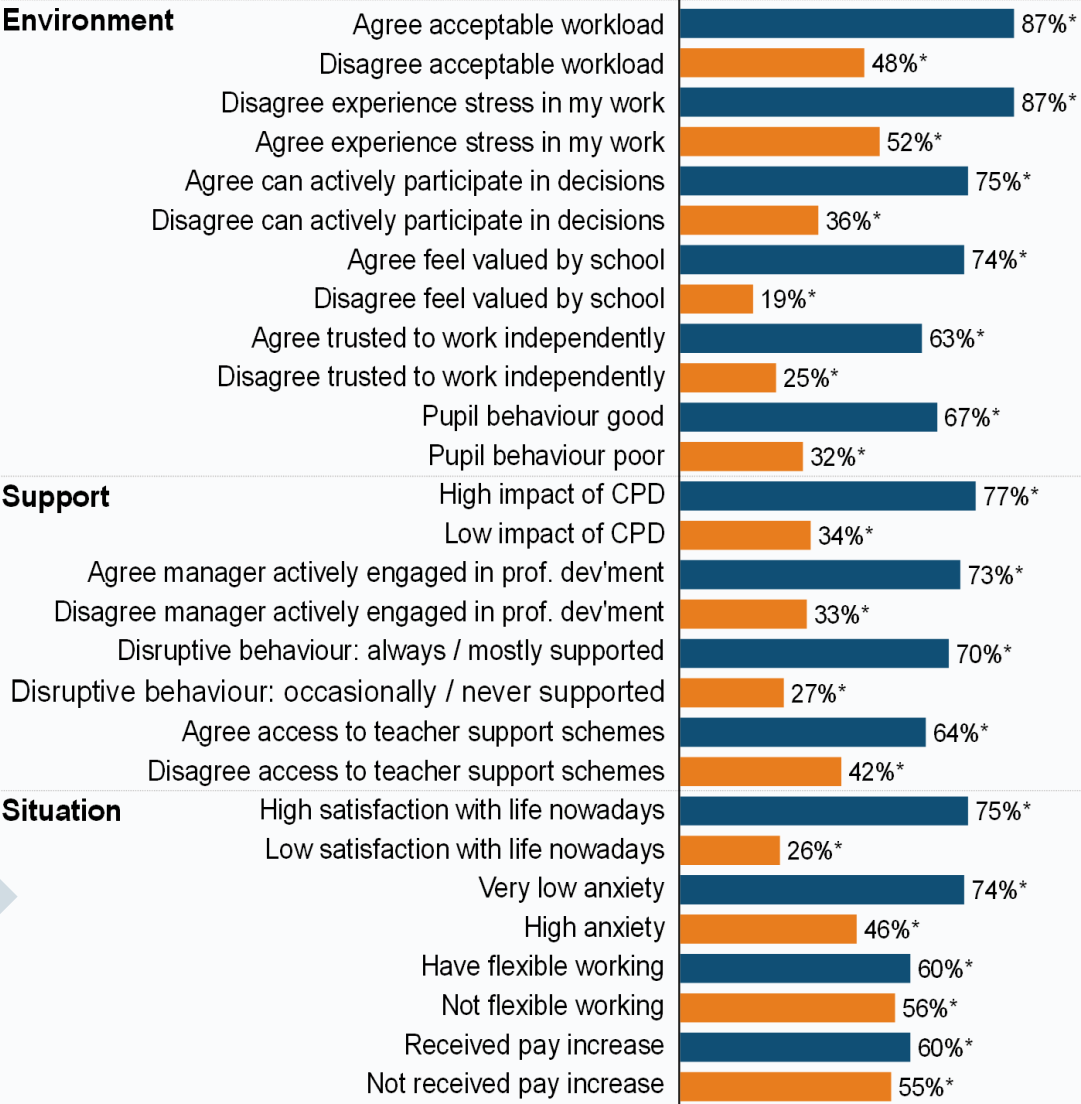


Source: Wave 1 survey. Single response. All teachers and leaders (n=11,177; all with teaching responsibilities (n=10,244).

- Several factors influenced this, including time spent in the profession (60% reported being satisfied all or most of the time in their first year of teaching, which dropped to 53% at the 5-9 year point, and rose back up to 59% by the 10+ year point).
- Other factors include teaching/school environment, levels of support and wellbeing scores.

Proportion satisfied with their job all or most of the time by environmental, support and situation factors:

Total: 58%



Source: Wave 1 survey. Single response. All teachers and leaders (n=11,177). * Higher than average at 95% confidence level

Any questions?

- Please visit the survey website on www.workinglivesofteachersandleaders.com or get in touch with IFF Research on workinglivesofteachersandleaders@IFFResearch.com
- Alternatively, you can contact the DfE project team on workinglives.teachers-leaders@education.gov.uk