What do we know about teacher wellbeing in 10 key charts

Prof. John Jerrim
1. Teachers in England report slightly lower wellbeing than those elsewhere in the UK

Anxious

- England: 21%
- Wales: 18%
- Scotland: 13%
- Northern Ireland: 12%
- Scotland: 12%
- Northern Ireland: 11%
- Scotland: 10%
- Northern Ireland: 9%

Unhappy

- England: 21%
- Wales: 18%
- Scotland: 17%
- Northern Ireland: 12%
- Scotland: 12%
- Northern Ireland: 11%
- Scotland: 6%
- Northern Ireland: 5%

Dissatisfied

- England: 20%
- Wales: 18%
- Scotland: 13%
- Northern Ireland: 12%
- Scotland: 12%
- Northern Ireland: 11%
- Scotland: 6%
- Northern Ireland: 5%

Not worthwhile

- England: 20%
- Wales: 18%
- Scotland: 13%
- Northern Ireland: 12%
- Scotland: 12%
- Northern Ireland: 11%
- Scotland: 6%
- Northern Ireland: 5%
2. Teachers in England report more stress at work than other countries

Data from 2018

Red diamonds = High performing PISA countries.
Blue circles = Average performing PISA countries
Green triangle = Low performing PISA countries.
3. Teachers in England say they are more stressed about marking + accountability than teachers in other countries

Data from 2018

Red diamonds = High performing PISA countries.
Blue circles = Average performing PISA countries
Green triangle = Low performing PISA countries.
4. Teachers feel less stressed at work when their workload is manageable and the leadership in supportive

Estimates of the relationship between different elements of school working conditions and teachers’ workplace stress

<table>
<thead>
<tr>
<th>Element</th>
<th>Effect size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supportive leadership</td>
<td>-0.17*</td>
</tr>
<tr>
<td>Workload</td>
<td>-0.46*</td>
</tr>
<tr>
<td>Collaboration</td>
<td>-0.05*</td>
</tr>
<tr>
<td>Preparation</td>
<td>-0.03</td>
</tr>
<tr>
<td>Discipline</td>
<td>-0.04</td>
</tr>
</tbody>
</table>

Notes
Source: TALIS 2018 data for England. Based on a sample of 2,022 teachers. * denotes statistical significance at the 5% level. Figures refer to effect sizes for a one standard deviation improvement in any given working condition scale (e.g. workload, supportive leadership).
An increase in teachers reporting mental health issues over time. But also seen in other professions.

Professionals reporting long-lasting mental health problems

Notes
Source: Labour Force Survey. Figures refer to problems with "depression, bad nerves or anxiety", or mental illness/other nervous disorders. Long-lasting is defined as lasting or expected to last for at least 12 months.
7.....but this may just be a reporting issue

No change over last decade in levels of anxiety, unhappiness, life-satisfaction or self-worth
8. Mental health of early-career teachers does not seem to decline after entering the profession

- Constantly under strain: Teachers Age 26 (44%), Teachers Age 17 (39%)
- Lost sleep over worry: Teachers Age 26 (27%), Teachers Age 17 (26%)
- Feeling unhappy/depressed: Teachers Age 26 (20%), Teachers Age 17 (27%)
- Losing confidence: Teachers Age 26 (19%), Teachers Age 17 (19%)
- Couldn't overcome difficulties: Teachers Age 26 (23%), Teachers Age 17 (17%)
- Not enjoying day-to-day activities: Teachers Age 26 (15%), Teachers Age 17 (17%)
- Unable to concentrate: Teachers Age 26 (14%), Teachers Age 17 (12%)
- Not feeling reasonably happy: Teachers Age 26 (12%), Teachers Age 17 (12%)
- Unable to play a useful part: Teachers Age 26 (9%), Teachers Age 17 (11%)
- Felt worthless: Teachers Age 26 (8%), Teachers Age 17 (12%)
- Unable to face up to problems: Teachers Age 26 (8%), Teachers Age 17 (7%)
- Incapable of making decisions: Teachers Age 26 (6%), Teachers Age 17 (6%)
9. Teachers work-related anxiety did not notably increase during most of the pandemic (outside of some very specific points)

% of teachers reporting high levels of work-related anxiety during pandemic

Outside of the weeks when lockdowns announced, teachers work-related anxiety similar to pre-pandemic levels
10. but headteachers experienced a more difficult time

% of teachers reporting high levels of work-related anxiety during pandemic

Pre-pandemic
Work-related anxiety of teachers/heads similar

During pandemic
Work-related anxiety of headteachers greater than for teachers