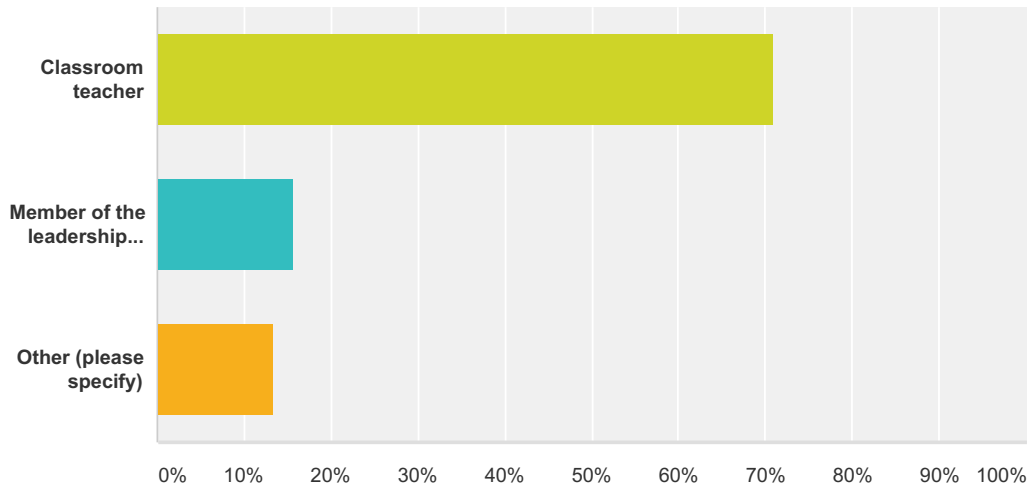


Q1 Which of the following most accurately describes your job title?

Answered: 1,242 Skipped: 1

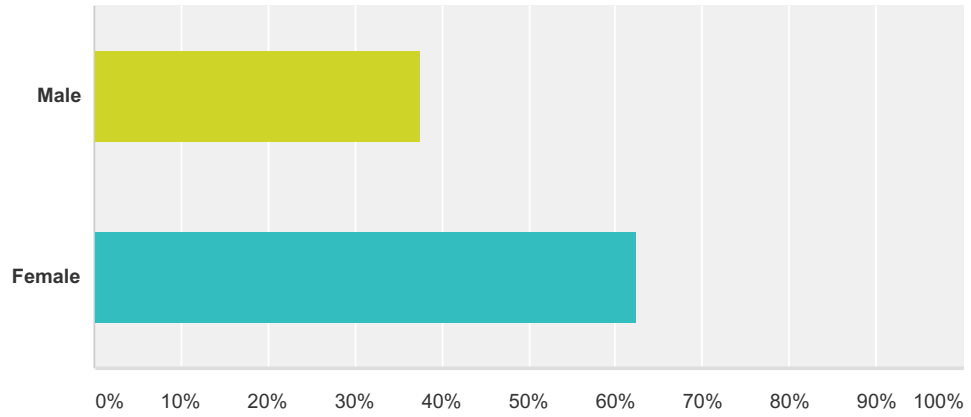


Answer Choices	Responses
Classroom teacher	70.93% 881
Member of the leadership group	15.62% 194
Other (please specify)	13.45% 167
Total	1,242

Independent School Teachers' Pay Survey 2014

Q2 Are you:

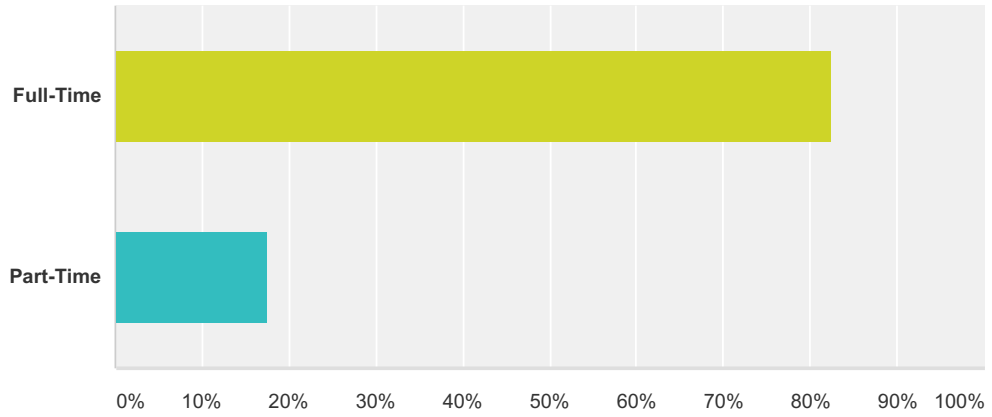
Answered: 1,234 Skipped: 9



Answer Choices	Responses
Male	37.68% 465
Female	62.32% 769
Total	1,234

Q3 Do you work full or part-time?

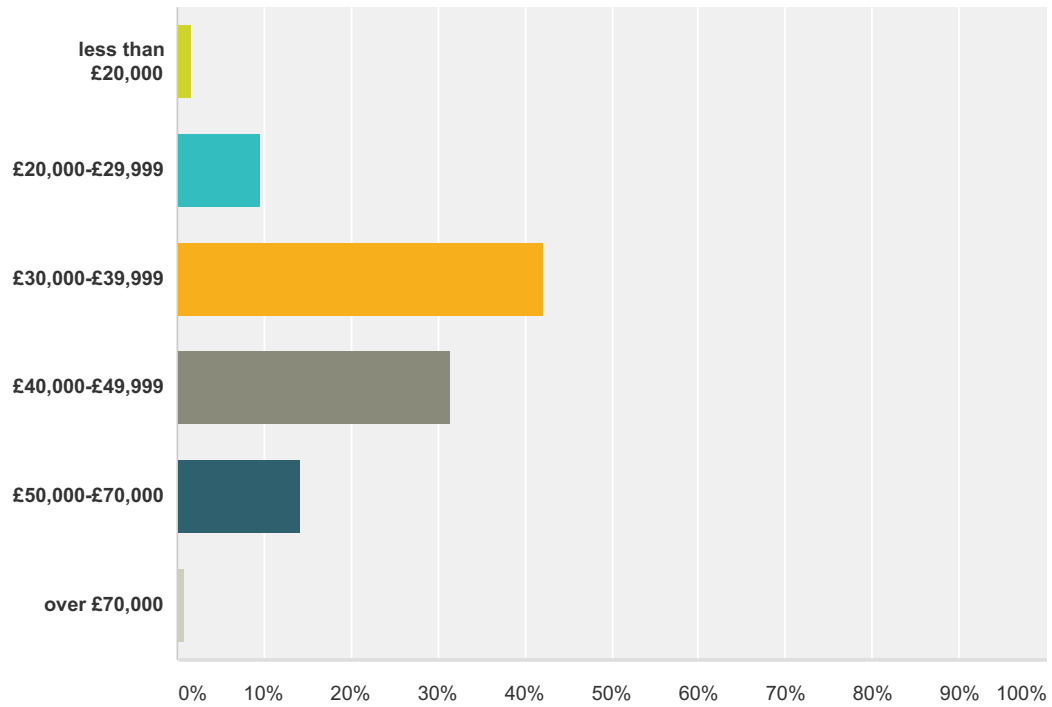
Answered: 1,226 Skipped: 17



Answer Choices	Responses
Full-Time	82.46% 1,011
Part-Time	17.54% 215
Total	1,226

Q4 How much is your full-time equivalent salary?

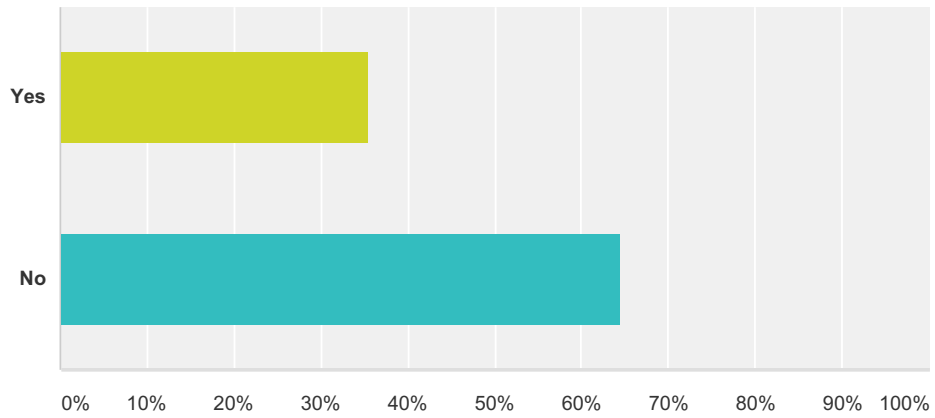
Answered: 1,230 Skipped: 13



Answer Choices	Responses
less than £20,000	1.63% 20
£20,000-£29,999	9.51% 117
£30,000-£39,999	42.20% 519
£40,000-£49,999	31.63% 389
£50,000-£70,000	14.15% 174
over £70,000	0.89% 11
Total	1,230

Q5 Do you receive any additional allowance or other payment (excluding bonuses)?

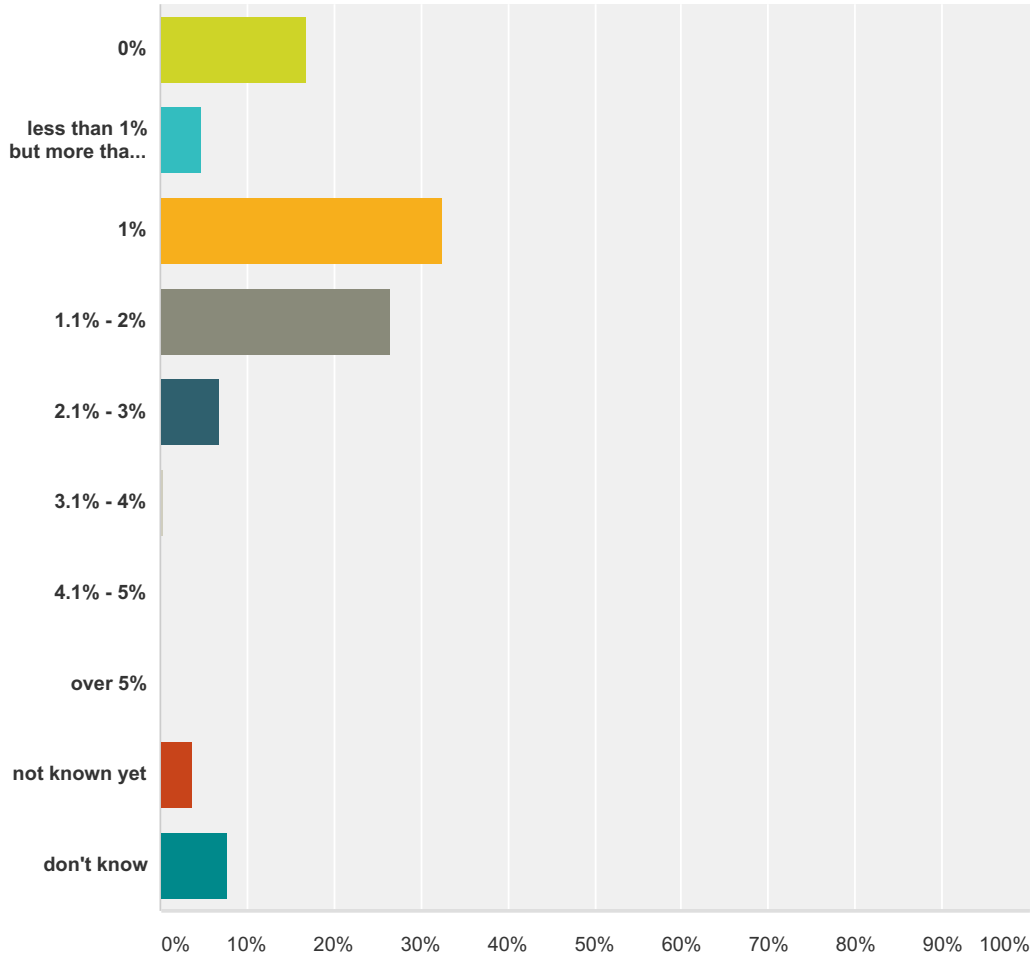
Answered: 1,202 Skipped: 41



Answer Choices	Responses
Yes	35.44% 426
No	64.56% 776
Total	1,202

Q6 What cost of living increase will you receive for the academic year 2014/2015, if any? (Please click on the down arrow to select)

Answered: 1,228 Skipped: 15



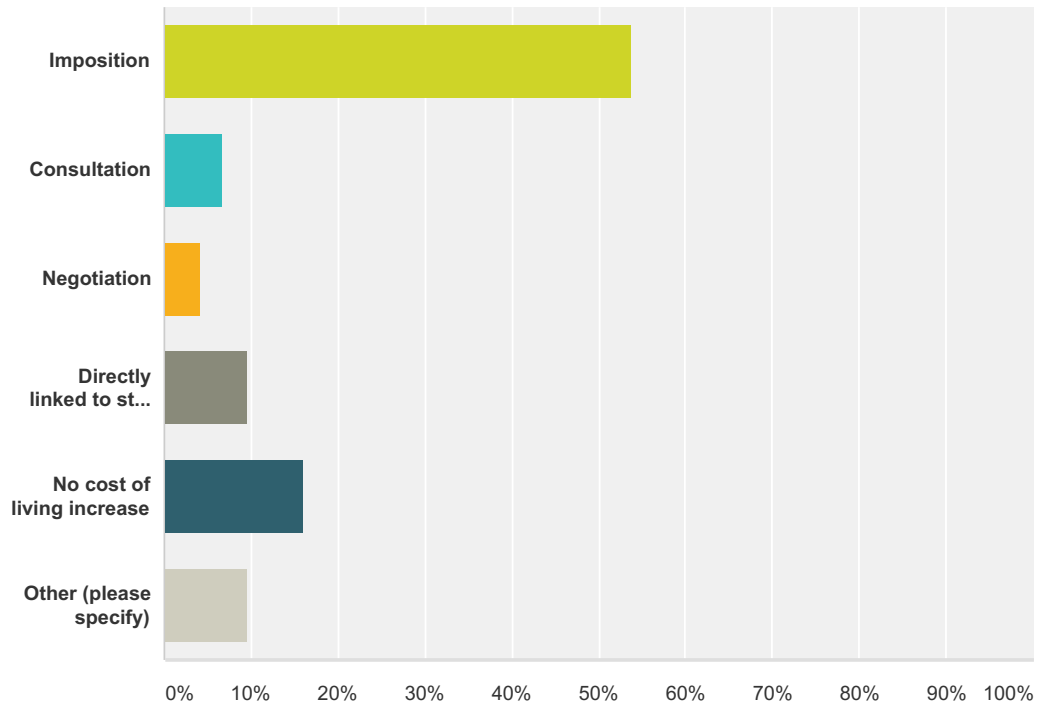
Answer Choices	Responses	Count
0%	16.86%	207
less than 1% but more than 0%	4.89%	60
1%	32.57%	400
1.1% - 2%	26.55%	326
2.1% - 3%	6.84%	84
3.1% - 4%	0.49%	6
4.1% - 5%	0.00%	0
over 5%	0.16%	2

Independent School Teachers' Pay Survey 2014

not known yet	3.83%	47
don't know	7.82%	96
Total		1,228

Q7 How is the cost of living increase (if any) determined in your school?

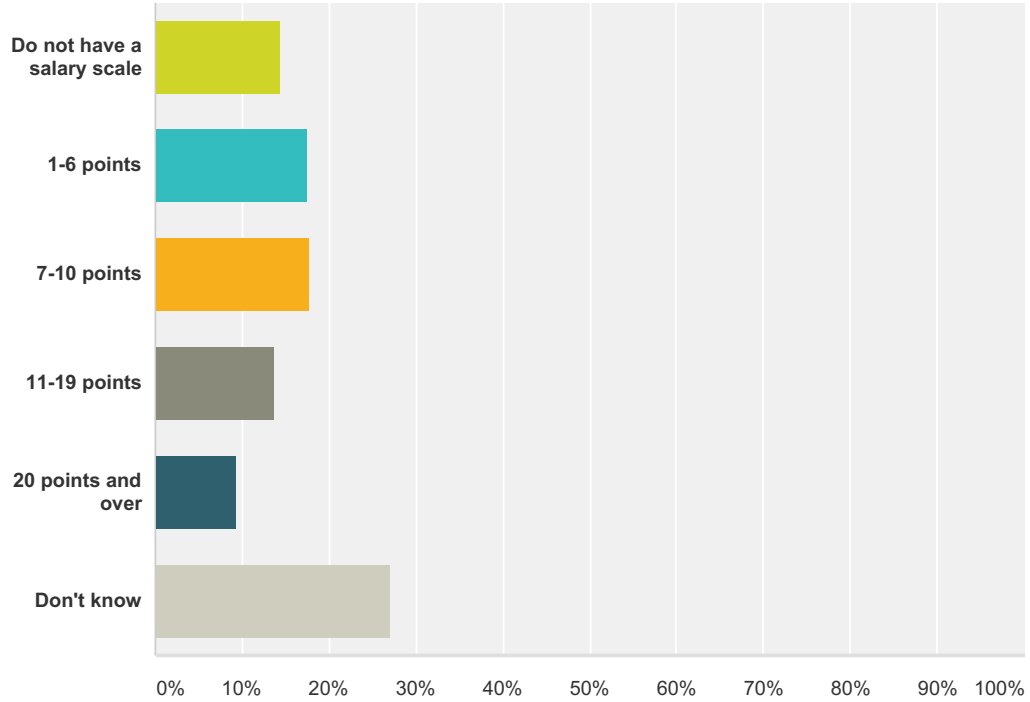
Answered: 1,203 Skipped: 40



Answer Choices	Responses
Imposition	53.78% 647
Consultation	6.65% 80
Negotiation	4.24% 51
Directly linked to state sector	9.56% 115
No cost of living increase	16.13% 194
Other (please specify)	9.64% 116
Total	1,203

Q8 How many salary points are there on the pay scale you are paid on? (Please click on the down arrow to select)

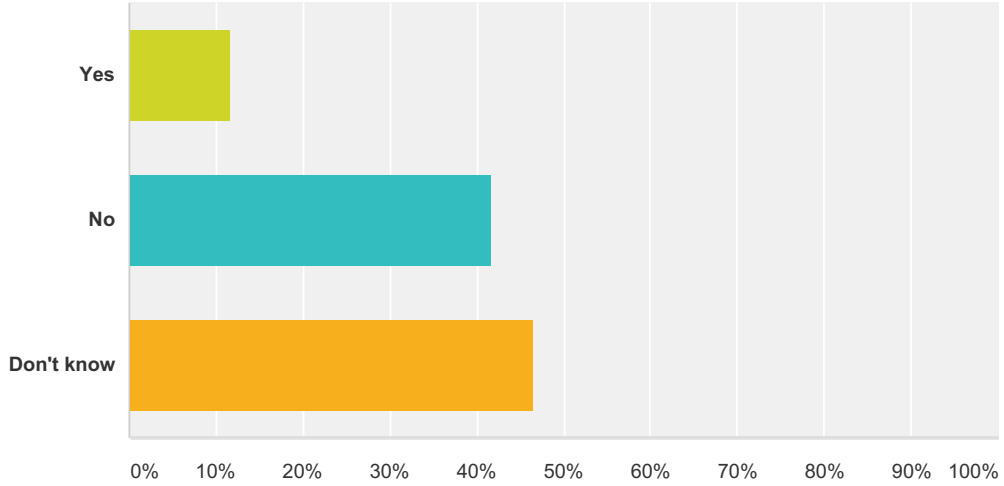
Answered: 1,234 Skipped: 9



Answer Choices	Responses	
Do not have a salary scale	14.51%	179
1-6 points	17.50%	216
7-10 points	17.75%	219
11-19 points	13.70%	169
20 points and over	9.32%	115
Don't know	27.23%	336
Total		1,234

Q9 Are you, or any staff at your school, on a zero-hours contract (a contract with no specified hours)?

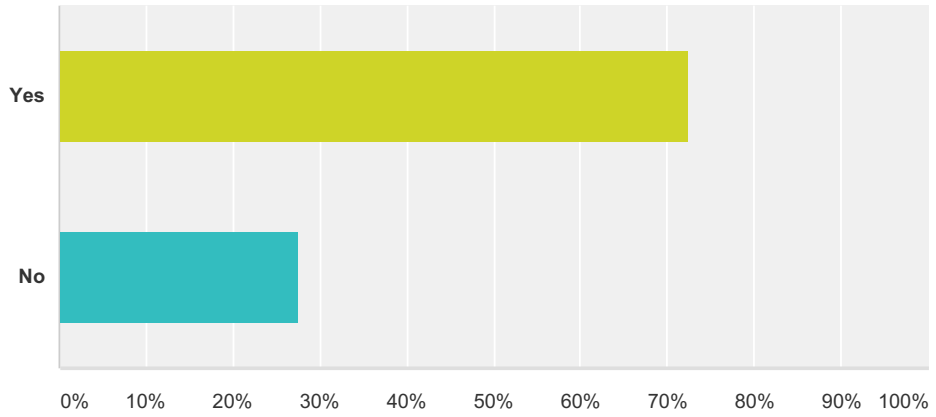
Answered: 1,231 Skipped: 12



Answer Choices	Responses	
Yes	11.62%	143
No	41.75%	514
Don't know	46.63%	574
Total		1,231

Q10 Do you have an annual appraisal?

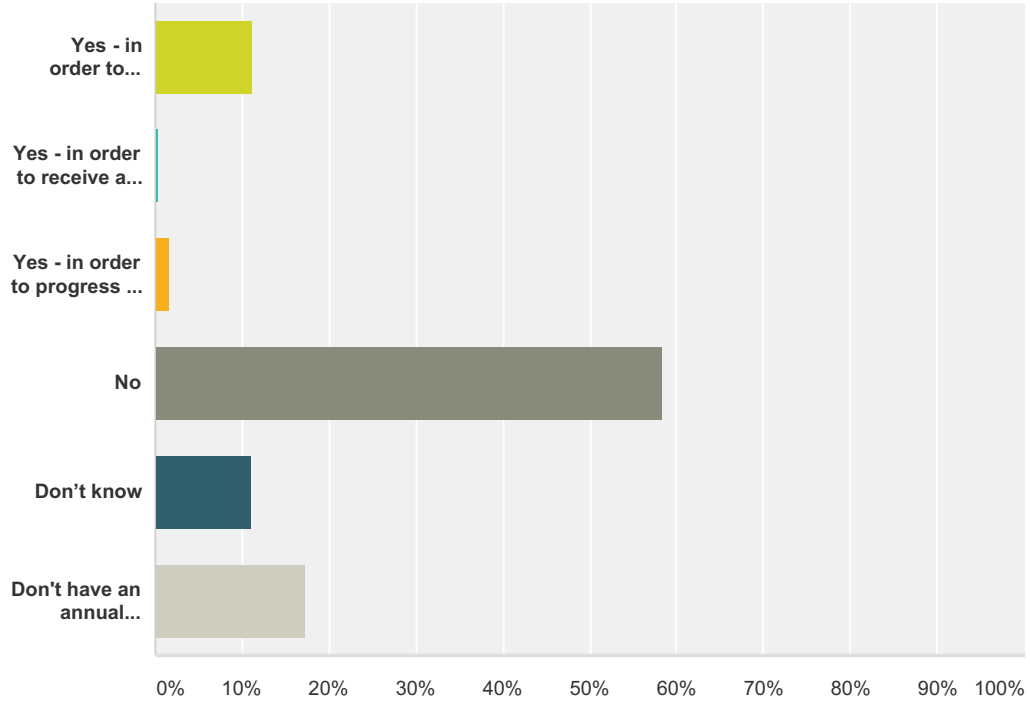
Answered: 1,233 Skipped: 10



Answer Choices	Responses	
Yes	72.42%	893
No	27.58%	340
Total		1,233

Q11 If you have an annual appraisal, does the outcome of your appraisal affect your pay?

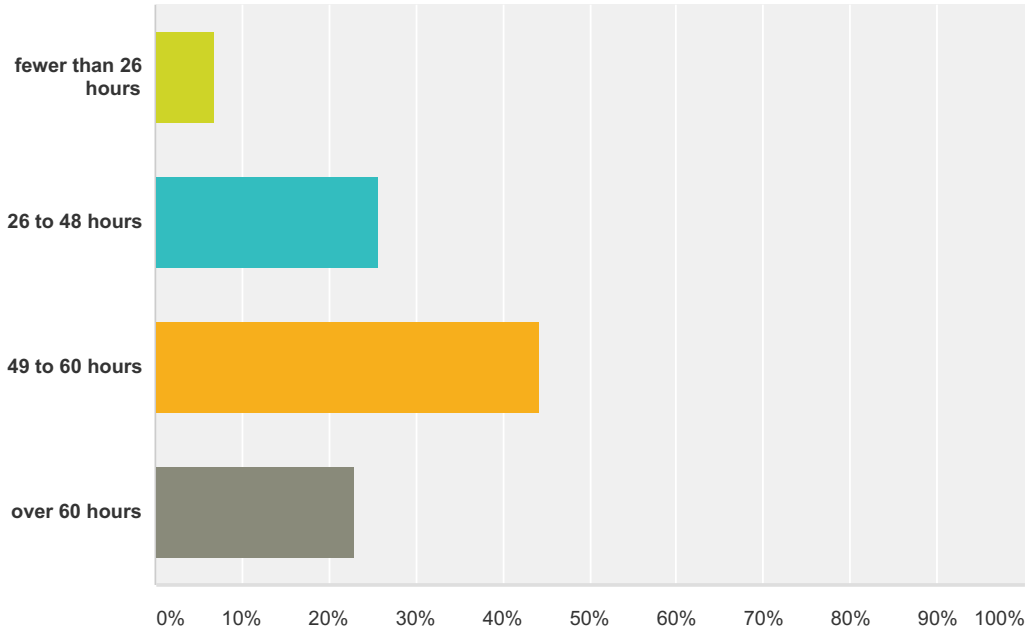
Answered: 1,161 Skipped: 82



Answer Choices	Responses
Yes - in order to progress up the pay scale	11.20% 130
Yes - in order to receive a cost of living increase	0.52% 6
Yes - in order to progress up the pay scale and receive a cost of living increase	1.64% 19
No	58.40% 678
Don't know	11.02% 128
Don't have an annual appraisal	17.23% 200
Total	1,161

**Q12 Approximately, how many hours per week do you work during term-time?
(Please click on the down arrow to select)**

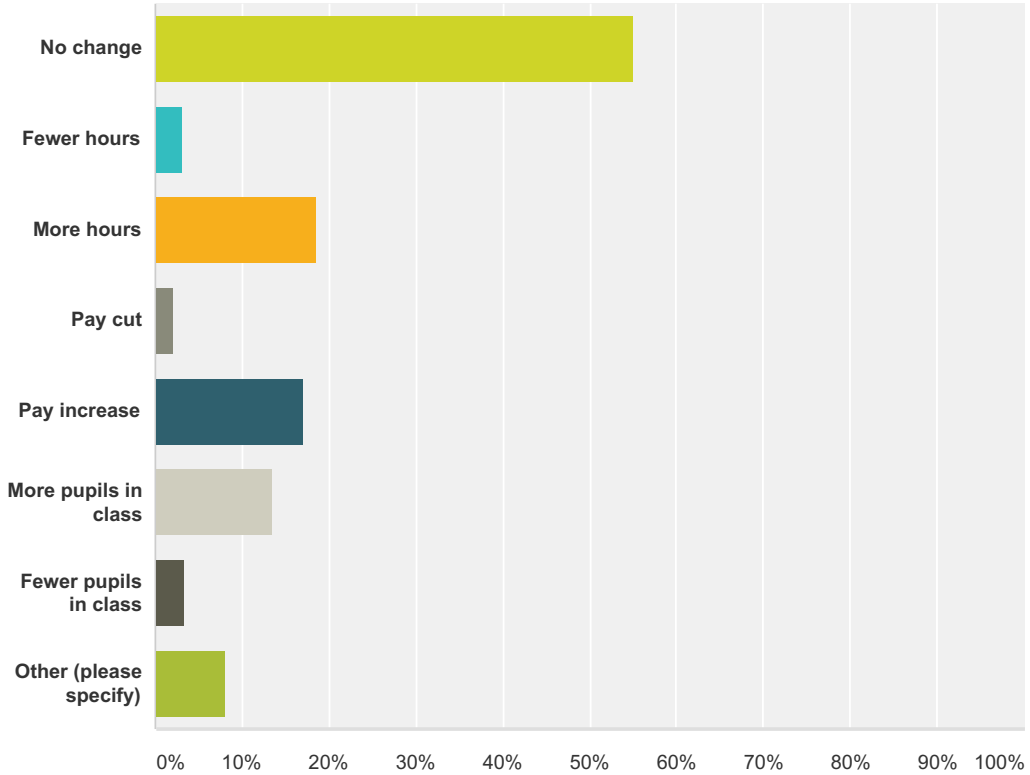
Answered: 1,238 Skipped: 5



Answer Choices	Responses
fewer than 26 hours	6.87% 85
26 to 48 hours	25.77% 319
49 to 60 hours	44.35% 549
over 60 hours	23.02% 285
Total	1,238

Q13 Have your terms and conditions changed for this academic year, other than through a change of job, and if so, how have they changed? (Please mark all that apply)

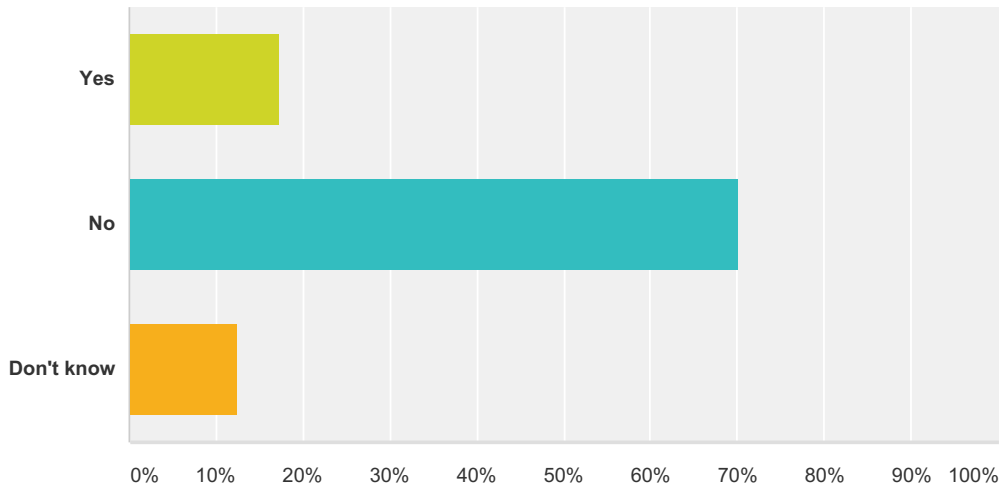
Answered: 1,205 Skipped: 38



Answer Choices	Responses	Count
No change	55.02%	663
Fewer hours	3.15%	38
More hours	18.51%	223
Pay cut	2.07%	25
Pay increase	17.10%	206
More pupils in class	13.61%	164
Fewer pupils in class	3.40%	41
Other (please specify)	8.05%	97
Total Respondents: 1,205		

Q14 Are you aware of any local independent schools facing closure?

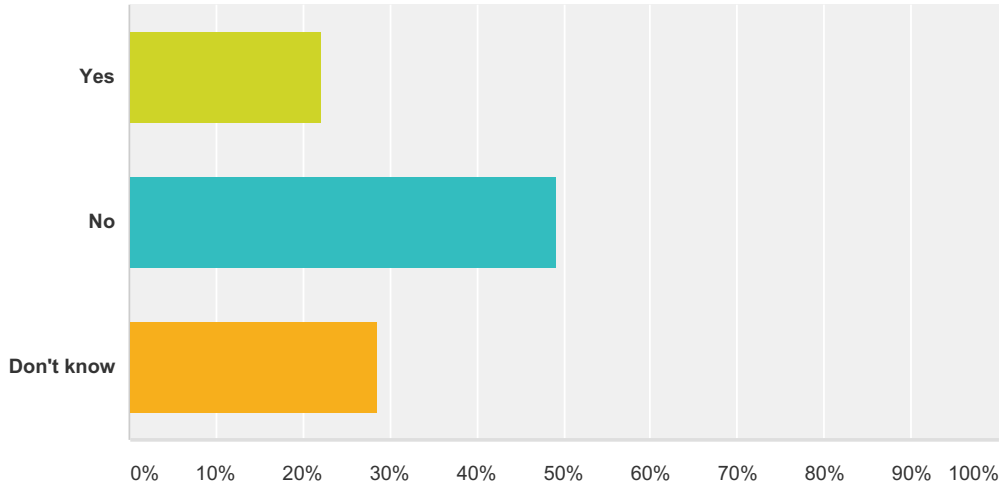
Answered: 1,230 Skipped: 13



Answer Choices	Responses	
Yes	17.40%	214
No	70.16%	863
Don't know	12.44%	153
Total		1,230

Q15 Have you gained any pupils following the closure of any local independent schools?

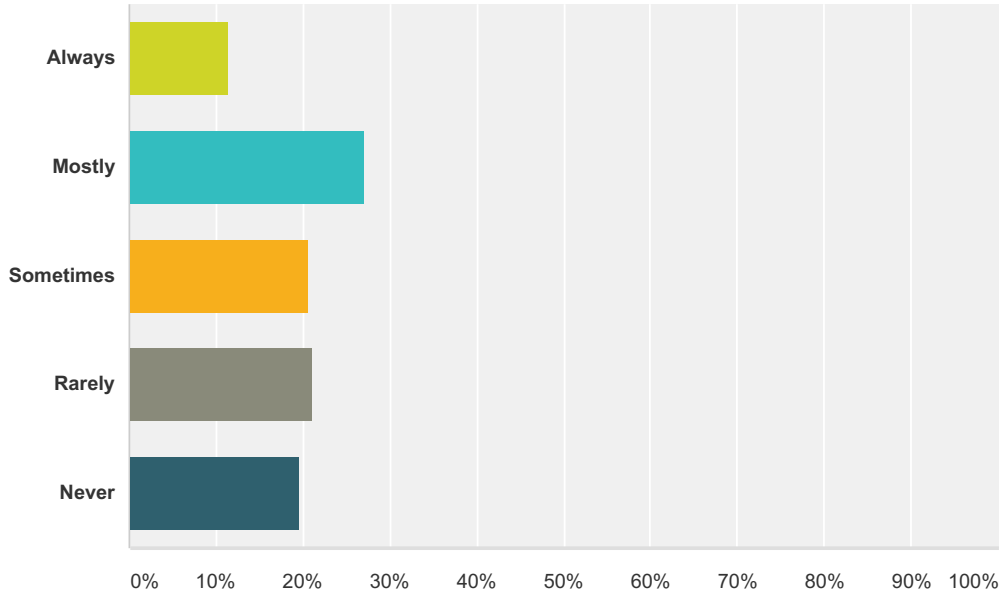
Answered: 1,229 Skipped: 14



Answer Choices	Responses
Yes	22.13% 272
No	49.31% 606
Don't know	28.56% 351
Total	1,229

Q16 If you work six or more hours during the day, do you receive an uninterrupted lunch break of a minimum of 40 minutes as recommended by ATL?

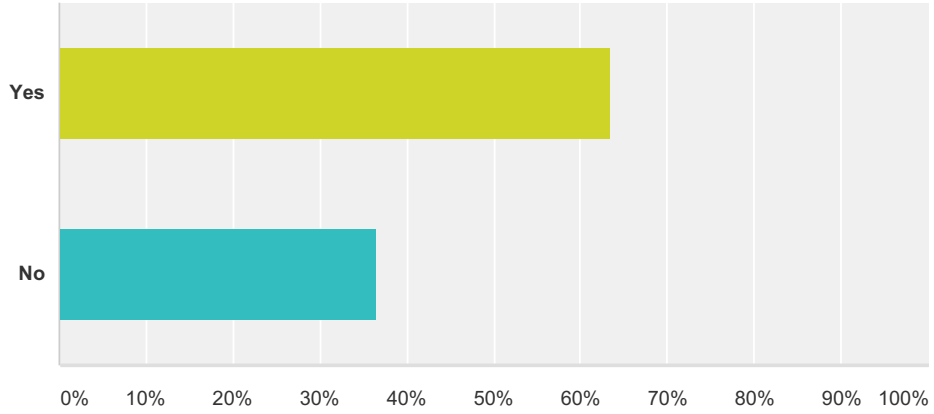
Answered: 1,228 Skipped: 15



Answer Choices	Responses
Always	11.56% 142
Mostly	27.20% 334
Sometimes	20.68% 254
Rarely	21.01% 258
Never	19.54% 240
Total	1,228

Q17 If you work six hours or more during the day, do you take an uninterrupted lunch break of at least 20 minutes every day?

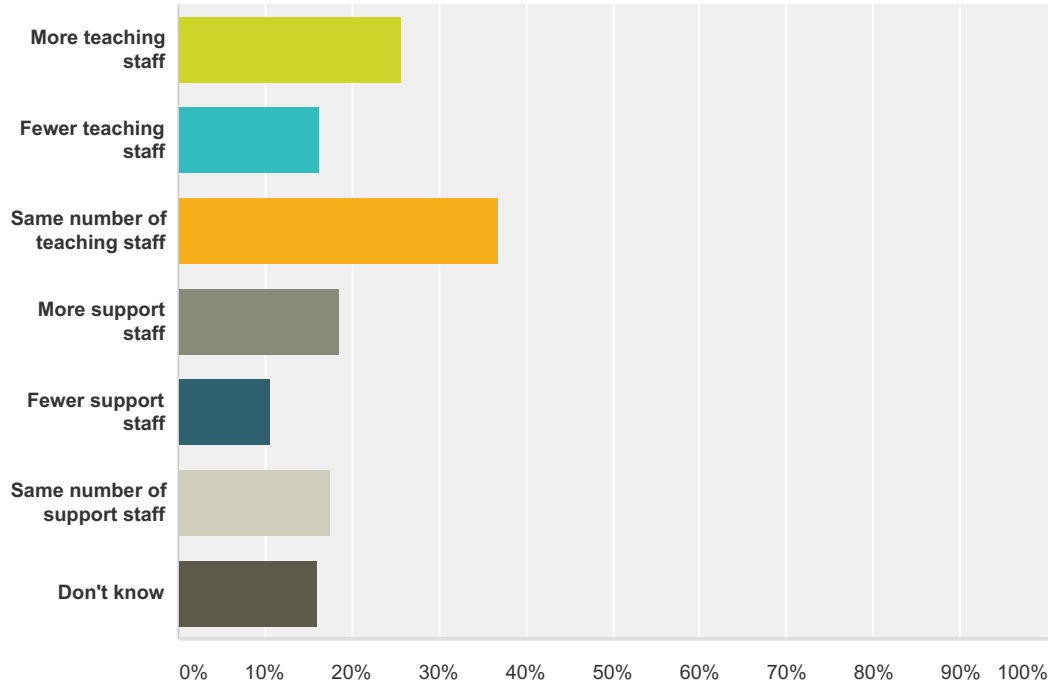
Answered: 1,213 Skipped: 30



Answer Choices	Responses
Yes	63.56% 771
No	36.44% 442
Total	1,213

Q18 Has the number of staff changed in your school as at 1 September 2014 compared to 1 September 2013? (Please mark all the options that apply)

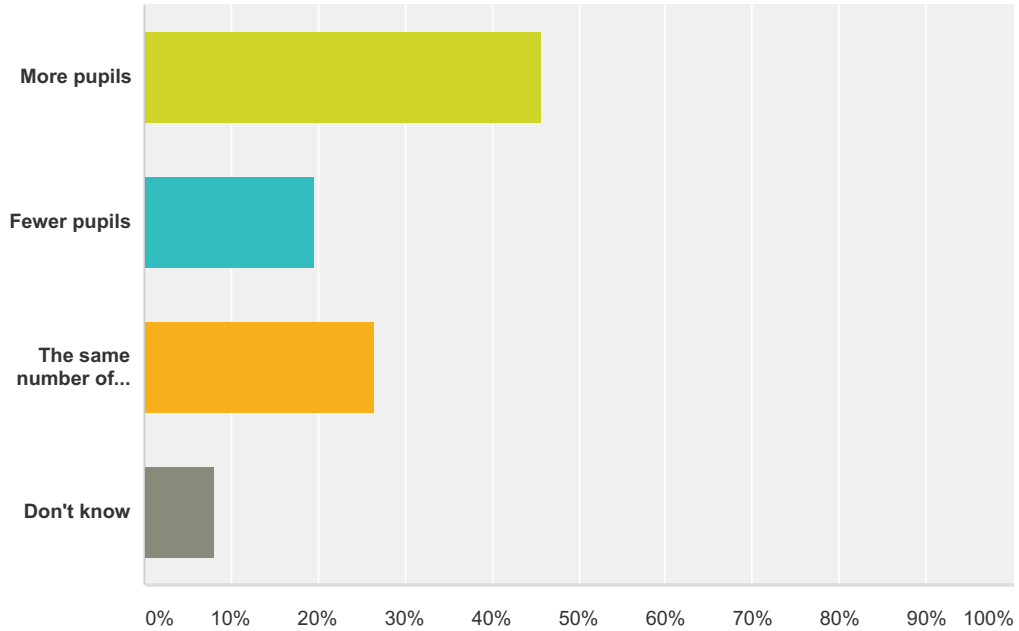
Answered: 1,239 Skipped: 4



Answer Choices	Responses
More teaching staff	25.75% 319
Fewer teaching staff	16.38% 203
Same number of teaching staff	36.97% 458
More support staff	18.48% 229
Fewer support staff	10.57% 131
Same number of support staff	17.59% 218
Don't know	16.14% 200
Total Respondents: 1,239	

Q19 Has the number of pupils changed in your school as at 1 September 2014 compared to 1 September 2013?

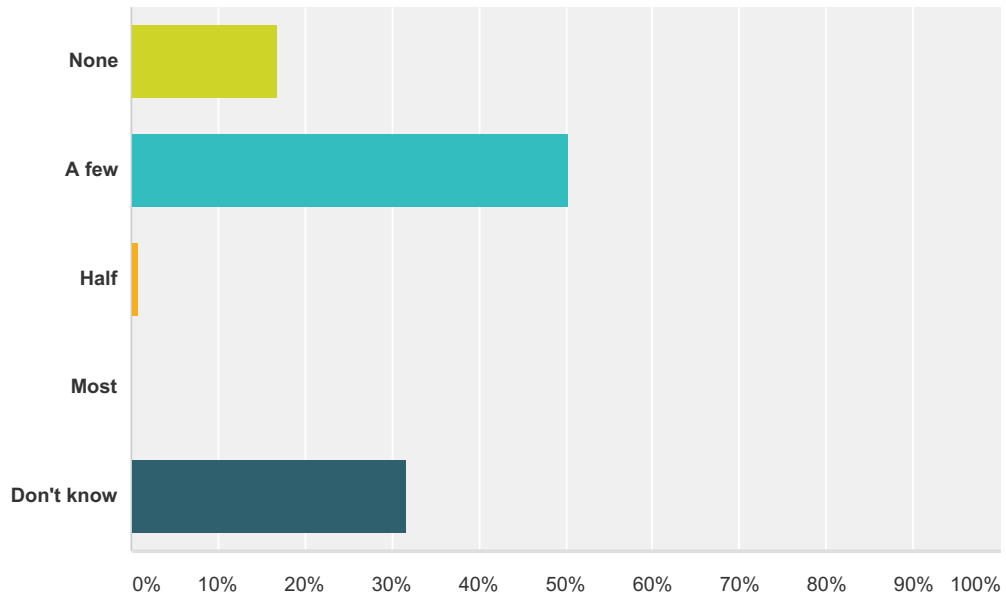
Answered: 1,236 Skipped: 7



Answer Choices	Responses
More pupils	45.79% 566
Fewer pupils	19.58% 242
The same number of pupils	26.54% 328
Don't know	8.09% 100
Total	1,236

Q20 Are any of your pupils choosing to study at non-UK universities?

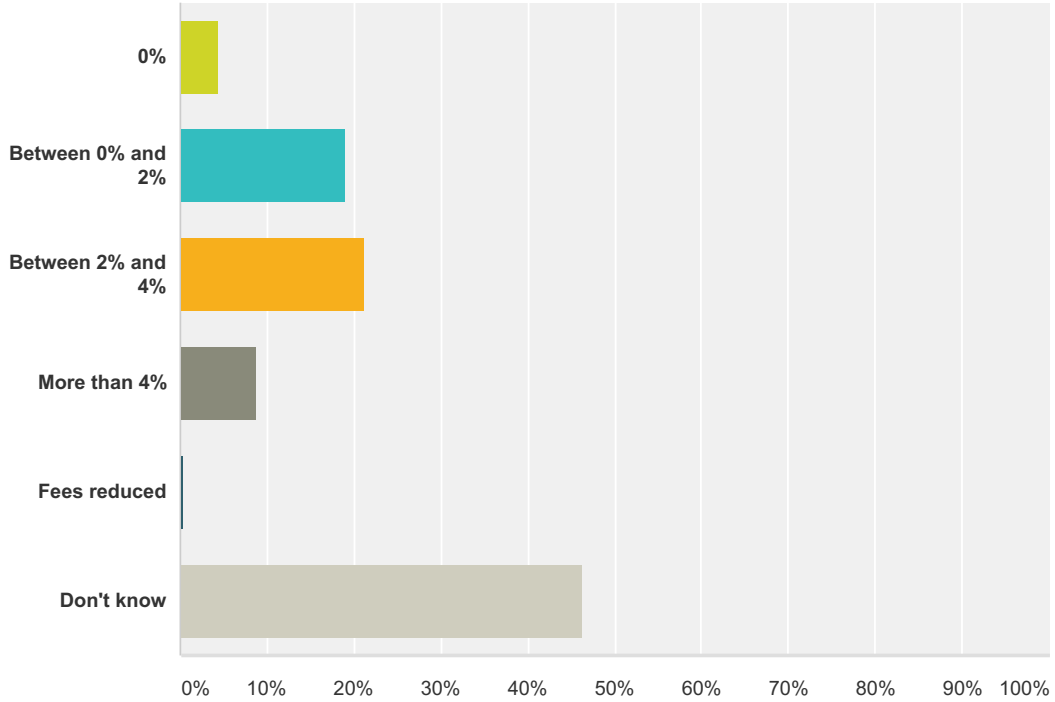
Answered: 1,183 Skipped: 60



Answer Choices	Responses
None	16.91% 200
A few	50.30% 595
Half	0.93% 11
Most	0.08% 1
Don't know	31.78% 376
Total	1,183

Q21 How much have the fees for your school gone up by, if at all? (Please click on the down arrow to select)

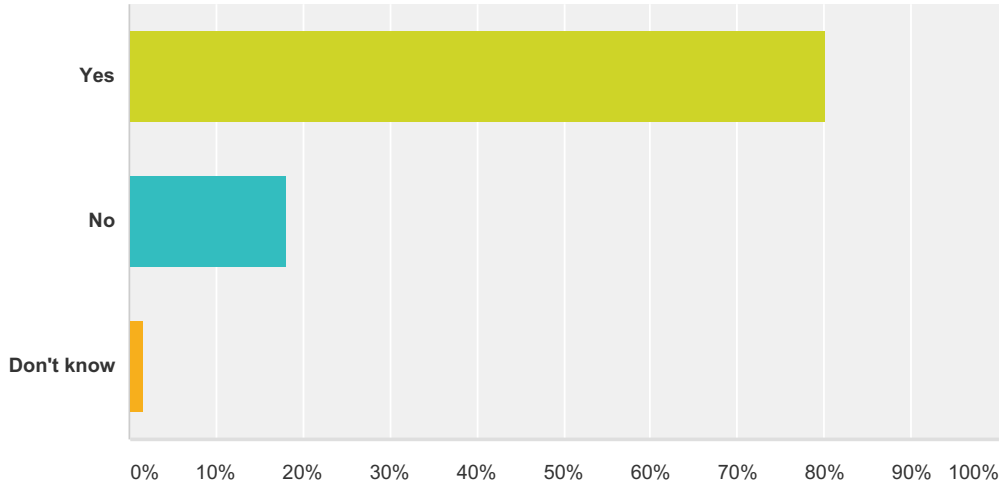
Answered: 1,224 Skipped: 19



Answer Choices	Responses
0%	4.33% 53
Between 0% and 2%	19.04% 233
Between 2% and 4%	21.24% 260
More than 4%	8.74% 107
Fees reduced	0.33% 4
Don't know	46.32% 567
Total	1,224

Q22 Beyond your school's regular training days, are you offered additional training and professional development opportunities?

Answered: 1,227 Skipped: 16



Answer Choices	Responses
Yes	80.11% 983
No	18.26% 224
Don't know	1.63% 20
Total	1,227