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and Solidarity  
Network

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# International Barometer of Education Staff

Report | United Kingdom | I-BEST 2023





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The International Barometer of Education Staff (I-BEST) is a biennial survey conducted from 2021 by the Education and Solidarity Network and the Foundation for Public Health. I-BEST could not be done without the support of Education International and the UNESCO Chair “Global Health and Education”, the relay and support of local partners, and the active participation of education personnel. Thanks to all.

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## About the Education and Solidarity Network (ESN)



Education  
and Solidarity  
Network

The Education and Solidarity Network is an international association founded in 2009 with the conviction that education and health are interdependent and at the heart of all human development. The Network builds bridges between education, health and social protection actors, in order to work towards the well-being of the educational communities around the world.

For more information: [www.educationsolidarite.org](http://www.educationsolidarite.org)

## About the Foundation for Public Health (FESP)



Founded in 2002 in France, the Foundation for Public Health aims to identify ways of promoting the health of populations. As a multidisciplinary team, it carries out scientific studies and research in 5 main research areas: health behaviors, occupational health, environmental health, healthcare trajectories and social protection.

## Introduction

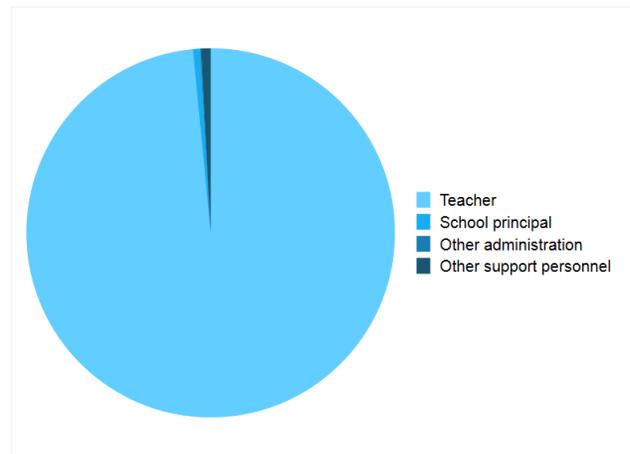
- Survey dissemination date: May-June 2023
- Dissemination channel: online questionnaire relayed by NASUWT
- Number of participants: 2,572 education staff
- Adjustment: by weighting procedure considering the gender, the age group (<30, 30-49, ≥50) and the level of education (preschool+primary, secondary). Source: OECD, 2020

All statistics presented in the report are weighted

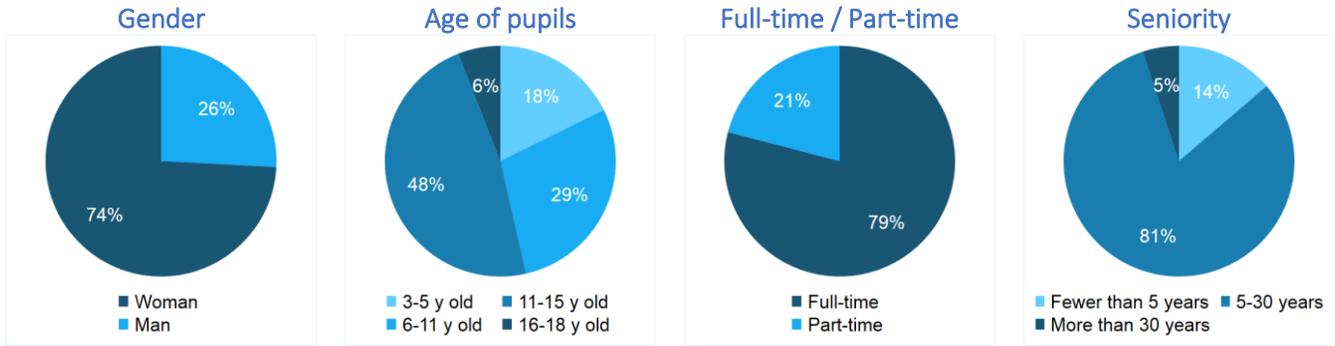
## I. Sociodemographic and professional profile of education staff participating in the survey

### Role

	N	%
Role		
Teacher	2,524	98%
School principal	18	1%
Other administration	3	0%
Other support personnel	27	1%

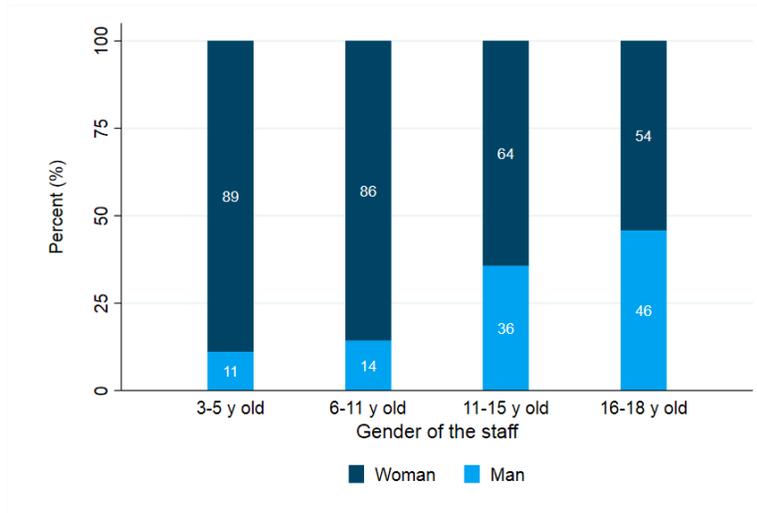


Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

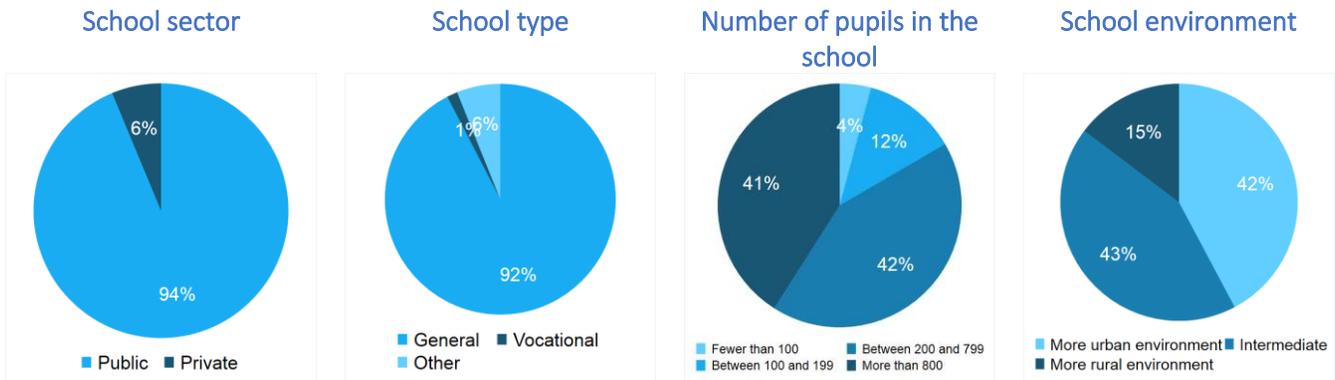


Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### Age of pupils



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

## II. Working conditions and environment

### II.1. Organizational and motivational factors

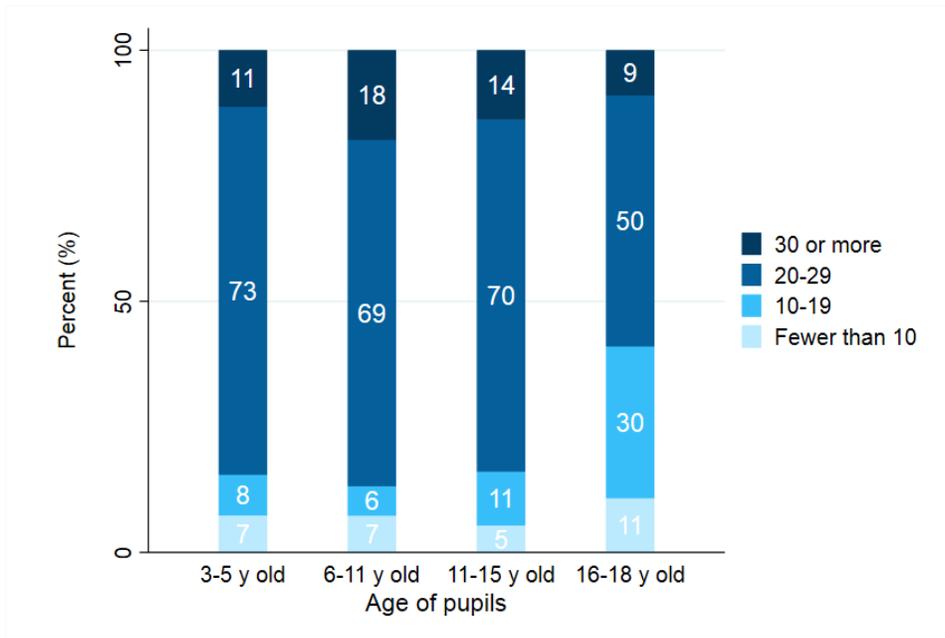
#### Number of actual hours worked per week

	Mean* (in hours)	Standard deviation (in hours)
Age of pupils		
3-5 y old	49	9
6-11 y old	49	9
11-15 y old	48	9
16-18 y old	47	9
Total	48	9

\*Calculated among full-time professionals

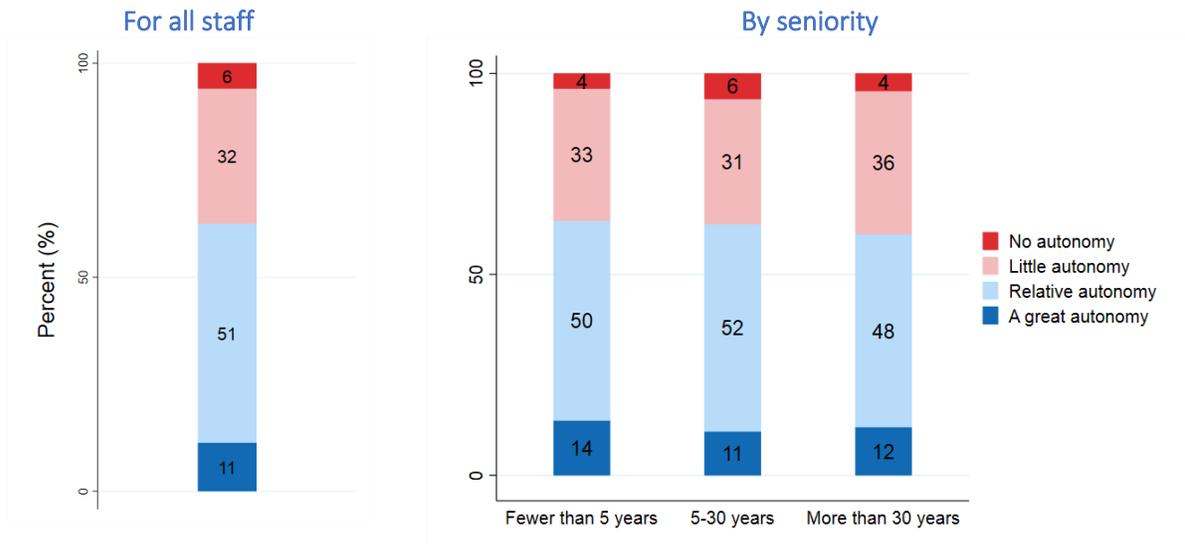
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

#### Average number of pupils in classes taught



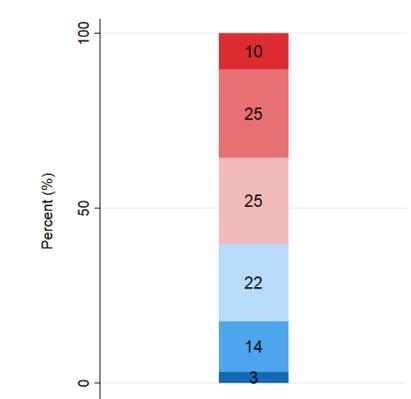
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### How much autonomy do you have in your work?

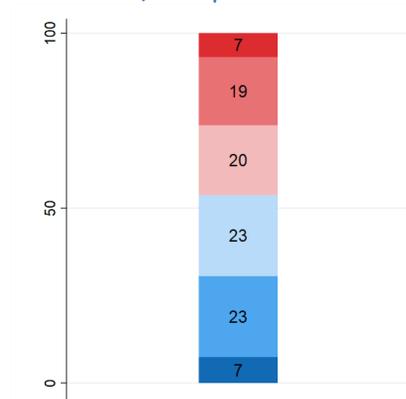


Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

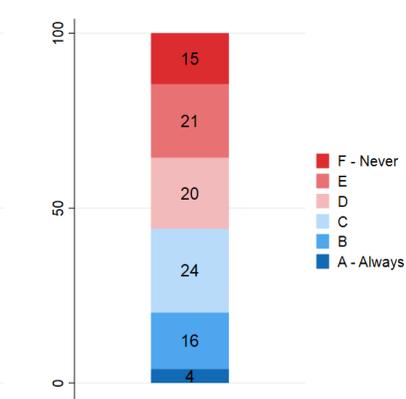
### At work, are you informed in advance about important decisions?



### Is your work recognised / valued by the school administration and/or superiors?

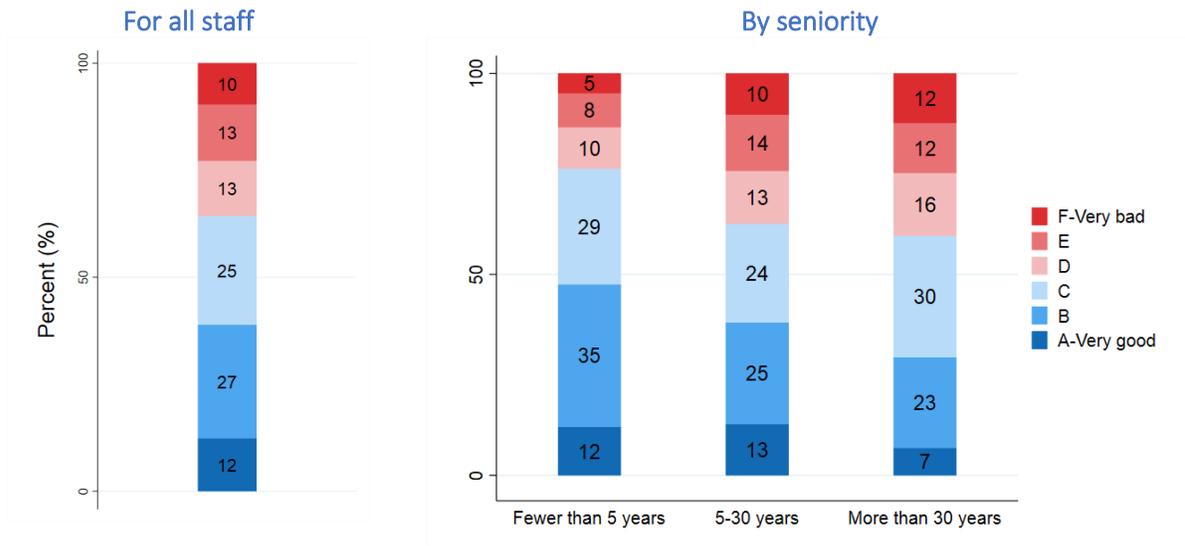


### In your school, do you make important decisions as a team?



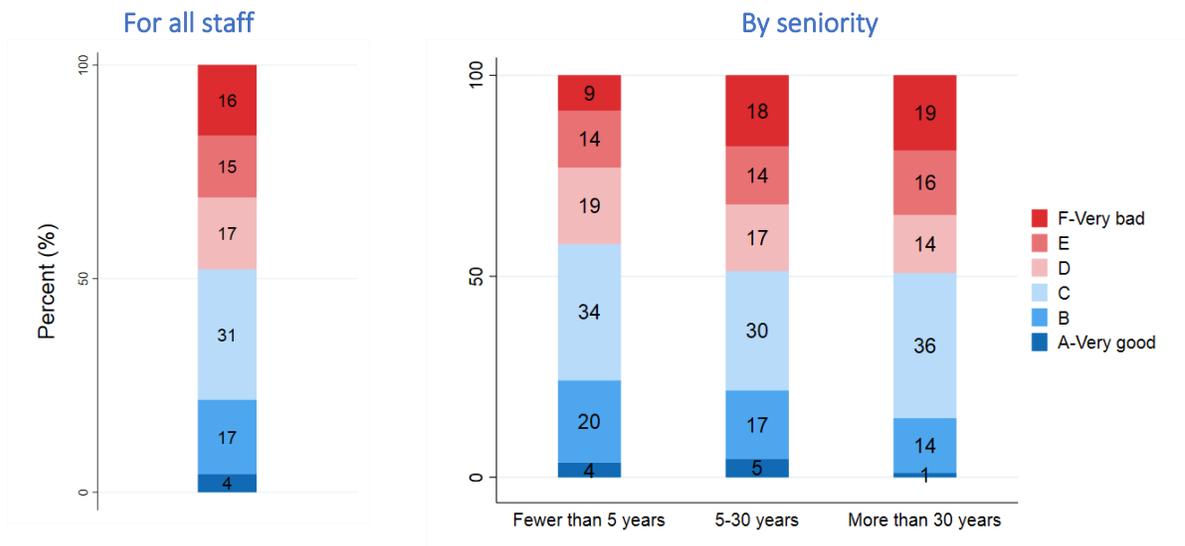
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### Evaluation of the opportunities of training



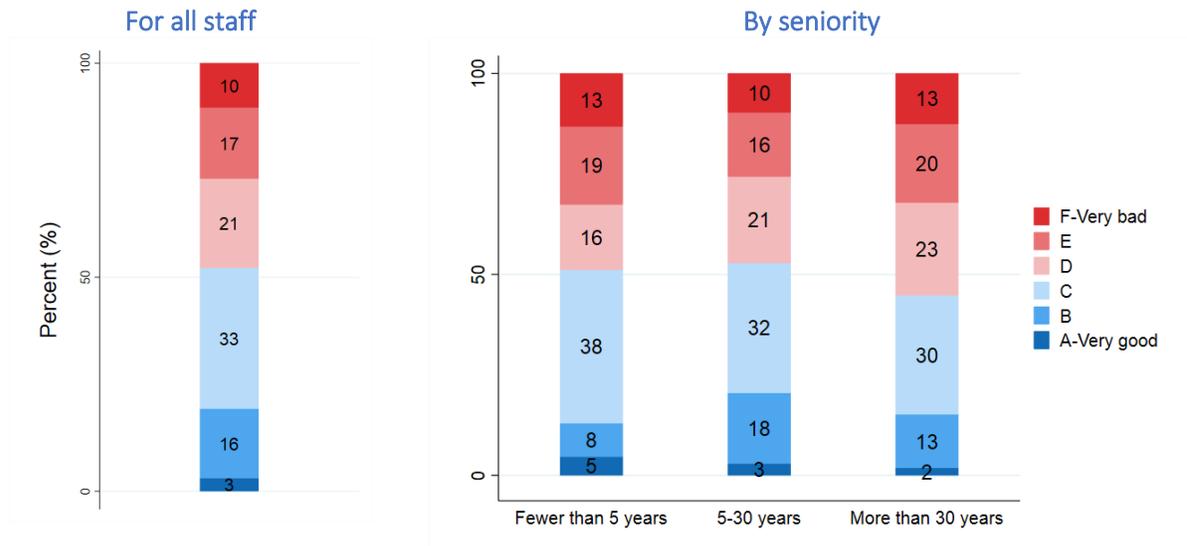
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### Evaluation of the opportunities of promotion



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

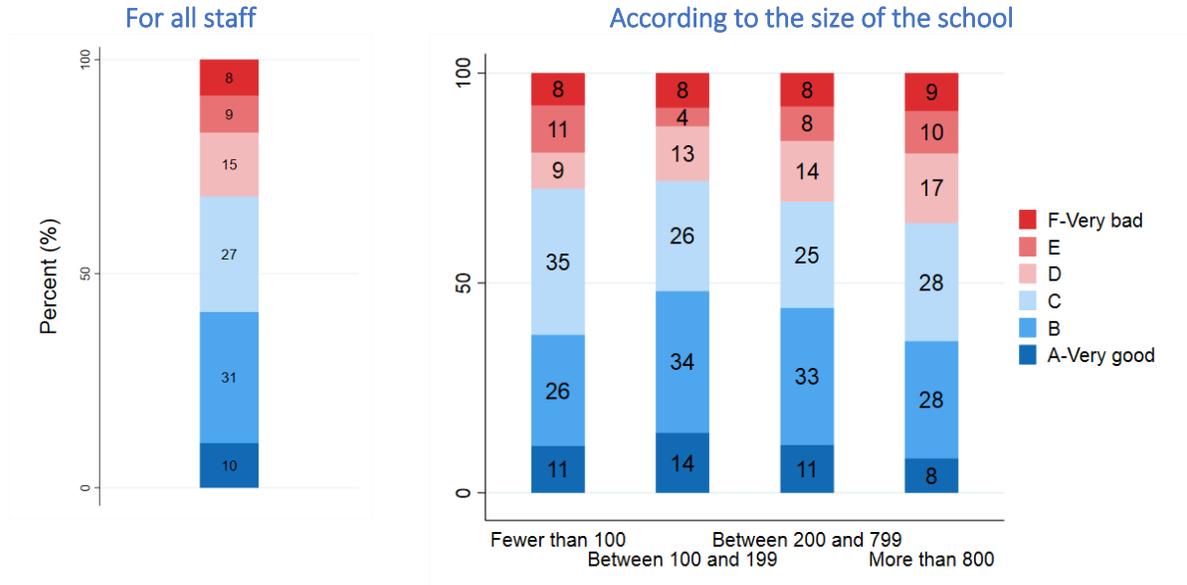
## Evaluation of salary



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

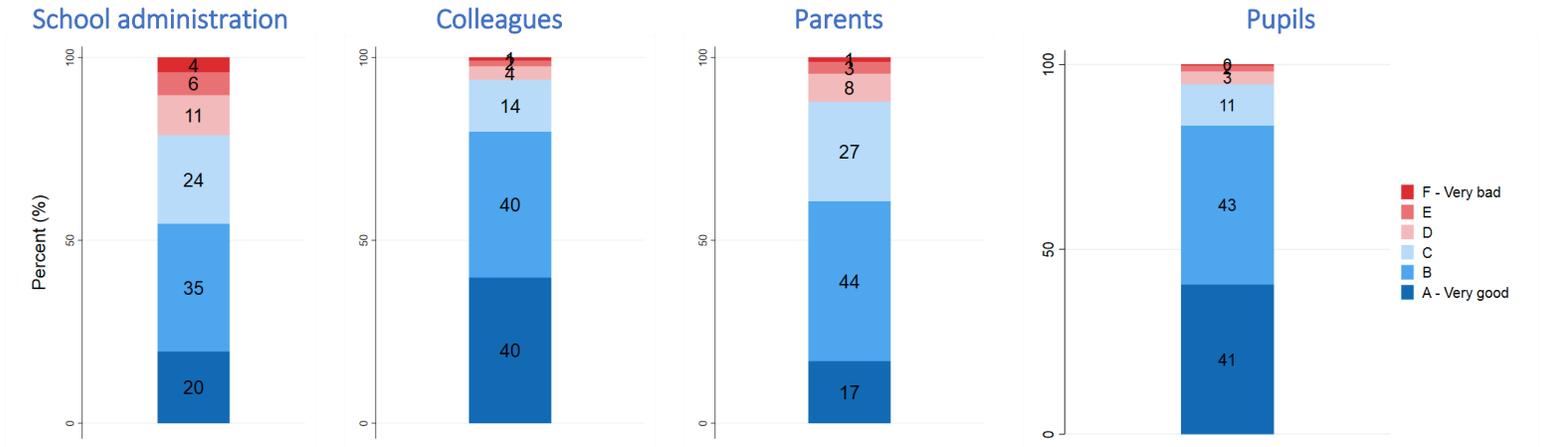
## II.2. School environment and social relationships at work

### School climate



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

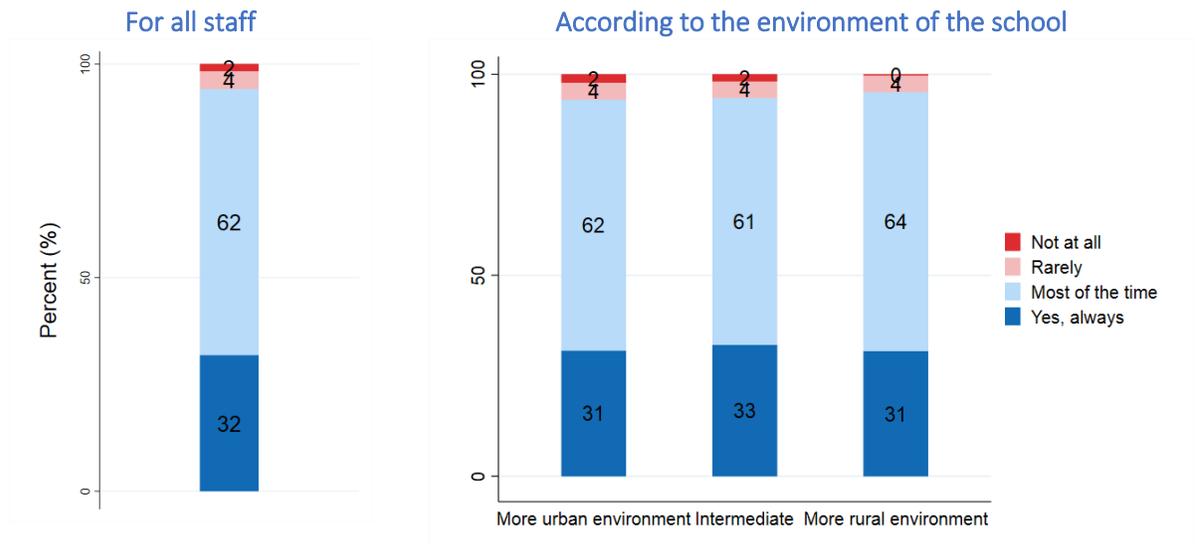
### How do you currently rate the quality of your relationship with the following stakeholders?



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

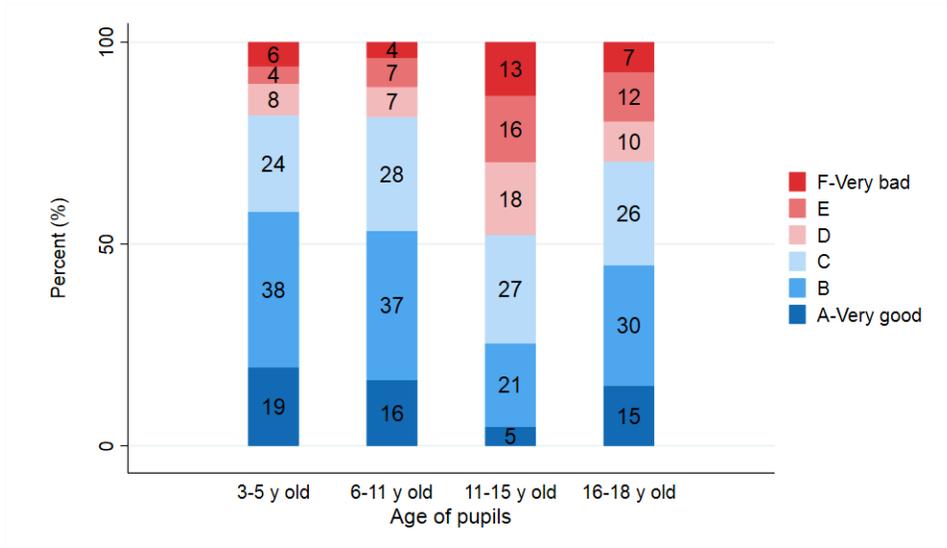
## II.3. Violence and security at work

### Do you feel safe at your workplace?



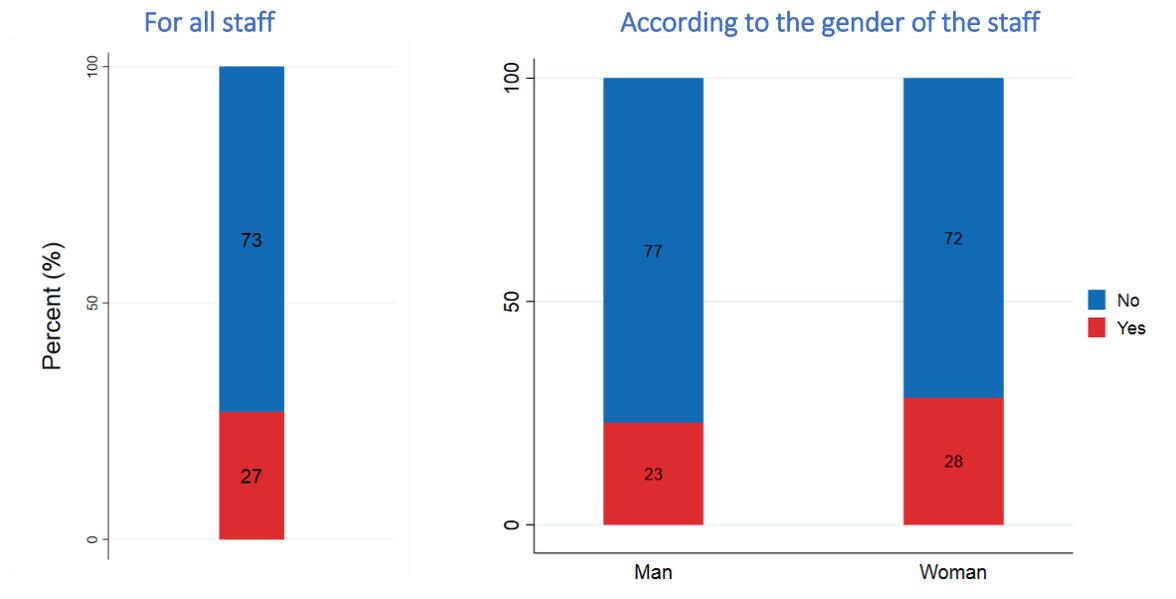
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### Level of discipline of pupils



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

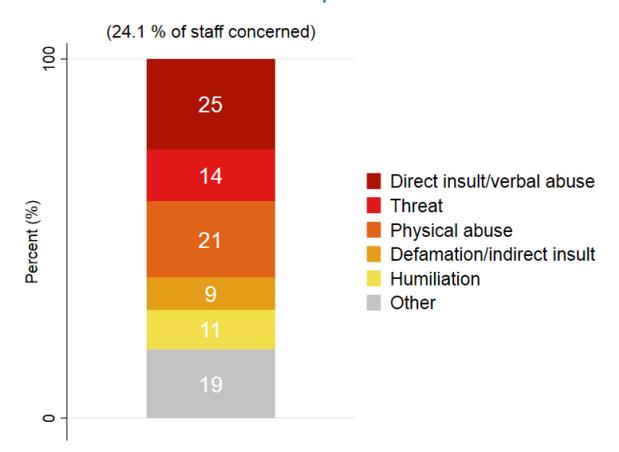
### Have you been the victim of workplace violence in the past 12 months?



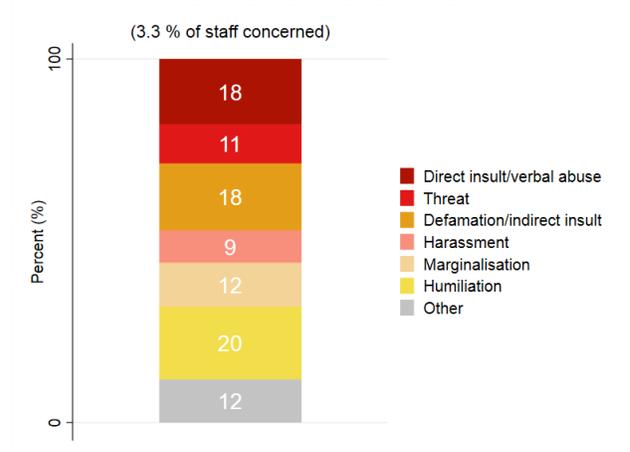
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

## Types of suffered violences according to stakeholders

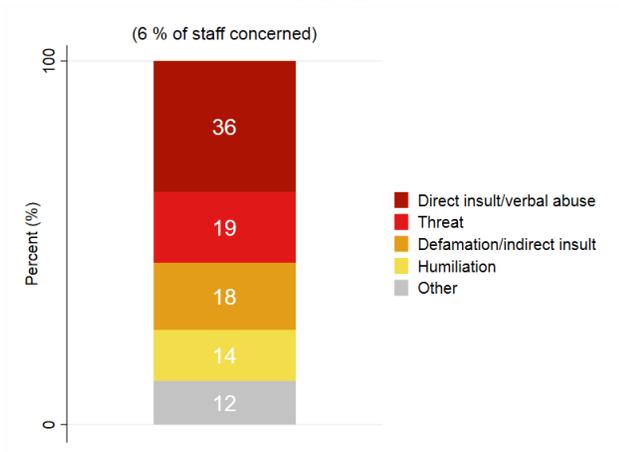
### Pupils



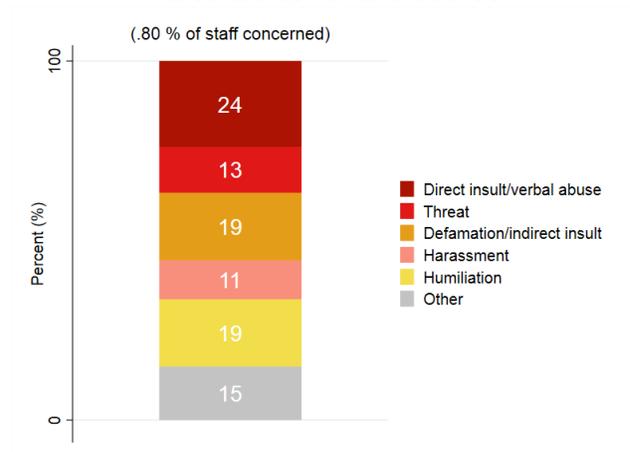
### Members of the school staff



### Parents

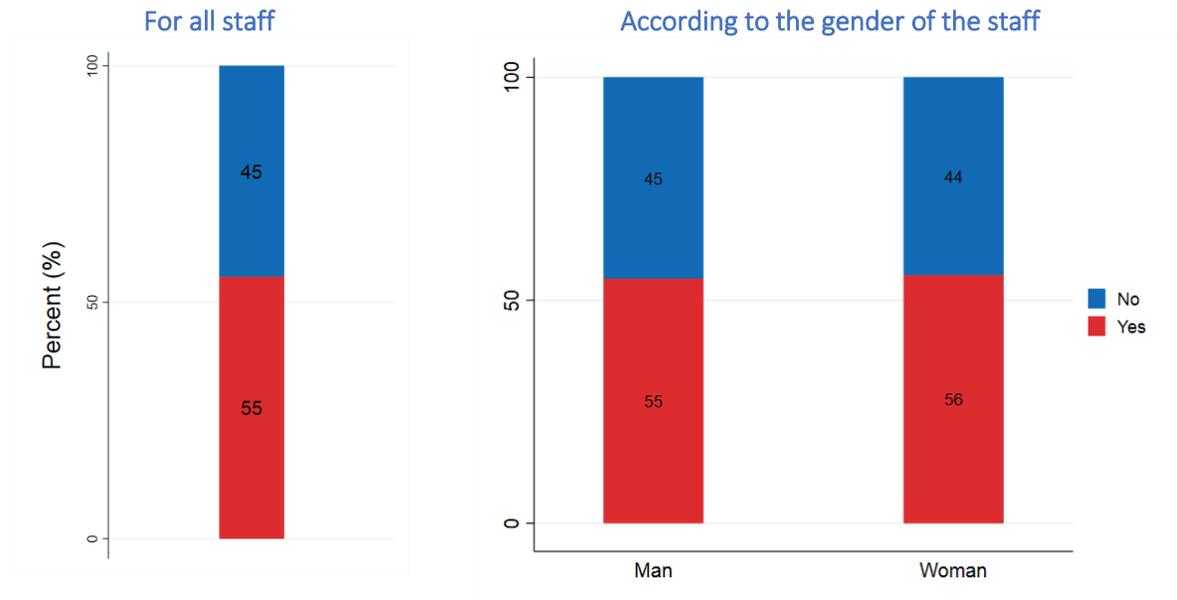


### Persons external to the school



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### At work, have you witnessed violence in the past 12 months?

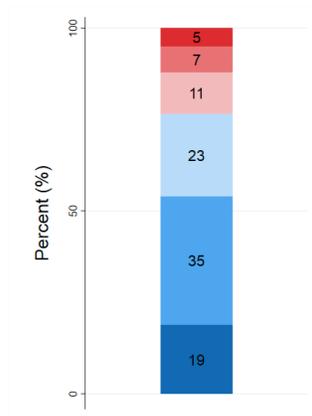


Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

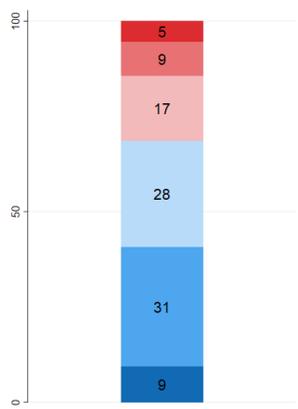
## II.4. Physical environment

### Are you satisfied with the following aspects of your school?

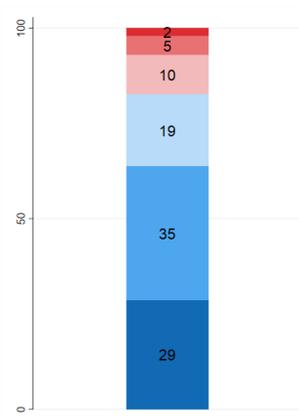
#### Satisfaction: facilities



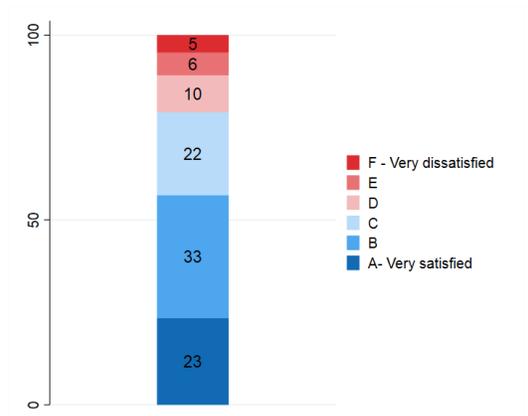
#### Satisfaction: material conditions (workspaces, teaching materials, Internet...)



#### Satisfaction: amenities (electricity, drinking water...)

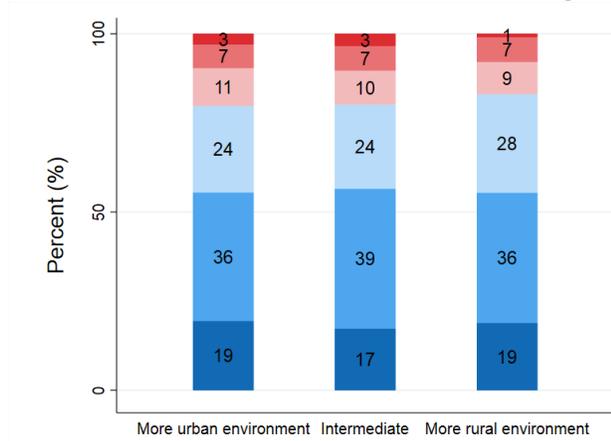


#### Satisfaction: sanitation (toilets, sewage, waste management...)

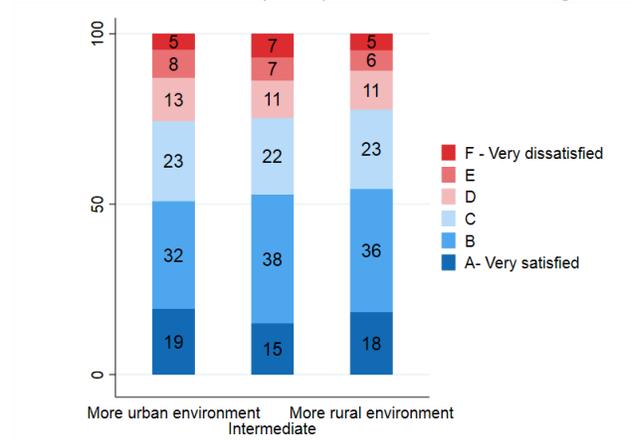


Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### Satisfaction: sound level outside the buildings



### Satisfaction: air quality outside the buildings

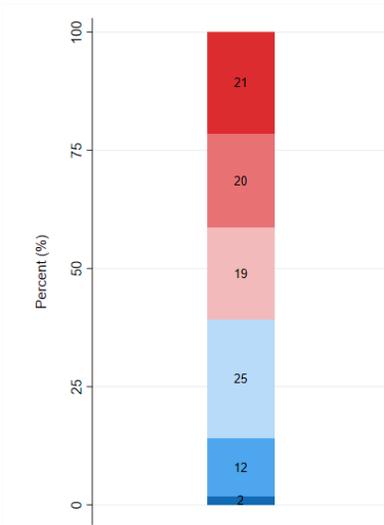


Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

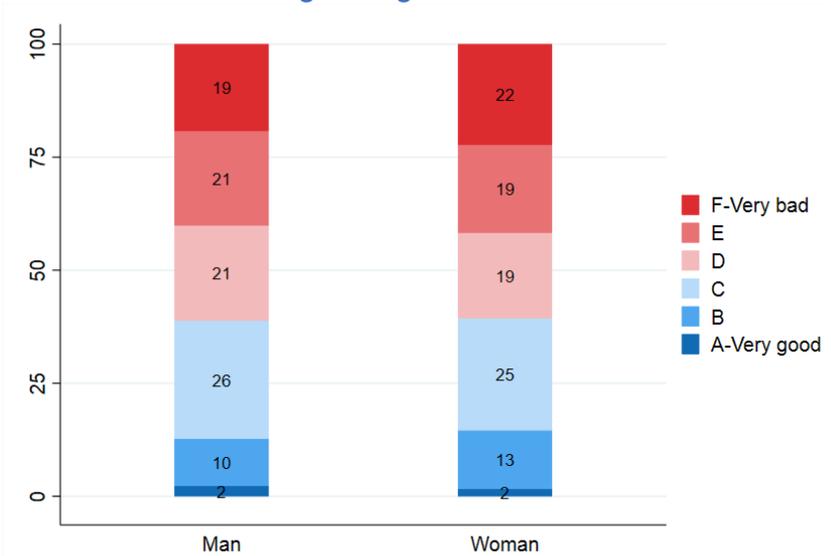
## II.5. Work/life

### Work/life balance

#### For all staff

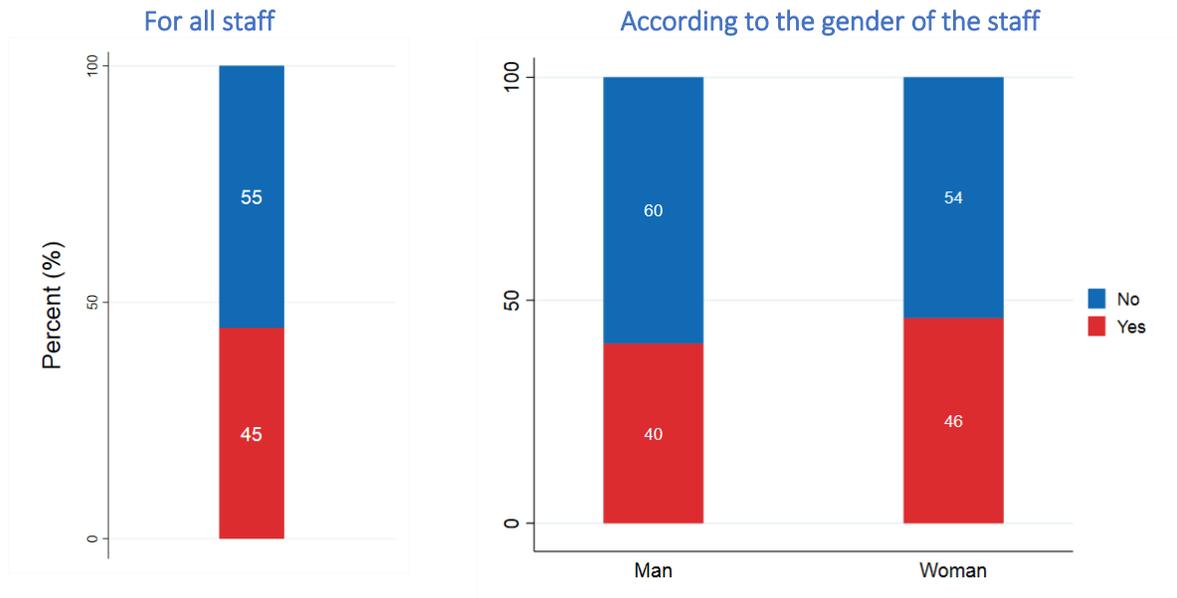


#### According to the gender of the staff



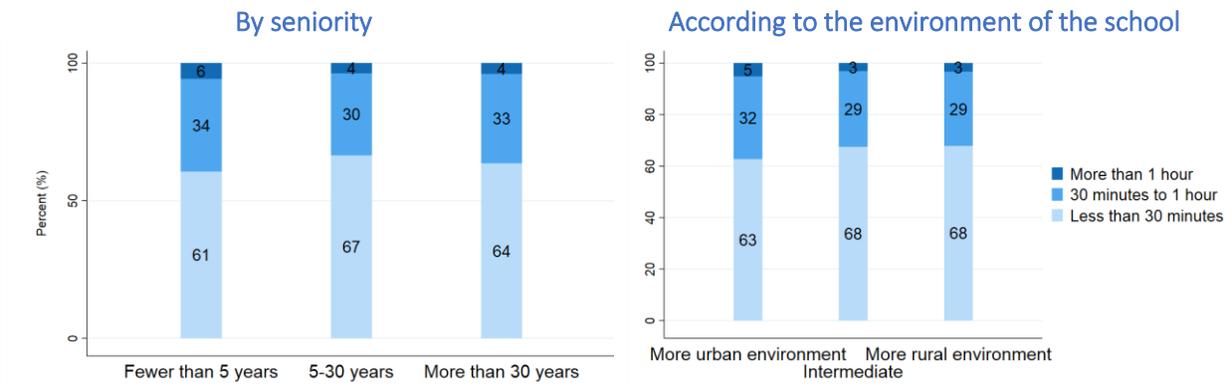
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### Provides regular help/support to a family member or friend



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### Usual travel time from home to work



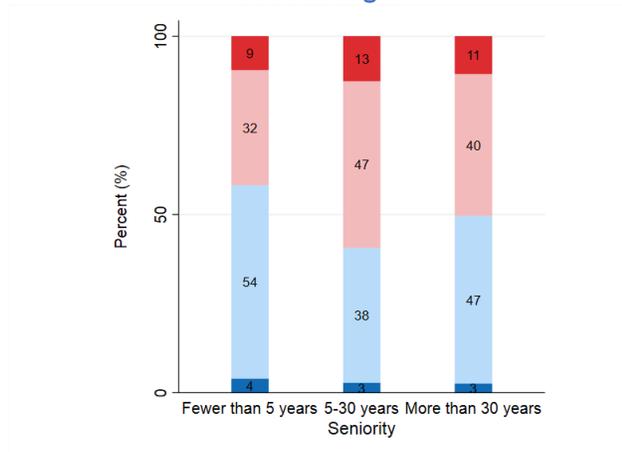
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### III. Health and well-being of education staff

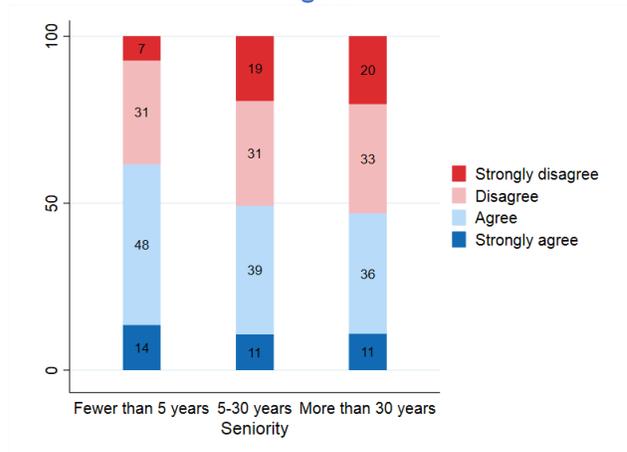
#### III.1. Indicators in the work context

To what extent do you agree or disagree with the following statements?

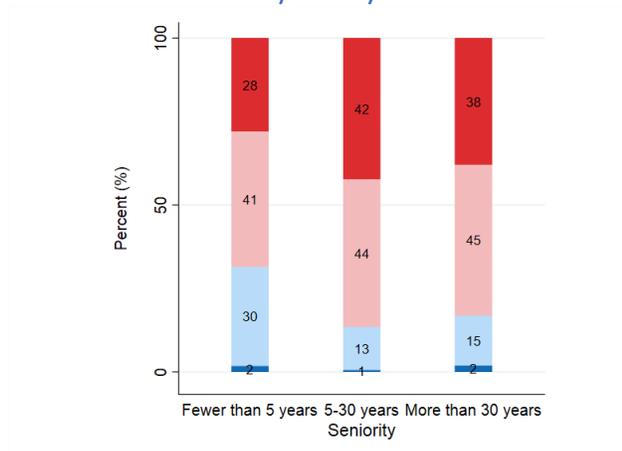
The advantages of my job far outweigh the disadvantages



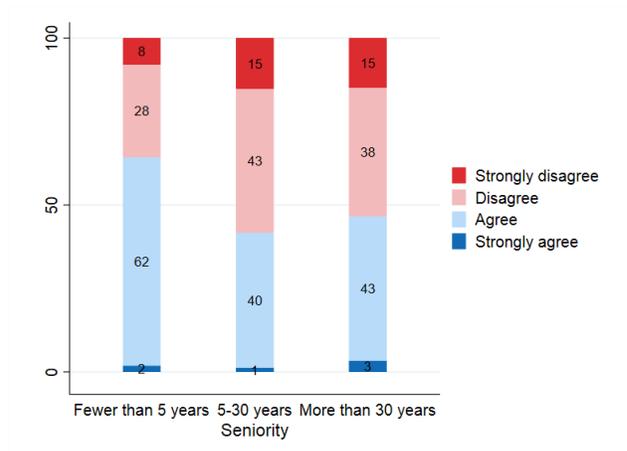
If I had to do it again, I would choose my profession again



I have the impression that my profession is valued by society

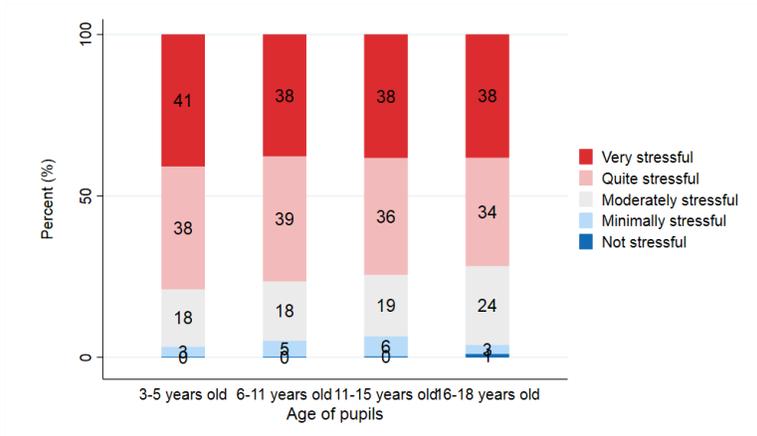


Overall, I am satisfied with my job



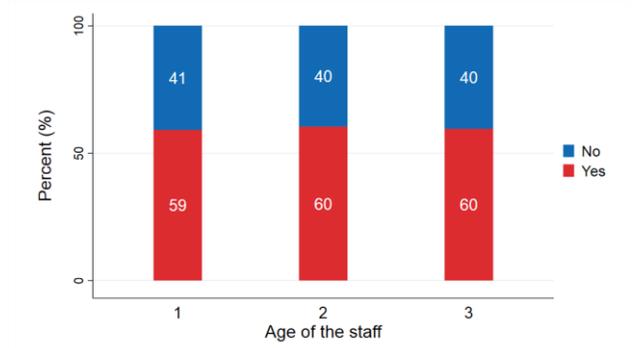
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### How stressful has your job been since the start of the school year?

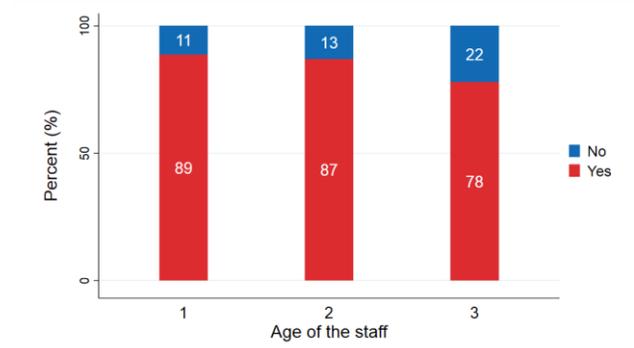


Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

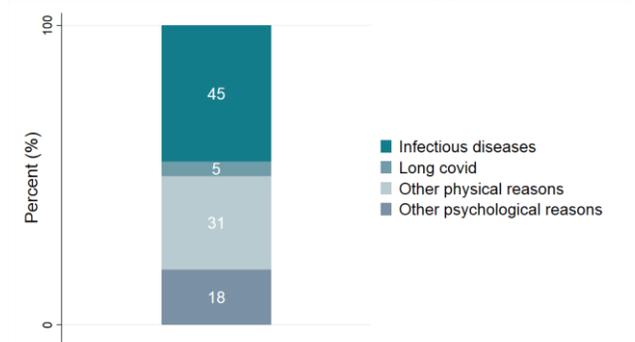
#### Had sick leave (last 12 months)



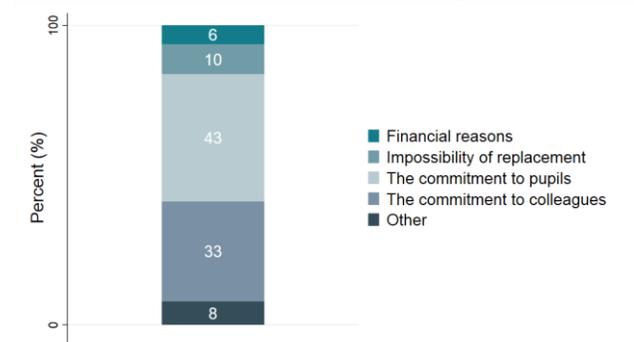
#### Worked while sick (last 12 months)



#### If yes, for what reason(s)?



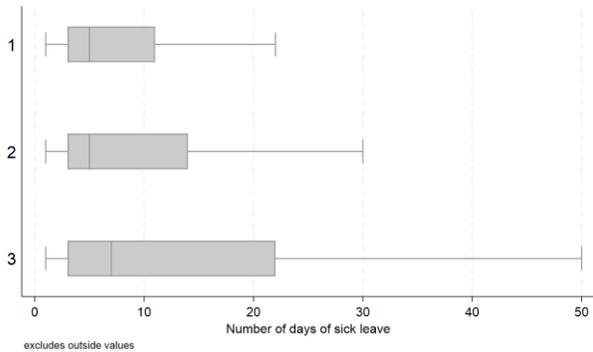
#### If yes, for what reason(s)?



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

## Number of days of sick leave\*

According to the age of the staff

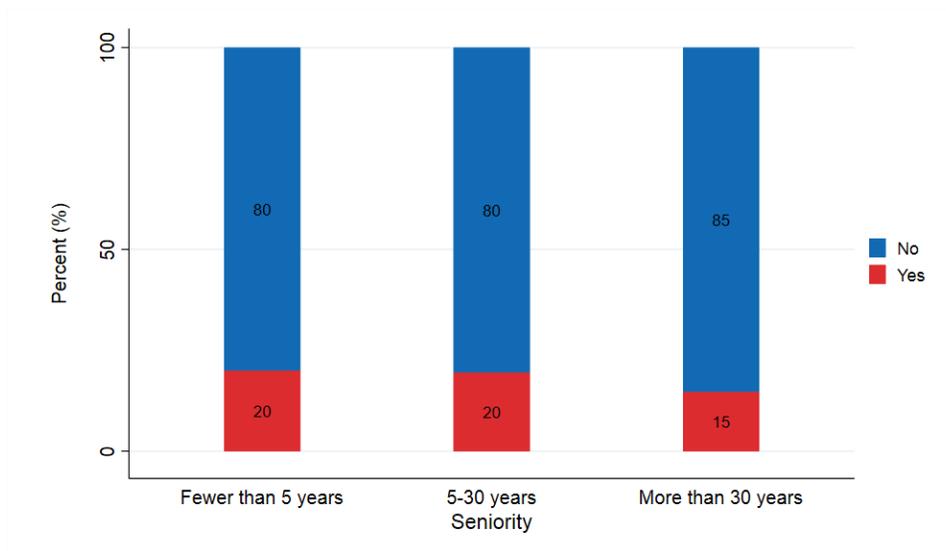


	Age of staff			Total
	≤35 years	36-50 years	>50 years	
1st quartile	3	3	3	3
Median	5	5	7	5
3rd quartile	10	14	22	14

\*Among staff who have been on sick leave

Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

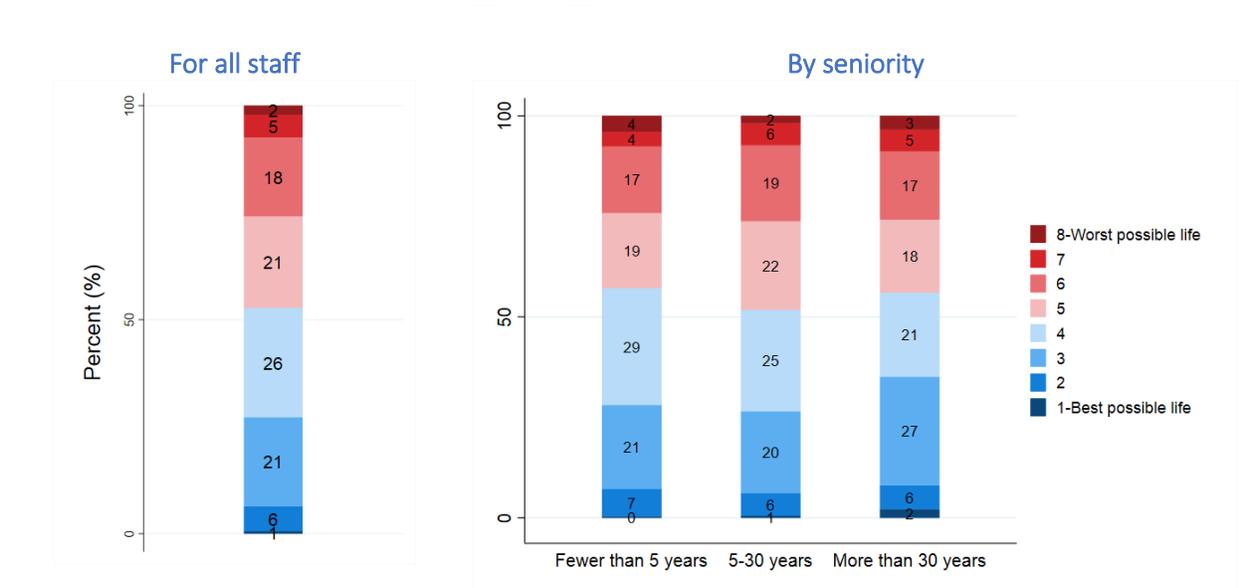
## In the last 12 months, have you been unable to work because of a voice disorder?



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

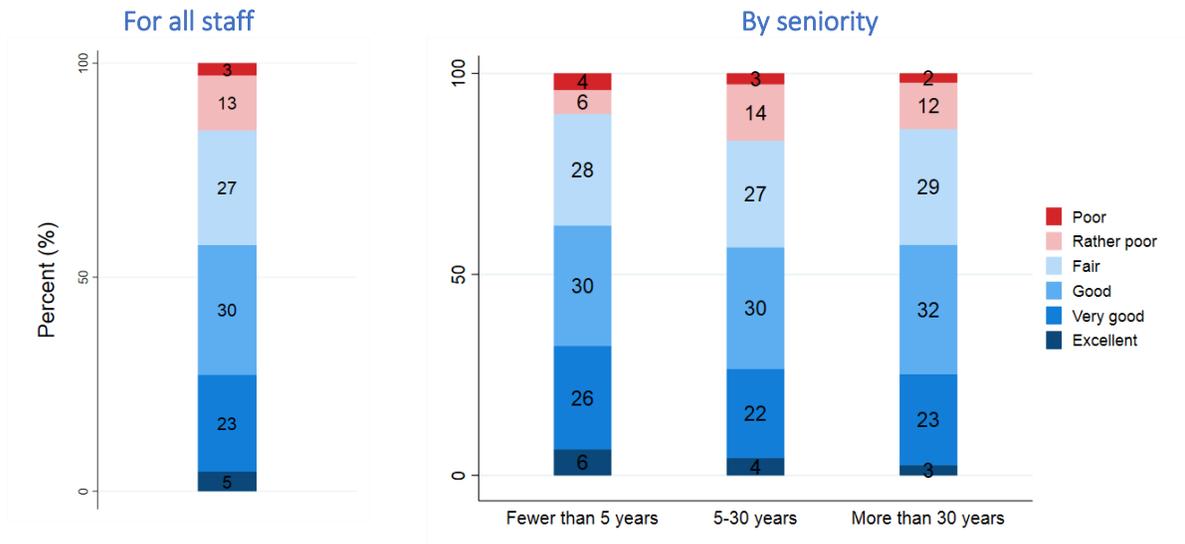
### III.2. Overall indicators

Quality of life: where do you currently place yourself on the ladder?



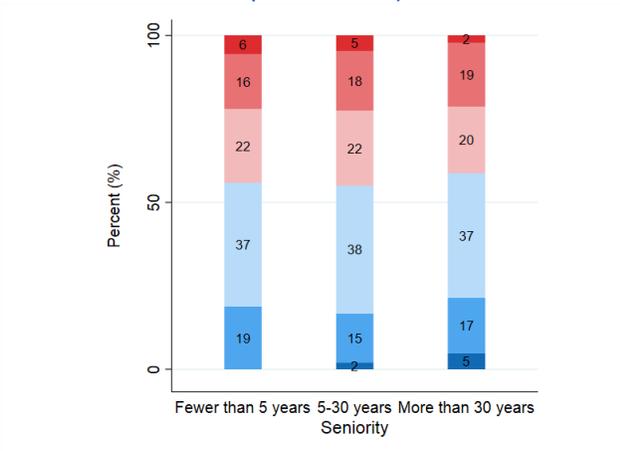
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### How do you rate your health?

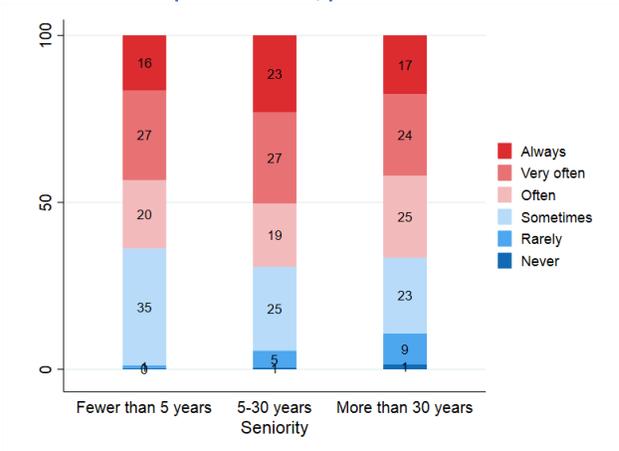


Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

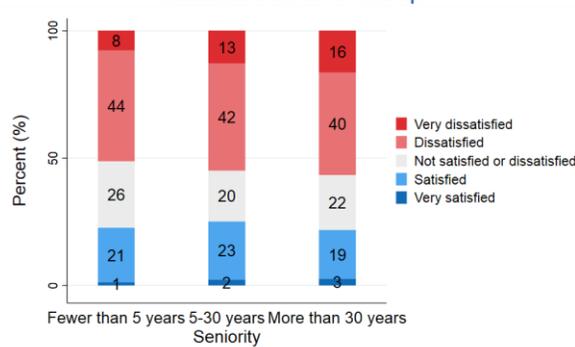
### Frequency of negative feelings (anxiety, depression, hopelessness...)



### Feeling of imbalance (time/energy) in professional/private life

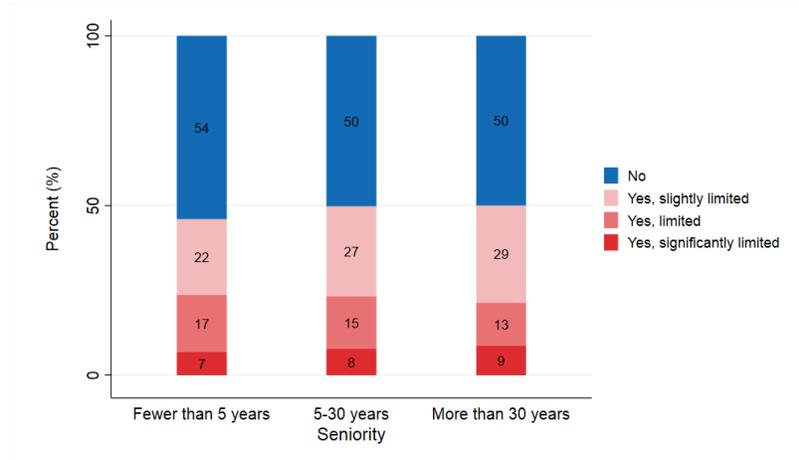


### Satisfaction with sleep



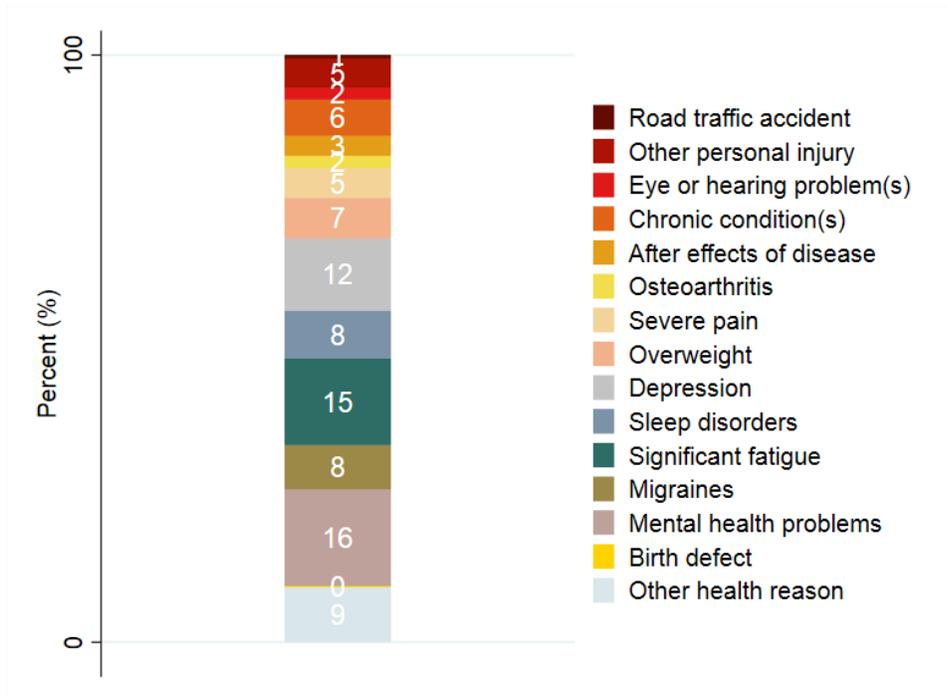
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### Limitation in daily activities because of a health problem (past 6 months)



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### If yes, for what reason(s)?

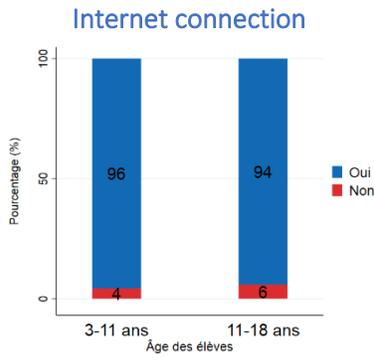
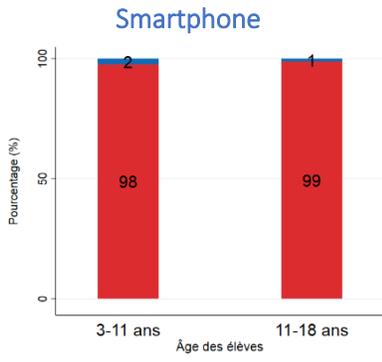
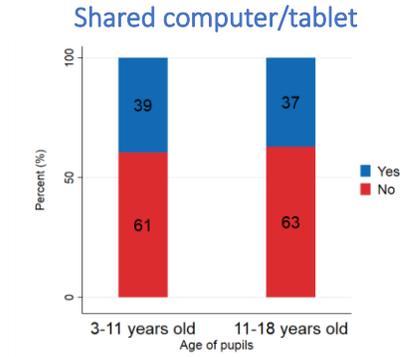
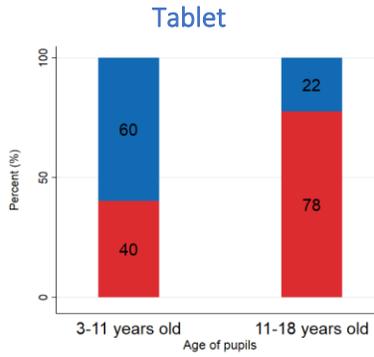
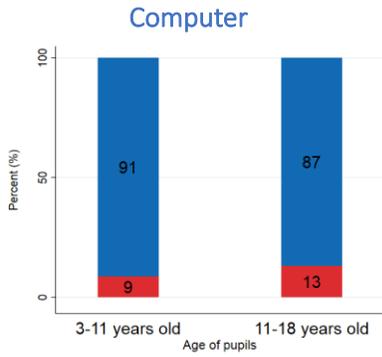


Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

## IV. Use of digital tools

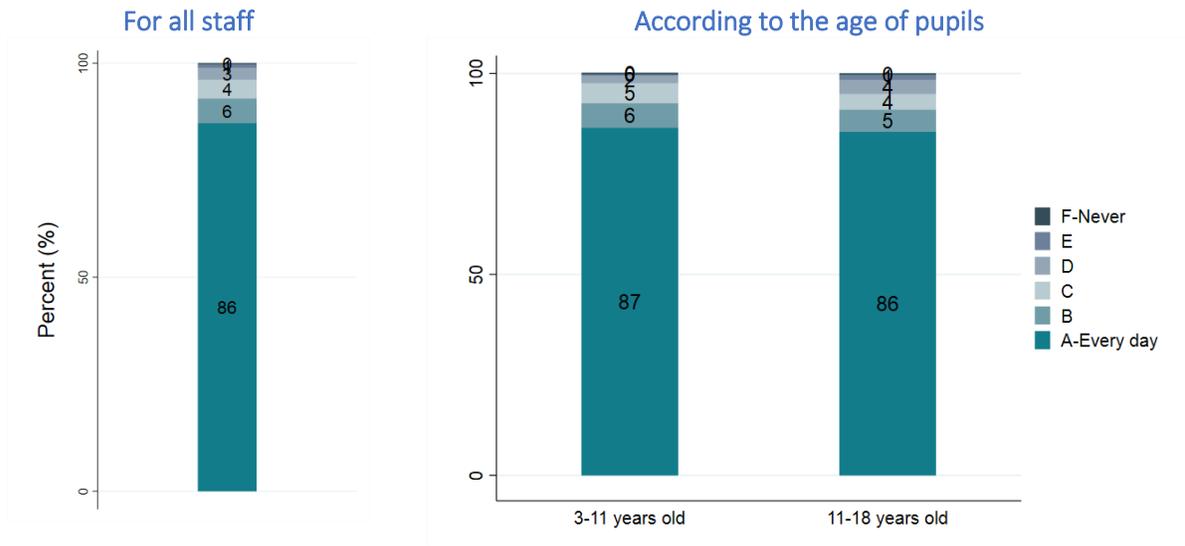
### IV.1 Equipment and frequency of use

As a professional, are you equipped with the following equipment?



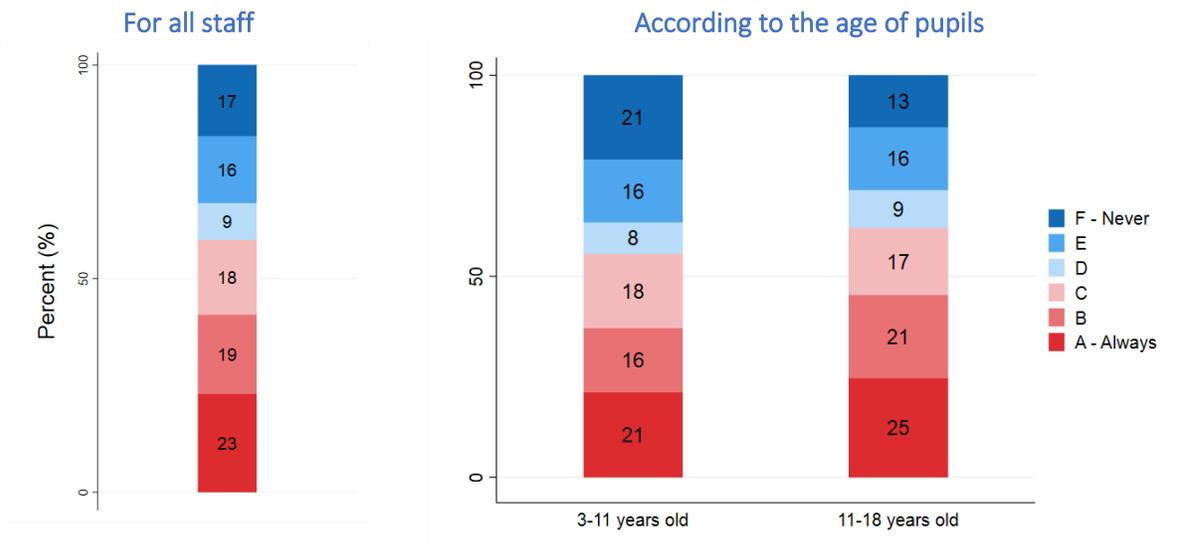
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### Frequency of use of digital tools in the context of professional activity



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

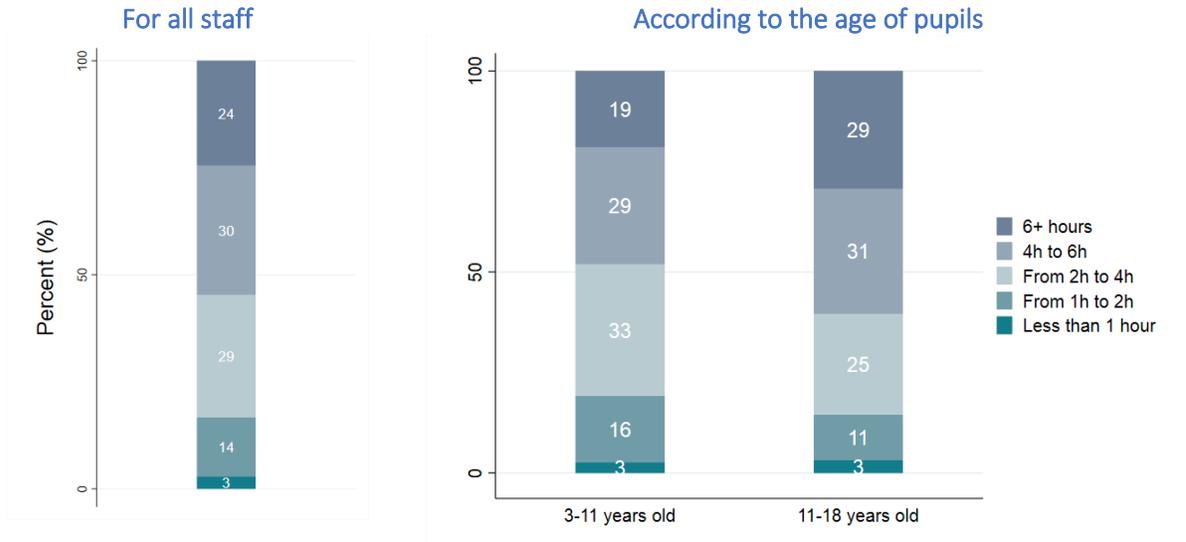
### Frequency of use of personal digital equipment for professional activities



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

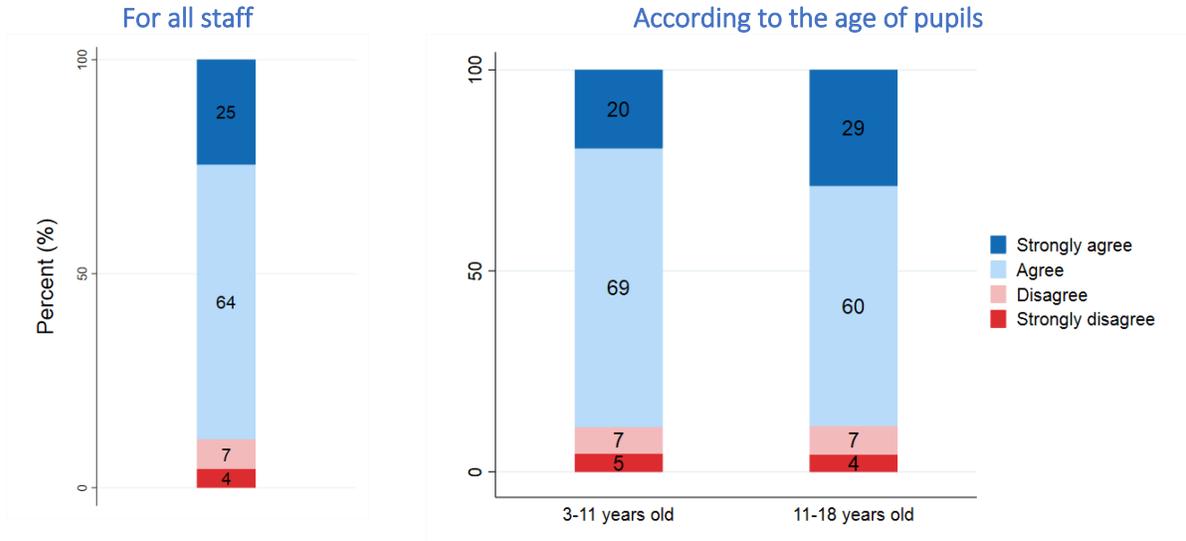
## IV.2 Adherence and attitude towards digital tools and technologies

### Average daily time of work spent on digital tools



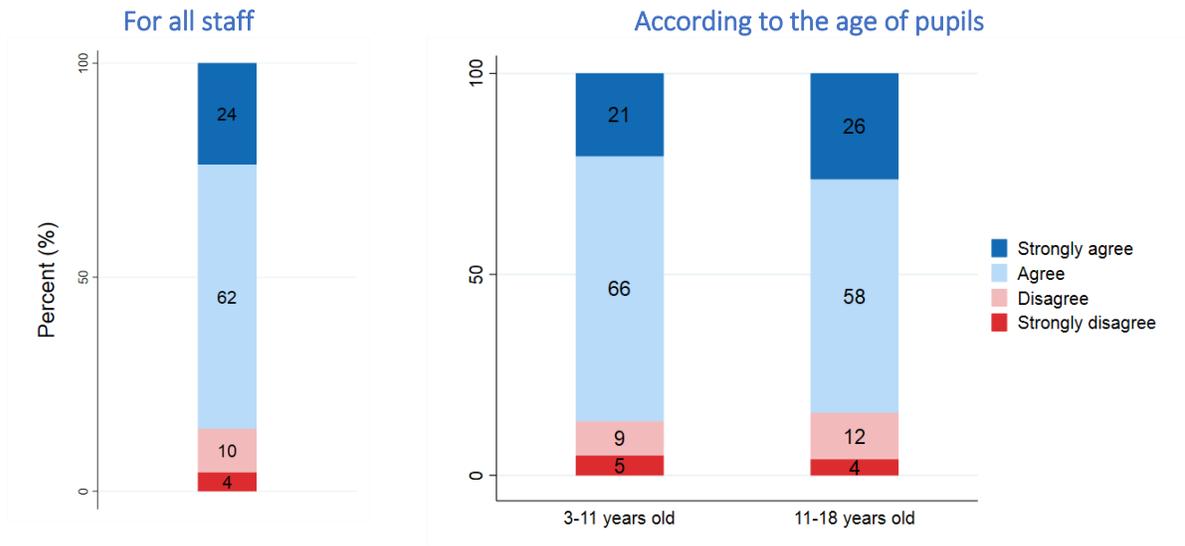
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### I feel comfortable with digital tools



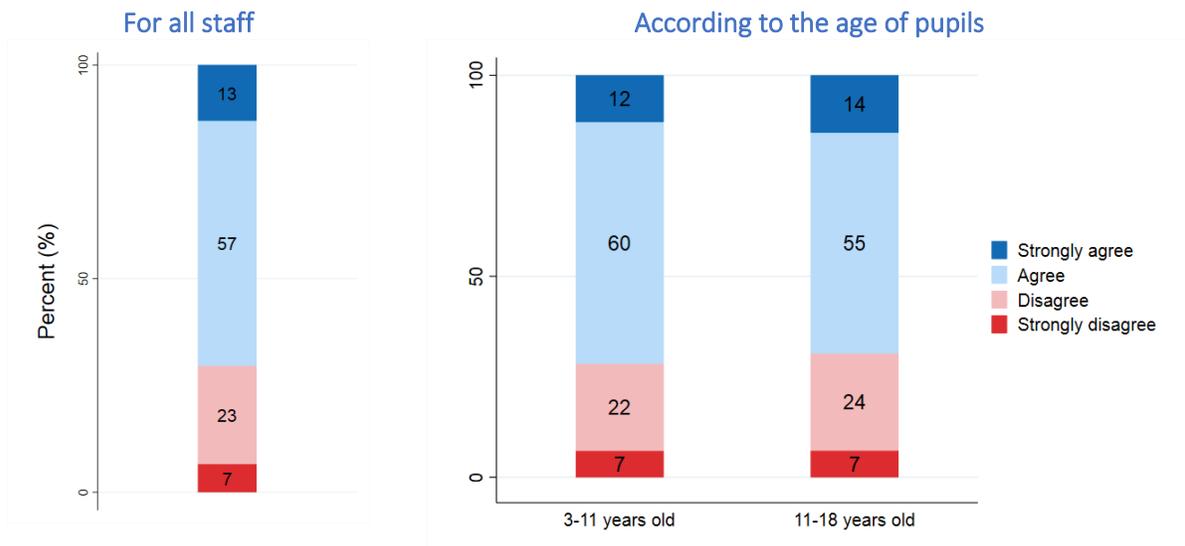
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### In my job, digital tools make my work easier



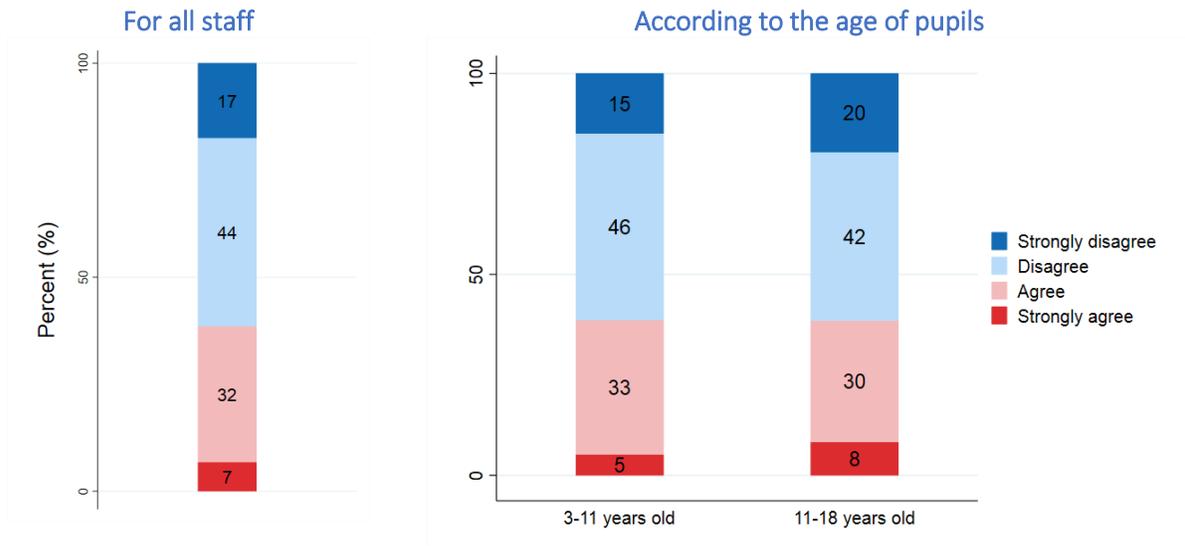
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### The use of digital technology in my work is supported by the administration



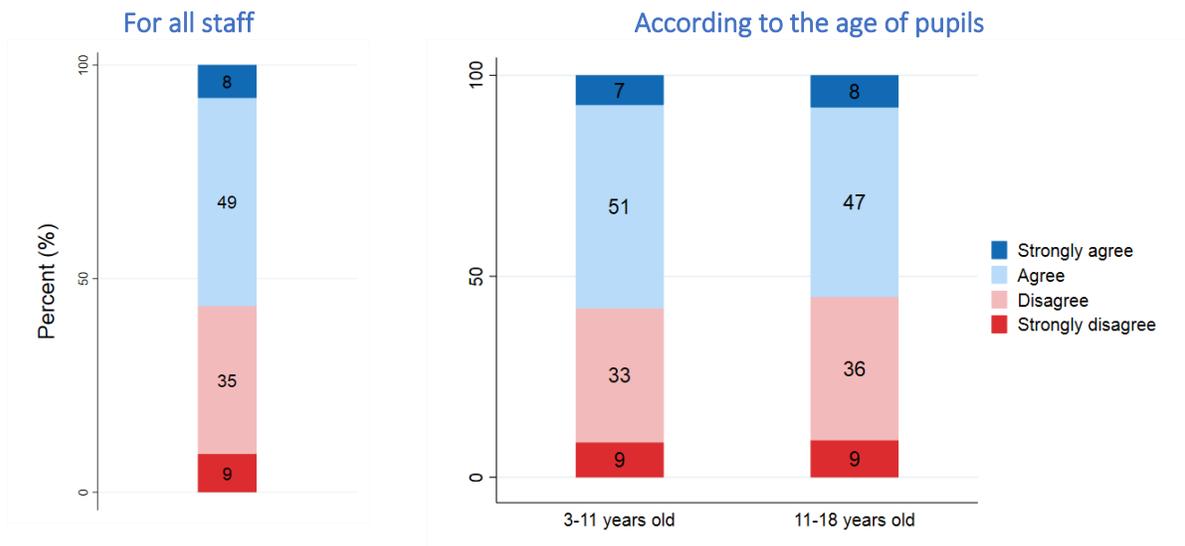
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### The use of digital technology in my work is a source of stress for me



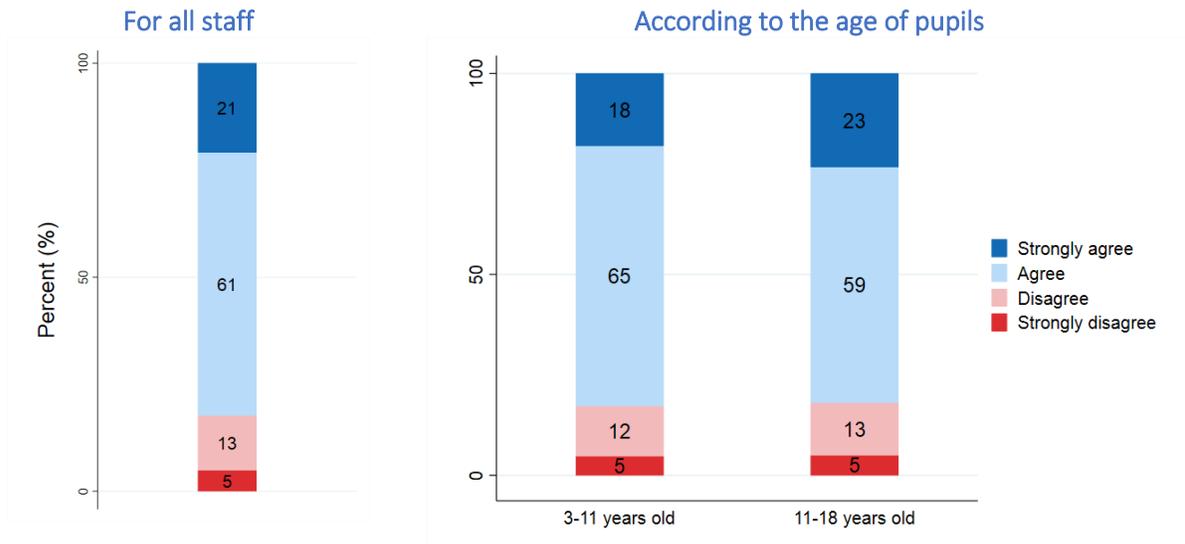
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### Digital tools have enabled me to improve my relationships with students/families



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

## I am in favour of using digital tools with pupils

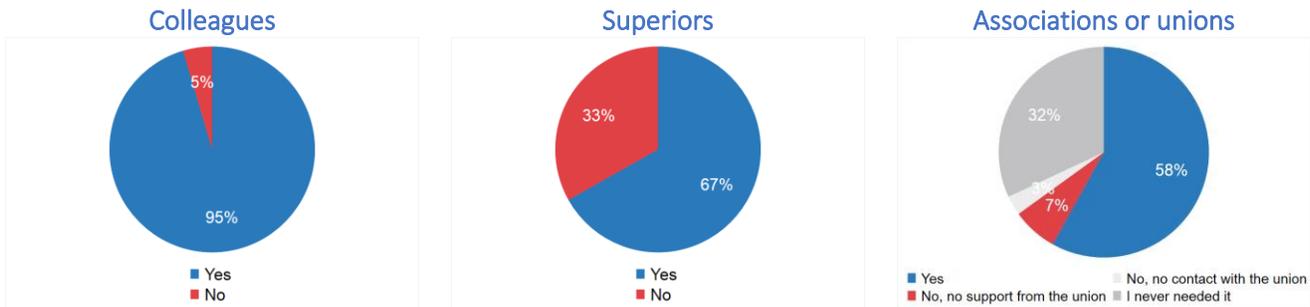


Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

## V. Needs identified by education personnel

### V.1. Support at work

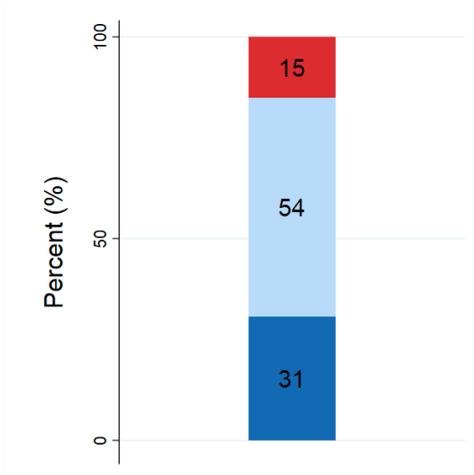
If needed, in your school do you get support from the following stakeholders



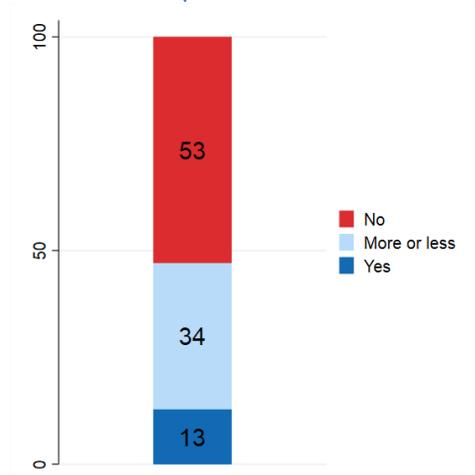
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

## V.2. Health-related information

In general, do you feel that you are well informed about health issues?



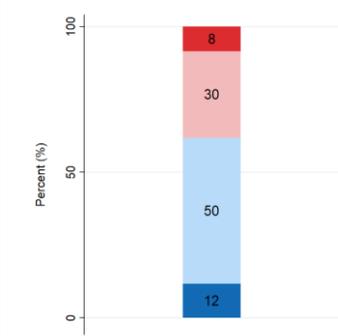
Do you know your rights regarding occupational health?



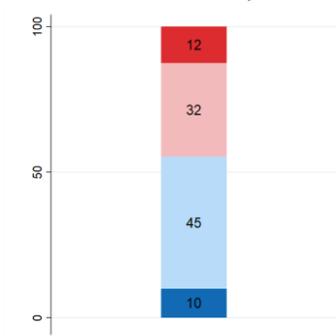
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

To what extent are these persons concerned about staff health and well-being?

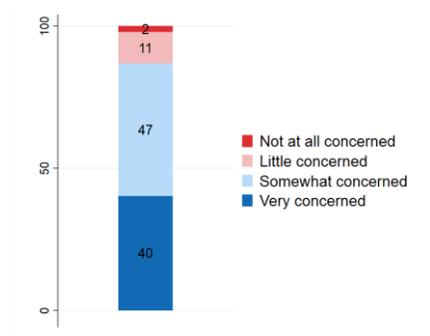
School administration



The hierarchy

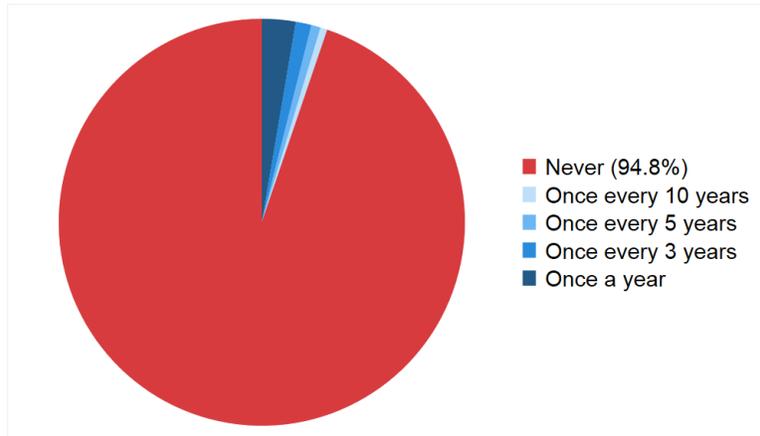


The unions



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

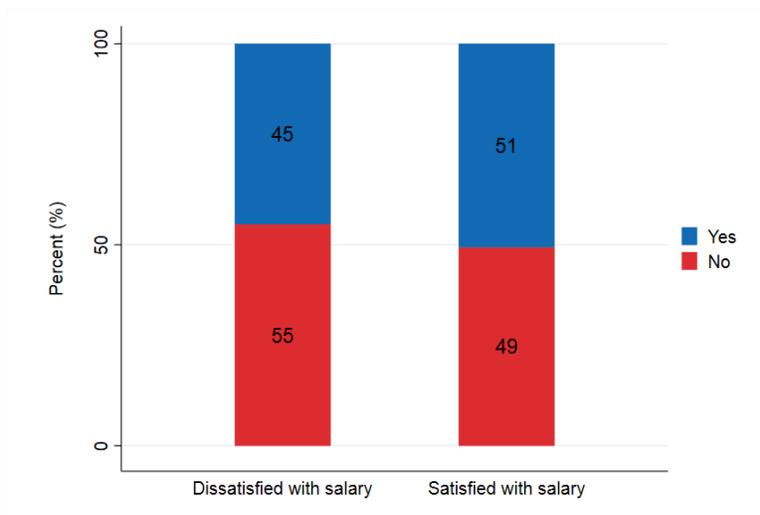
### Frequency of occupational medical appointments



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

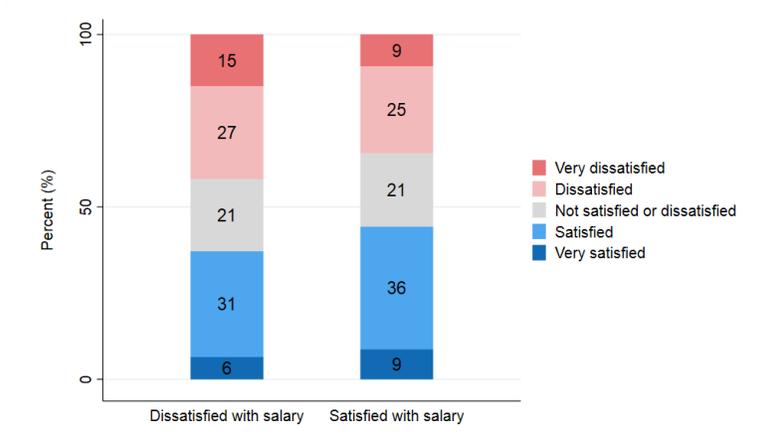
### V.3. Social protection

Do you have access to training and/or prevention resources on health/well-being?



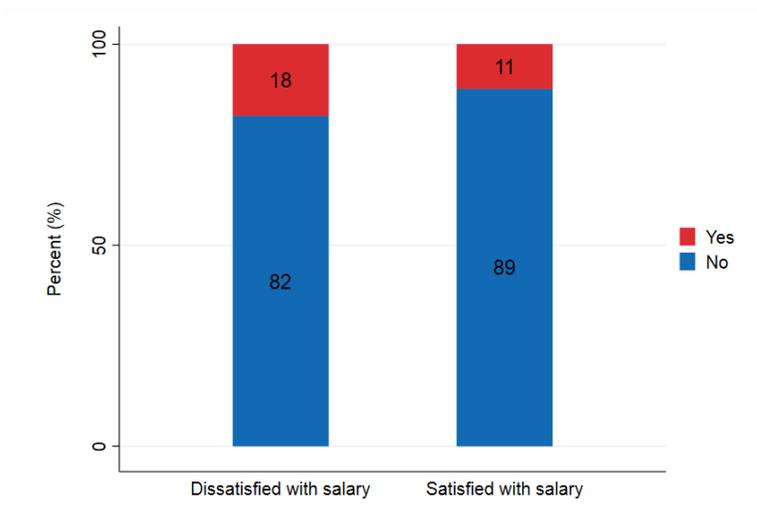
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### Are you satisfied with your access to healthcare in your country?



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

### In the past year, did you forgo some healthcare because of financial problems?



Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK

## Appendix: Response distribution, question by question for all staff

	N	%
Age of pupils		
3-5 y old	319	18%
6-11 y old	598	29%
11-15 y old	1467	48%
16-18 y old	188	6%
Role		
Teacher	2524	98%
School principal	18	1%
Other administration	3	0%
Other support personnel	27	1%
Quality of life: where do you currently place yourself on the ladder?		
1-Best possible life	24	0%
2	133	6%
3	507	21%
4	619	26%
5	567	21%
6	511	18%
7	156	5%
8-Worst possible life	55	2%
How do you rate your health?		
Excellent	102	5%
Very good	526	23%
Good	779	30%
Fair	734	27%
Rather poor	353	13%
Poor	78	3%
Limitation in daily activities because of a health problem (past 6 months)		
Yes, significantly limited	227	8%
Yes, limited	392	16%
Yes, slightly limited	728	26%
No	1225	51%
Frequency of negative feelings (anxiety, depression, hopelessness...)		
Never	61	2%
Rarely	391	15%
Sometimes	977	38%
Often	582	22%
Very often	448	18%
Always	113	5%
Feeling of imbalance (time/energy) in professional/private life		
Never	19	0%
Rarely	127	5%
Sometimes	659	26%
Often	521	19%
Very often	685	27%

Always	561	22%
Satisfaction with sleep		
Very dissatisfied	359	12%
Dissatisfied	1140	42%
Not satisfied or dissatisfied	530	21%
Satisfied	487	23%
Very satisfied	56	2%
The advantages of my job far outweigh the disadvantages		
Strongly disagree	322	12%
Disagree	1166	44%
Agree	1015	41%
Strongly agree	69	3%
If I had to do it again, I would choose my profession again		
Strongly disagree	507	18%
Disagree	815	31%
Agree	970	40%
Strongly agree	280	11%
I have the impression that my profession is valued by society		
Strongly disagree	1067	40%
Disagree	1122	44%
Agree	359	15%
Strongly agree	24	1%
Overall, I am satisfied with my job		
Strongly disagree	390	14%
Disagree	1114	41%
Agree	1022	44%
Strongly agree	46	1%
How stressful has your job been since the start of the school year?		
Very stressful	1000	39%
Quite stressful	945	37%
Moderately stressful	489	19%
Minimally stressful	124	5%
Not stressful	14	0%
Evaluation of the opportunities of training		
A-Very good	266	12%
B	598	27%
C	696	25%
D	377	13%
E	357	13%
F-Very bad	278	10%
Evaluation of the opportunities of promotion		
A-Very good	86	4%
B	405	17%
C	792	31%
D	439	17%
E	406	15%
F-Very bad	444	16%
Evaluation of salary		

A-Very good	73	3%
B	398	16%
C	817	33%
D	579	21%
E	431	17%
F-Very bad	274	10%
Work/life balance		
A-Very good	49	2%
B	291	12%
C	647	25%
D	501	19%
E	520	20%
F-Very bad	564	21%
Satisfaction with commuting		
A- Very satisfied	1112	43%
B	587	23%
C	407	16%
D	248	9%
E	141	5%
F - Very dissatisfied	77	3%
Usual travel time from home to work		
Less than 30 minutes	1681	66%
30 minutes to 1 hour	789	30%
More than 1 hour	102	4%
Average number of pupils in classes taught		
Fewer than 10	184	7%
10-19	301	10%
20-29	1733	69%
30 or more	354	14%
Do you feel safe at your workplace?		
Yes, always	803	32%
Most of the time	1603	62%
Rarely	119	4%
Not at all	47	2%
Satisfaction: facilities		
A- Very satisfied	412	19%
B	874	35%
C	612	23%
D	323	11%
E	206	7%
F - Very dissatisfied	145	5%
Satisfaction: material conditions (workspaces, teaching materials, Internet...)		
A- Very satisfied	226	9%
B	776	31%
C	715	28%
D	446	17%
E	263	9%
F - Very dissatisfied	146	5%

Satisfaction: amenities (electricity, drinking water...)		
A- Very satisfied	600	29%
B	902	35%
C	550	19%
D	296	10%
E	154	5%
F - Very dissatisfied	70	2%
Satisfaction: sanitation (toilets, sewage, waste management...)		
A- Very satisfied	489	23%
B	840	33%
C	599	22%
D	308	10%
E	206	6%
F - Very dissatisfied	130	5%
Satisfaction: sound level inside the buildings		
A- Very satisfied	398	18%
B	930	38%
C	670	24%
D	297	10%
E	186	7%
F - Very dissatisfied	91	3%
Satisfaction: sound level outside the buildings		
A- Very satisfied	572	25%
B	1006	40%
C	611	22%
D	238	9%
E	100	3%
F - Very dissatisfied	45	1%
Satisfaction: air quality inside the buildings		
A- Very satisfied	379	17%
B	838	35%
C	635	23%
D	365	12%
E	211	7%
F - Very dissatisfied	144	6%
Satisfaction: air quality outside the buildings		
A- Very satisfied	797	32%
B	1058	43%
C	454	16%
D	168	6%
E	65	2%
F - Very dissatisfied	30	1%
Computer		
Yes	2279	89%
No	293	11%
Tablet		
Yes	919	40%
No	1653	60%

Shared computer/tablet		
Yes	967	38%
No	1605	62%
Smartphone		
Yes	66	2%
No	2506	98%
Internet connection		
Yes	2475	97%
No	97	3%
If yes: the connection's speed quality is:		
A-Excellent	262	11%
B	882	37%
C	709	29%
D	348	14%
E	173	7%
F-Very bad	101	3%
Frequency of use of personal digital equipment for professional activities		
A - Always	579	23%
B	481	19%
C	459	18%
D	231	9%
E	394	16%
F - Never	428	17%
Frequency of use of digital tools in the context of professional activity		
A-Every day	2244	86%
B	131	6%
C	100	4%
D	60	3%
E	28	1%
F-Never	9	0%
Average daily time of work spent on digital tools		
Less than 1 hour	84	3%
From 1h to 2h	328	14%
From 2h to 4h	712	29%
4h to 6h	753	30%
6+ hours	695	24%
I feel comfortable with digital tools		
Strongly disagree	110	4%
Disagree	245	7%
Agree	1663	64%
Strongly agree	554	25%
In my job, digital tools make my work easier		
Strongly disagree	112	4%
Disagree	320	10%
Agree	1610	62%
Strongly agree	530	24%
The use of digital technology in my work is supported by the administration		
Strongly disagree	177	7%

Disagree	646	23%
Agree	1440	57%
Strongly agree	309	13%
The use of digital technology in my work is a source of stress for me		
Strongly disagree	417	17%
Disagree	1092	44%
Agree	854	32%
Strongly agree	209	7%
Digital tools have enabled me to improve my relationships with students/families		
Strongly disagree	243	9%
Disagree	940	35%
Agree	1211	49%
Strongly agree	178	8%
I am in favour of using digital tools with pupils		
Strongly disagree	135	5%
Disagree	379	13%
Agree	1586	61%
Strongly agree	472	21%
At work, are you informed in advance about important decisions?		
A - Always	74	3%
B	367	14%
C	562	22%
D	611	25%
E	687	25%
F - Never	271	10%
Is your work recognised / valued by the school administration and/or superiors?		
A - Always	166	7%
B	561	23%
C	610	23%
D	556	20%
E	509	19%
F - Never	170	7%
In your school, do you make important decisions as a team?		
A - Always	88	4%
B	400	16%
C	607	24%
D	516	20%
E	569	21%
F - Never	392	15%
How much autonomy do you have in your work?		
No autonomy	147	6%
Little autonomy	832	32%
Relative autonomy	1314	51%
A great autonomy	279	11%
School climate		
A-Very good	253	10%
B	753	31%
C	707	27%

D	387	15%
E	254	9%
F-Very bad	218	8%
Quality of the relationship with the school administration		
A - Very good	466	20%
B	912	35%
C	617	24%
D	307	11%
E	170	6%
F - Very bad	100	4%
Quality of the relationship with the colleagues		
A - Very good	1010	40%
B	1049	40%
C	363	14%
D	99	4%
E	33	2%
F - Very bad	18	1%
Quality of the relationship with parents		
A - Very good	421	17%
B	1135	44%
C	715	27%
D	199	8%
E	75	3%
F - Very bad	27	1%
Quality of the relationship with pupils		
A - Very good	973	41%
B	1127	43%
C	337	11%
D	92	3%
E	38	2%
F - Very bad	5	0%
Level of discipline of pupils		
A-Very good	272	11%
B	710	29%
C	672	27%
D	347	13%
E	329	11%
F-Very bad	242	9%
Have you been the victim of workplace violence in the past 12 months?		
Yes	665	27%
No	1907	73%
Perpetrator(s) of the violence = pupil(s)		
Yes	604	89%
No	61	11%
Perpetrator(s) of the violence = member(s) of the school staff		
Yes	72	12%
No	593	88%
Perpetrator(s) of the violence = parent(s)		

Yes	128	22%
No	537	78%
Perpetrator(s) of the violence = person(s) external to the school		
Yes	25	3%
No	640	97%
Perpetrator(s) of the violence = unidentified person(s)		
Yes	45	5%
No	620	95%
At work, have you witnessed violence in the past 12 months?		
Yes	1459	55%
No	1113	45%
If needed, support from colleagues		
Yes	2455	95%
No	117	5%
If needed, support from superiors		
Yes	1705	67%
No	867	33%
If needed, support from associations or unions		
Yes	1584	58%
No, no support from the union	197	7%
No, no contact with the union	87	3%
I never needed it	704	32%
In general, do you feel that you are well informed about health issues?		
Yes	781	31%
More or less	1392	54%
No	399	15%
Do you know your rights regarding occupational health?		
Yes	336	13%
More or less	979	34%
No	1257	53%
How concerned is the school administration about the well-being of staff?		
Not at all concerned	223	8%
Little concerned	800	30%
Somewhat concerned	1257	50%
Very concerned	292	12%
How concerned are the supervisory authorities about the well-being of staff?		
Not at all concerned	346	12%
Little concerned	843	32%
Somewhat concerned	1133	45%
Very concerned	250	10%
How concerned are the unions about the well-being of staff?		
Not at all concerned	60	2%
Little concerned	307	11%
Somewhat concerned	1172	47%
Very concerned	1033	40%
Do you have a staff health liaison person?		
Yes	914	36%
No	1658	64%

Frequency of occupational medical appointments		
Once a year	63	3%
Once every 3 years	32	1%
Once every 5 years	20	1%
Once every 10 years	19	0%
Never	2438	95%
Do you have access to training and/or prevention resources on health/well-being?		
Yes	1205	48%
No	1367	52%
If yes, do you use / have you used them?		
Yes	390	31%
No	815	69%
Are you satisfied with your access to healthcare in your country?		
Very dissatisfied	363	12%
Dissatisfied	723	26%
Not satisfied or dissatisfied	544	21%
Satisfied	770	33%
Very satisfied	172	8%
In the past year, did you forgo some healthcare because of financial problems?		
Yes	410	14%
No	2162	86%
Gender*		
Man	654	26%
Woman	1908	74%
I currently identify as	10	0%
Age of staff		
30 years and less	168	23%
31-40 years	509	22%
41-50 years	914	37%
51 years and over	981	18%
Do you live in a couple?		
Yes	1941	74%
No	631	26%
Do you live with children?		
Yes	1430	50%
No	1142	50%
Do you live with relatives, friends, roommates?		
Yes	233	13%
No	2339	87%
Provides regular help/support to a family member or friend		
Yes	1321	45%
No	1251	55%
Seniority		
1 year	25	3%
2 to 4 years	140	11%
5 to 9 years	304	20%
10 to 14 years	418	16%
15 to 19 years	492	18%

20 to 30 years	927	27%
Over 30 years	266	5%
Contractual situation		
Permanent contract / Civil servant status	2364	92%
Temporary contract	154	6%
Daily contract	54	2%
Full-time / Part-time		
Full-time	1902	79%
Part-time	670	21%
Number of pupils in the school		
Fewer than 100	129	4%
Between 100 and 199	247	12%
Between 200 and 799	977	42%
More than 800	1219	41%
School environment		
A - Very urban	462	19%
B	605	23%
C	616	24%
D	489	19%
E	287	11%
F - Very rural	113	4%
Social background of the majority of pupils		
A - Very advantaged	131	5%
B	260	10%
C	647	24%
D	638	26%
E	454	18%
F - Very disadvantaged	442	17%
School sector		
Public	2389	94%
Private	183	6%
School type		
General	2359	92%
Vocational	37	1%
Other	176	6%
Do you have a membership in a union?		
Yes	2556	99%
No	10	0%
Do not want to answer	6	0%

\*In order to include all respondents in the statistics and adjust the whole sample, people who ticked "I currently identify myself as..." were reclassified among the most likely group given their level of education  
Source: I-BEST 2023, ESN/FESP. Field: education personnel, UK