

Voice Stress Members Survey

May 2016 results

More and more we're hearing about stress and how it's affecting us at work, at home and how it can affect our long term health. The Health and Safety Executive (HSE) released statistics that in 2015/16 workplace related stress, depression and anxiety resulted in 488,000 cases, 11.7 million lost workdays (that's 23.9 days per case) which accounts for 45% of all lost workdays throughout the UK.

But just how stressed are educators as a profession?

In May 2016 Voice conducted its first membership wide stress survey. Adopting the Health & Safety Executives workplace stress survey, Voice offered all members the opportunity to complete the survey to help us gauge stress across our membership in return receiving their own personal stress score.

Survey issued to members through the May Monthly Members Mailer.

Dispatched 28 April 2016 to 8,946 email addresses

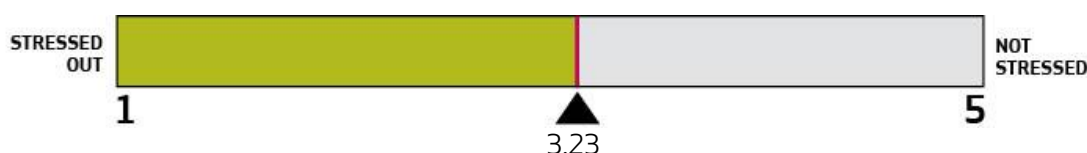
Email was opened by 2,234 recipients 25%
 349 recipients clicked the survey link 15.6%
 267 recipients completed the survey 12% (i.e. 82 recipients/3.6% clicks didn't complete)

The survey asked members to answer 35 questions. The results are then broken down into 7 areas and receive a score from 1 to 5, where 1 is the worst score indicating the maximum levels of stress and 5 is the desired result, indicating the least amount of stress.

Overall results by Country

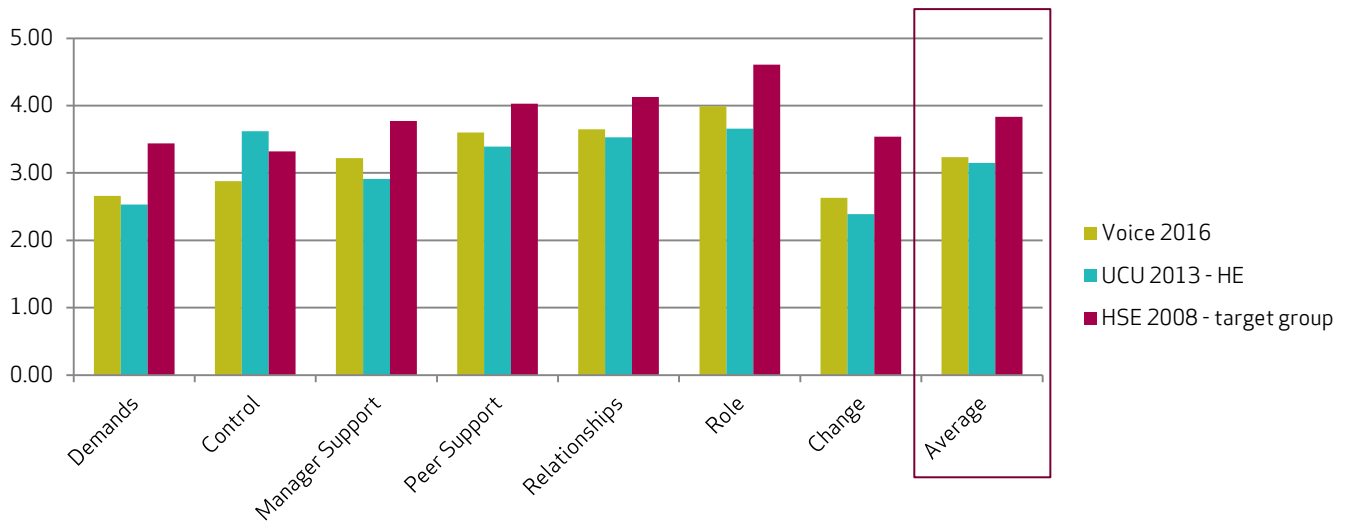
	Scottish members 23 (8.6%)	English members 241 (90%)	Welsh members 2 (1%)	Northern Ireland 1 (0.4%)	Voice Total 2016 267	UCU 2013 survey - HE	HSE 2008 survey - target group
Demands	2.77	2.65	2.94	2.75	2.66	2.53	3.44
Control	3.00	2.87	3.25	2.83	2.88	3.62	3.32
Manager Support	3.25	3.22	3.20	2.00	3.22	2.91	3.77
Peer Support	3.75	3.59	3.63	3.75	3.60	3.39	4.03
Relationships	3.62	3.66	3.38	2.50	3.65	3.53	4.13
Role	3.97	4.00	3.60	3.80	3.99	3.66	4.61
Change	2.61	2.63	3.00	2.33	2.63	2.39	3.54
Average	3.28	3.23	3.29	2.85	3.23	3.15	3.83

Whilst the overall sample group of 267 is a good size, the individual country sample sizes are not sufficient to allow for representative result other than in England. The above results for Wales, Scotland and Northern Ireland should therefore NOT be interperated as indicative of that region.



Overall, Voice members scored 3.23 which is effectively the middle ground on the HSE's stress scale.

We have been able to compare our Voice members results against those of 2 other groups that underwent the same survey; the UCU survey conducted in 2013 of their HE membership and the HSE's own target group conducted in 2008 (no occupation specified of this target/sample group).

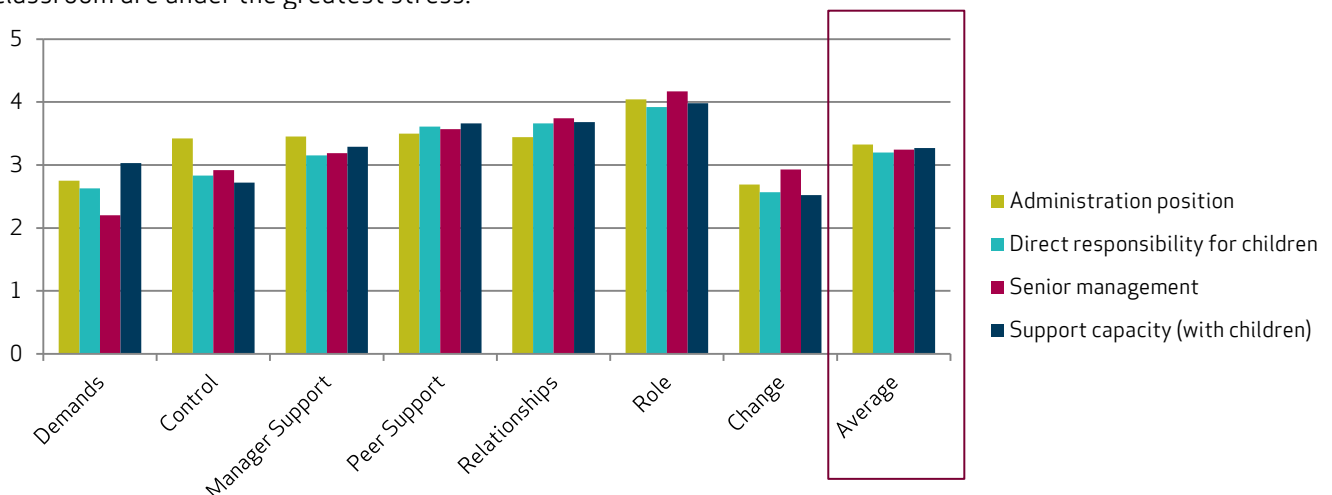


Voice members are generally less stressed than their UCU colleagues, but noticeably more stressed than the HSE Target Group.

Overall results by responsibility level

	Administration position	Direct responsibility for children	Senior management	Support capacity (with children)
Demands	2.75	2.63	2.2	3.03
Control	3.42	2.83	2.92	2.72
Manager Support	3.45	3.15	3.19	3.29
Peer Support	3.5	3.61	3.57	3.66
Relationships	3.44	3.66	3.74	3.68
Role	4.04	3.92	4.17	3.98
Change	2.69	2.57	2.93	2.52
Average	3.33	3.20	3.25	3.27

Members were asked to state what level of responsibility they had at work so we could review if this affected stress levels, and the results confirm what we had expected. Those directly responsible for children in the classroom are under the greatest stress.



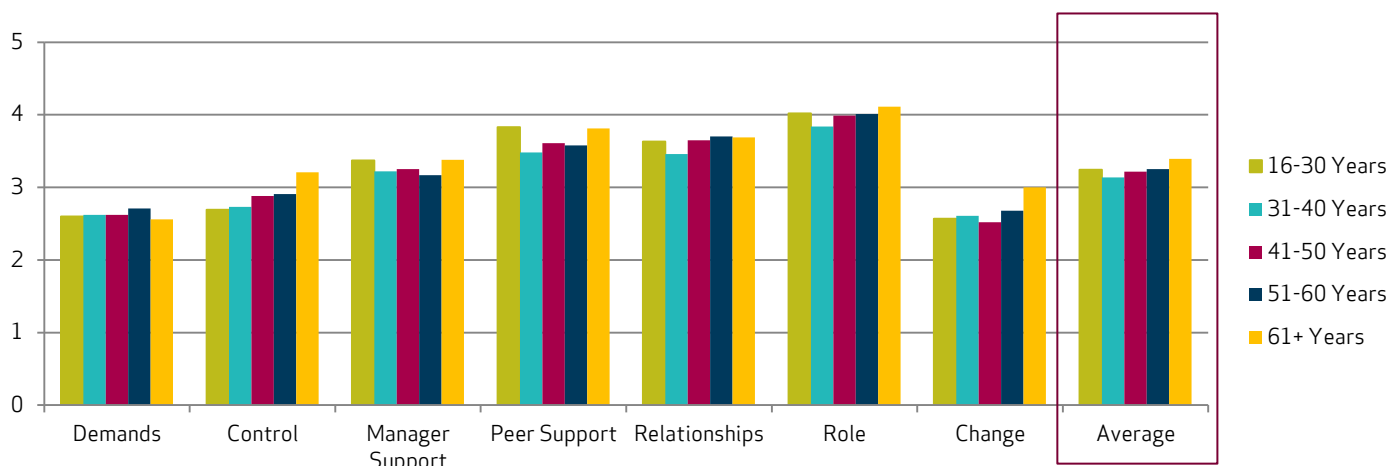
Whilst it is members directly responsible for children/pupils who are the most stressed overall, in the area of 'Demands', it's the senior management team that are under the greatest stress and in the area of 'Change' it's the support staff who are most stressed.

Overall results by age

	16-30 Years	31-40 Years	41-50 Years	51-60 Years	61+ Years
Demands	2.6	2.62	2.62	2.71	2.56
Control	2.69	2.73	2.88	2.91	3.21
Manager Support	3.37	3.22	3.25	3.17	3.38
Peer Support	3.83	3.48	3.61	3.58	3.81
Relationships	3.63	3.46	3.65	3.7	3.69
Role	4.02	3.84	3.99	4.01	4.11
Change	2.57	2.61	2.52	2.68	3
Average	3.24	3.14	3.22	3.25	3.39

When looking at stress by age group, we see that generally stress decreases as the age of a member increases, which can be attributed to an increase in experience. However, the youngest age group bucks this trend, potentially as newly qualified team members typically receive a greater degree of support than more experienced staff.

Regardless of overall stress level, all age groups show the same trend; 'Role' is the area with the least amount of stress is experienced, and 'Change', 'Demands' and 'Control' are the areas that create the highest levels of stress.



England's results by region

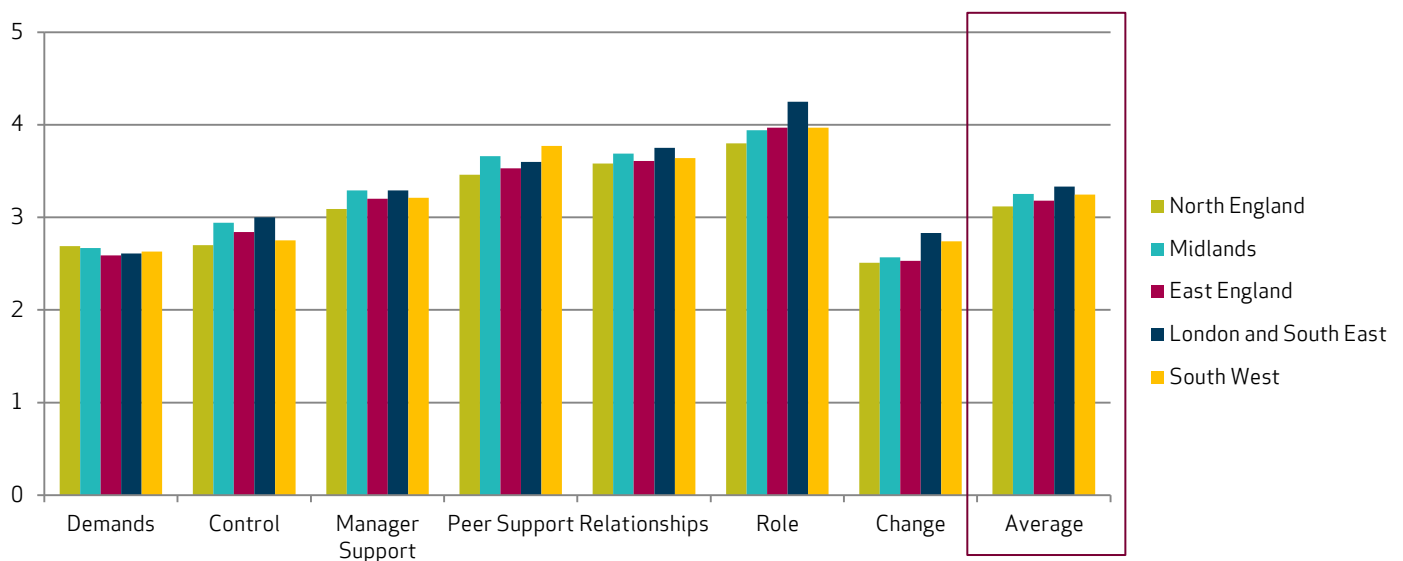
As the sample sizes in Scotland and Wales were not large enough, we are unable to make a reasonable analysis of their stress levels, however, England's responses are sufficient to allow us to review their results by region.

This analysis indicates that those working within London and the South East are suffering from the lowest levels of stress, whilst those in the North of England are the most stressed, which was not as we expected.

Scroll down for data.

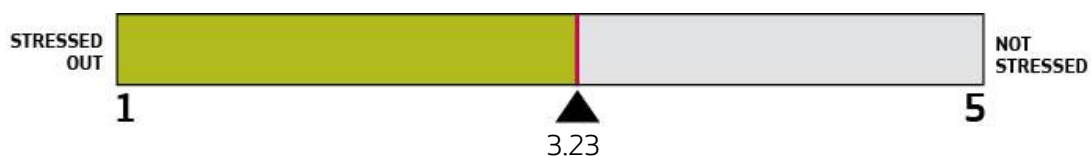
	North England	Midlands	East England	London and South East	South West
Demands	2.69	2.67	2.59	2.61	2.63
Control	2.7	2.94	2.84	3	2.75
Manager Support	3.09	3.29	3.2	3.29	3.21
Peer Support	3.46	3.66	3.53	3.6	3.77
Relationships	3.58	3.69	3.61	3.75	3.64
Role	3.8	3.94	3.97	4.25	3.97
Change	2.51	2.57	2.53	2.83	2.74
Average	3.12	3.25	3.18	3.33	3.24

Again, we see the same trend where members are challenged most when dealing with 'Change', 'Control' and 'Demands'.



2016 Conclusions

As this is our first year conducting this stress survey, we can only make conclusions about current levels of stress amongst membership and due to limited sample size in Scotland, Wales and Northern Ireland; we are unable to make regional conclusions. However, what the 2016 data does show us is that our members are generally more stressed than they should be.



Our data shows us that age plays a noticeable part in stress levels; those members aged 50+ are currently the least stressed whilst those aged 31-40 are the most stressed. Generally the older members get, the less stressed they are with the exception of your youngest members, those 16-30 who buck this trend.

No Matter age or geography, our members are consistently most stressed in terms of 'Change', 'Control' and 'Demands' in their day to day work-life, which tell us that they are currently not receiving the information, support or resources needed to empower them in these areas.

DEMANDS

This criteria speaks to the demands placed on the employee; are they subject to unrealistic deadlines for completing tasks; are they unable to take breaks due to workload; are they forced/pressured to work longer hours; do they have to neglect some task because they have too much work to complete in the timeframe.

CONTROL

This criteria is all about the control the employee has over their day to day work life and approach; can they decide when to take their breaks; can they decide how to approach a task; are they able to decide what tasks they do when; can they control what the deadline or timeframe for completing a task/project is?

CHANGE

This criteria is all about the amount of information and influence the employee has in deciding and implementing changes to the workplace or their role; can they make suggestions and requests for changes to be made; are they consulted before changes are made in their workplace or role; are they able to question changes that are proposed; are they supplied with sufficient information when changes are implemented to understand what is needed from them by what deadline?

Our members are currently scoring higher in the areas of *Managers Support, Peer Support, Relationships* and *Role*, but even in these areas, we would like to see improvements in stress levels to help retain a stronger workforce for longer.

MANAGERS' SUPPORT

This criteria speaks to the support and approachability of managers, be senior management or headteacher and beyond; do they receive constructive feedback and reviews that reflect achievements and help them improve; do they feel they have the support of their manager; can they speak to their manager about issues at work; does their manager encourage them?

PEER SUPPORT

This criteria relates to the support the employee receives from their colleagues; will colleagues help when workload is pressured; do their colleagues respect them; can they speak to their colleagues about issues at work; do their colleagues encourage them?

RELATIONSHIPS

This criteria is about what type of culture there is within the workplace and what, if any negative behaviour they may be subjected to by colleagues; is there any friction in the workplace; are they subject to harassment or unkind behaviour?

ROLE

This criteria is about their ability to do the task they have been given; are they clear about what's expected of me; do they know how to get the task done; are they clear about their responsibilities and authority; do they understand how their role fits within the workplace and its goals?

Going forward

Voice will repeat this members survey annually to enable us to review and track members stress levels so we are able to ensure that we not only championing the issue more effectively at a local and national level amongst stakeholders a decision makers; but so we can also amend our services and support to ensure that effected members are empowered to address the issues they face at work.

Please see our Stress page for more information and resources www.voicetheunion.org.uk/stress