

Missing Mothers - Appendix 2 - Survey results - Stayers

Methodology

To gain an understanding of the views and experiences of women who are currently teaching in the state sector between the ages of 30 - 39, The New Britain Project published a short survey with The MTPT Project. 579 people completed this survey.

A full breakdown of the survey profile can be found below.

It is important to note that while the survey provides a powerful indicator of current teachers' views, it is not representative and should not be treated as such.

The survey was live between 8 April and 3 June 2024, and was promoted by both The New Britain Project and The MTPT Project through social media channels, a [Schools Week article](#) and numerous education sector, schools and multi academy trusts newsletters for staff.

Only women who answered yes to the following questions were able to complete the survey:

- Are you currently a teacher in a UK state school?
- Are you between the ages of 30-39?

Questions 10, 11 and 12 were only shown to respondents who answered yes to question 9 – that is, to those who said they had dependent children.

All other questions were shown to all respondents.

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| Q1: What phase do you teach? | EYFS | 2% |
| | Primary | 26% |
| | Secondary | 68% |
| | Post-16 | 1% |
| | Other (please specify) | 3% |

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| Q2: What is your current role in teaching? | Classroom teacher | 30% |
| | Middle management/TLR holder | 44% |
| | Senior management | 21% |
| | Headteacher | 2% |
| | Other (please specify) | 2% |

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| Q3: What route did you take into teaching? | Teach First | 9% |
| | Schools Direct | 14% |
| | University led training | 68% |

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| | Other (please specify) | 8% |
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| Q4: What were your principal reasons for staying in UK state school teaching? (Please tick all that apply) | Financial | 60% |
| | Progression opportunity within teaching | 28% |
| | Flexible/ part time working arrangements in teaching | 24% |
| | School culture | 18% |
| | Compatible childcare logistics | 29% |
| | Social pressure | 9% |
| | Mental health/ wellbeing | 3% |
| | Some form of professional commitment - i.e. a qualification, contract, sense of duty etc. | 39% |
| | Logistics/ commute/ change of location | 17% |
| | Family context - i.e. manageable age gap, shared parental leave, stay at home partner, parents supporting with childcare etc. | 13% |
| | Feeling valued | 14% |
| | Job satisfaction | 34% |
| | Support from leadership and management | 14% |
| | Professional development opportunities | 16% |
| | Unqualified for other industries/ careers | 26% |
| | KIT days/ CPD completed whilst on maternity leave | 2% |
| Secondment/ sabbatical opportunities | 1% | |
| Other (please specify) | 9% | |

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| Q5: And of those principal reasons for staying in UK state school teaching please rank your top 3. | | 1st | 2nd | 3rd |
| | Financial | 67% | 21% | 12% |
| | Progression opportunity within teaching | 15% | 43% | 42% |
| | Flexible/ part time working arrangements in teaching | 37% | 41% | 22% |
| | School culture | 33% | 43% | 24% |
| | Compatible childcare logistics | 28% | 41% | 31% |
| | Social pressure | 17% | 43% | 40% |
| | Mental health/ wellbeing | 29% | 29% | 43% |
| | Some form of professional commitment - i.e. a qualification, contract, sense of duty etc. | 31% | 32% | 38% |
| | Logistics/ commute/ change of location | 33% | 31% | 37% |

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| | Family context - i.e. manageable age gap, shared parental leave, stay at home partner, parents supporting with childcare etc. | 28% | 48% | 24% |
| | Feeling valued | 18% | 52% | 30% |
| | Job satisfaction | 48% | 28% | 24% |
| | Support from leadership and management | 18% | 25% | 57% |
| | Professional development opportunities | 10% | 58% | 32% |
| | Unqualified for other industries/ careers | 31% | 38% | 31% |
| | KIT days/ CPD completed whilst on maternity leave | 0% | 0% | 100% |
| | Secondment/ sabbatical opportunities | 0% | 0% | 0% |
| | [Insert text from Other] | 62% | 29% | 9% |

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| Q6: Have you ever seriously considered leaving the teaching profession? | Yes | 87% |
| | No | 13% |

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| Q7: Do you have any dependent children? | Yes | 80% |
| | No | 20% |

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| Q8: How old are your children? Please tick all that apply. | 0 - 4 years | 80% |
| | 5 - 10 years | 47% |
| | 11 - 17 years | 9% |
| | 18 or above | 1% |

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| Q9: How important if at all were each of the following in your decision to remain teaching? | | Extremely important | Quite important | Of little importance | Not at all important |
| | Ability to find part-time roles | 51% | 20% | 13% | 16% |
| | Work-life balance accommodations | 66% | 28% | 3% | 2% |
| | Flexibility around child | 68% | 27% | 3% | 2% |

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| | care/family obligations | | | | |
| | Supportive school policies/culture around parental needs | 69% | 27% | 2% | 2% |

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| Q10: How satisfied were you with the maternity leave and transition support provided by your school? | Very satisfied | 10% |
| | Satisfied | 29% |
| | Neither satisfied nor dissatisfied | 18% |
| | Dissatisfied | 23% |
| | Very dissatisfied | 17% |
| | n/a | 4% |

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| Q11: At any point during your teaching career, have you requested any flexible working arrangements at your school(s) (e.g. part-time timetable, job-share, early finishes, late starts etc.)? | Yes, and I had flexible working arrangements put in place | 50% |
| | Yes, I requested flexible working arrangements but my request was not accepted | 17% |
| | No, and I did not want or need flexible working arrangements | 29% |
| | Not sure/Can't recall | 4% |

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| Q12: How would you rate the flexible working arrangements effectiveness in supporting your work-life balance? | Extremely effective | 10% |
| | Very effective | 21% |
| | Somewhat effective | 42% |
| | Not so effective | 14% |
| | Not at all effective | 13% |