1. Does the low salary and term time only pay mean you have a second job during the holidays to make ends meet?

|  |  |  |
| --- | --- | --- |
| **Answer** | **Number of respondents** | **As a percentage** |
| Yes | 1061 | 38% |
| No | 1749 | 62% |

1. Would it be more difficult for you to find employment if the school summer holidays were shorter?

|  |  |  |
| --- | --- | --- |
| **Answer** | **Number of respondents** | **As a percentage** |
| Yes | 528 | 50% |
| No | 524 | 50% |

1. If the school holidays were changed, would that result in additional costs for your family such as increased heating bills or higher spending on entertaining during the Autumn half term break?

|  |  |  |
| --- | --- | --- |
| **Answer** | **Number of respondents** | **As a percentage** |
| Yes | 1224 | 44% |
| No | 622 | 22% |
| I don’t have young children | 954 | 34% |

1. What is the most urgent issue for you in schools?  
     
   Rank in order of priority (1=most important…)

* Workload
* Insufficient staff numbers
* Pupil behaviour
* Pupil achievement
* Reduced school budgets
* Changing the length of the school summer holiday

(Only first three rankings of the six are displayed in the table)

|  |  |  |  |
| --- | --- | --- | --- |
| **Answer** | **Ranked 1st choice by** | **Ranked 2nd choice by** | **Ranked 3rd choice by** |
| 1. Insufficient staff numbers | 594 people (22%) | 856 people (31%) | 570 people (21%) |
| 1. Workload | 556 (20%) | 614 (23%) | 657 (24%) |
| 1. Reduced school budgets | 772 (27%) | 511 (19%) | 453 (17%) |
| 1. Pupil behaviour | 532 (20%) | 467 (17%) | 577 (21%) |
| 1. Pupil achievement | 170 (6%) | 177 (7%) | 324 (12%) |
| 1. Changing the length of the school summer holiday | 146 (5%) | 95 (3%) | 139 (5%)  ***Ranked 6th choice by 1901 (70%)*** |
|  |  |  |  |
| *Answered by* | *2,770 people* | *2,720 people* | *2,720 people* |

1. Improved staff well-being can best be achieved by:  
     
   Please rank in order of priority (1=most important…)

* Higher pay
* Paying school staff through the year and not term time only
* Tackling high workload
* Recruiting sufficient numbers of school support staff
* Training
* Changing the school holidays as Welsh government proposes

|  |  |  |  |
| --- | --- | --- | --- |
| **Answer** | **Ranked 1st choice by** | **Ranked 2nd choice by** | **Ranked 3rd choice by** |
| 1. Higher pay | 1413 people (55%) | 732 people (28%) | 270 people (10%) |
| 1. Paying school staff through the year and not term time only | 639 (25%) | 903 (35%) | 401 (15%) |
| 1. Recruiting sufficient numbers of school support staff | 315 (12%) | 427 (16%) | 748 (29%) |
| 1. Tackling high workload | 155 (6%) | 385 (15%) | 833 (32%) |
| 1. Training | 27 (1%) | 90 (3%) | 223 (9%) |
| 1. Changing the school holidays as Welsh government proposes | 39 (2%) | 51 (2%) | 113 (4%)  ***Ranked 6th choice by 1991 (77%)*** |
|  |  |  |  |
| *Answered by* | *2,588 people* | *2,588 people* | *2,588 people* |

1. Would you think about looking for a different job if the school summer holiday was reduced?

|  |  |  |
| --- | --- | --- |
| **Answer** | **Number of respondents** | **As a percentage** |
| Yes | 761 | 27% |
| No | 2019 | 73% |

UNISON school support staff were surveyed between 30 November 2023-15 December 2023.