

## Association of School and College Leaders

### Member Pay and Conditions Survey – London region

February 2021

**Category of members surveyed:** All school leaders in state-funded schools and colleges in England and Wales.

**Number of members surveyed:** 14,211

**Number of respondents: Overall:** 1,890 (England: 1,828 Wales 62 London: 246)

**Response rate overall:** 13%

### Summary Data

ASCL Pay & Conditions Survey February 2021	No of Respondents	Any additional hours post-Covid (weekly)					Workload manageable			Acceptable work/life balance		
		None	1-5	5-10	10-15	15+	Yes	No	Unsure	Yes	No	Unsure
Overall	1,890	29%	16%	28%	16%	11%	36%	48%	17%	20%	72%	8%
England	1,828	29%	16%	28%	16%	11%	35%	47%	17%	20%	72%	8%
London	246	30%	18%	26%	13%	12%	30%	51%	19%	20%	73%	7%
Wales	62	19%	15%	32%	15%	19%	18%	52%	31%	11%	76%	13%
SBLs	213	28%	23%	27%	12%	10%	37%	47%	16%	30%	61%	9%

  

ASCL Pay & Conditions Survey February 2021	No of Respondents	Considering leaving role				If yes, what will next role be				Agree with pay freeze		
		No	Yes, within 1 year	Yes, within 1-3 years	Yes, within 3-5 years	In education	Normal retirement	Early retirement	Outside education	Yes	No	Unsure/ no opinion
Overall	1,890	46%	13%	23%	18%	49%	11%	22%	14%	10%	81%	9%
England	1,828	46%	13%	23%	18%	18%	39%	30%	9%	10%	81%	10%
London	246	39%	13%	28%	20%	42%	13%	25%	15%	6%	84%	10%
Wales	62	45%	3%	32%	19%	29%	29%	29%	1%	8%	82%	10%
SBLs	213	51%	12%	17%	20%	22%	29%	32%	16%	16%	71%	12%

Some of the responses from leaders in London are reflective of the overall responses from leaders in England, however there are some differences:

- Only 30% of leaders in London feel that their workload is manageable, compared with 35% for England overall.
- 61% of leaders in London are considering leaving their current role, compared with 54% for England overall. 41% are considering leaving their role within the next 3 years, compared with 39% for England overall.
- 42% of leaders in London are considering leaving for another role in education, compared with just 18% for England overall.

Of the leaders planning to move to **a role outside education**, these are some of the reasons quoted:

- *The ridiculous expectations of government of school leaders. Constant changes the night before implementation.*

- *Constant changes - working through all holidays and no chance to stop reflect and implement and improve*
- *Lack of support from DfE over the Covid pandemic*
- *Impossible to manage the demands of the role and maintain any genuine quality of life away from the workplace.*
- *Too much pressure, inept Government, unacceptable pay for the amount of work being done.*
- *Pandemic has been so draining, I can't sustain this.*
- *Stress and Workload + Relocation to purchase house.*
- *Pay and costs of living in London.*
- *Current pay and conditions.*
- *Workload and work-life balance are mentioned several times.*

Of the leaders planning to take **early retirement**, these are some of the reasons quoted:

- *Ensuring work-life balance by reducing workload.*
- *The stresses related to the covid situation and poor government leadership.*
- *Unrealistic workload and undue pressure.*
- *The joy has gone from education.*
- *Government interference in education.*
- *Not having the stamina to do the job effectively.*
- *The endless pressure and excessive accountability.*
- *Workload. The Covid pandemic has certainly contributed to this. Government handling of the crisis has been shambolic.*
- *Workload/work-life balance/exhaustion/accountability are mentioned several times.*

Some responses cited London in their reasons for considering leaving their current role:

- *Location and inner London pay.*
- *Pay and costs of living in London (quoted above).*
- *Change of pace, move outside London, avoid commute, overall quality of life before retirement.*
- *I need to move out of London for my well-being and step down from Headship. The last few years have drained me, and I need to re-balance. Since becoming a HT 9 years ago, I have worked non-stop 60+ hours a week. This is not sustainable, and I need to look after myself.*
- *Living in London is very expensive, I could earn the same and have a better quality of life outside of London, the weighting is insignificant.*
- *Outer London payscale*

