

# Ofsted, performance pay, and gender-neutral toilets: this week's findings!

So, term is only a few weeks in, eh? ■■ Let's get into this week's findings before we fall asleep from exhaustion already!

Jump to section:

[Performance-Related Pay](#)

[Education Secretary](#)

[Ofsted](#)

[Toilets](#)

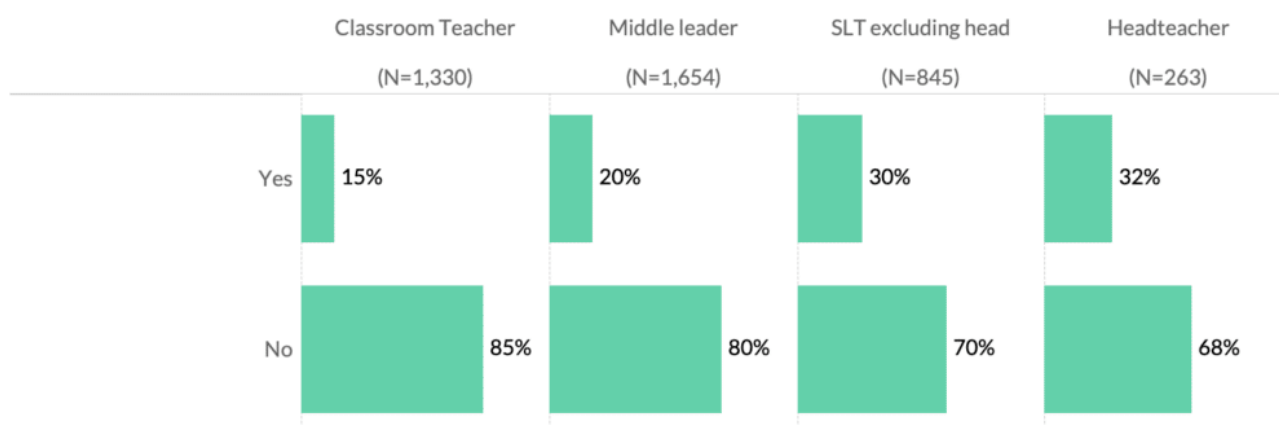
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## 1. Should performance pay?

We last asked about performance-related pay in the heady pre-pandemic days of 2018. Despite the entire world changing around since then, this is one area where things are much the same. Back then, around 20% of teachers were in favour of it. Now? Also 20%. It appears performance-related pay has a static minority of supporters.

Headteachers were more likely to favour performance-related pay than classroom teachers. Indeed, twice as many heads (32%) were in favour compared to classroom teachers (15%).

## Are you in favour of performance related pay for teachers?



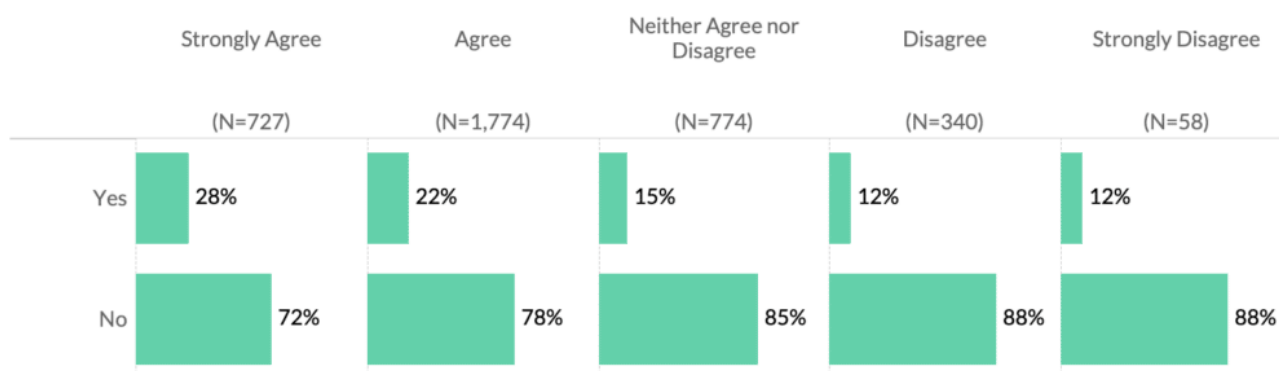
Question answered by 4,226 teachers on 19/09/2021 (results weighted to reflect national teacher and school demographics)

What makes someone in favour of performance-related pay, though? Could it relate to your ability to convince someone to give you a pay rise?

To check, last Wednesday we asked three questions from a validated 'charisma' scale. Charisma is defined as a compelling charm that you can use to inspire others to follow your lead. And those of you who agreed more strongly with questions asking about your charisma traits, were also more likely to be in favour of performance-related pay!

Looking at those who strongly believe they have a presence in a room, 28% were in favour of performance-related pay packet, compared to just 12% who don't believe they have a presence. The other trait questions showed a similar pattern. Is PRP really a game of charm rather than effective performance?!

## Are you in favour of performance related pay for teachers? (down) versus I am someone who has a presence in a room (across)



Question answered by 3,673 teachers on 19/09/2021 (results weighted to reflect national teacher and school demographics)

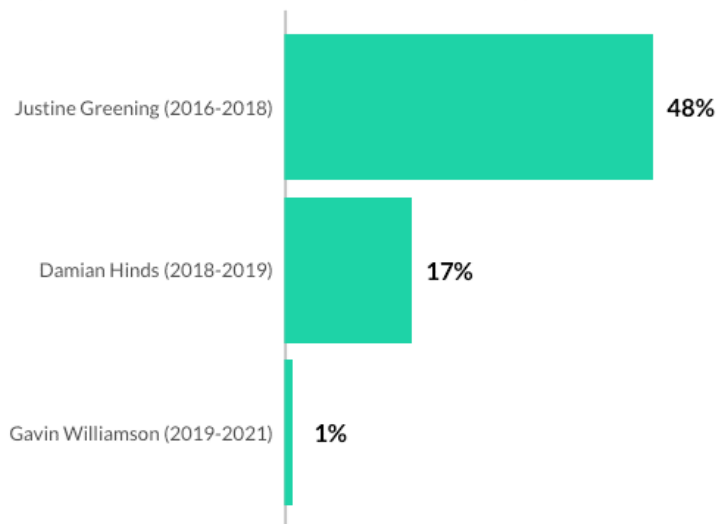
## 2. All change at the top

No sooner had students taken their seats for the new term than Gavin Williamson has left his seat as Education Secretary. In his time, Gav made his fair share of gaffes, from forgetting his A-Level results to confusing Marcus Rashford and Maro Itoje ■■■■■.

Still, we are people of facts and data – and not ideological prejudices against education secretaries who try to sue schools – so what does the data suggest about Gav's tenure?

Back in 2018, when Greening left office 48% of people said they were sad to see her go. For Damian Hinds it was 17%. For Gav...? ■■■■■■

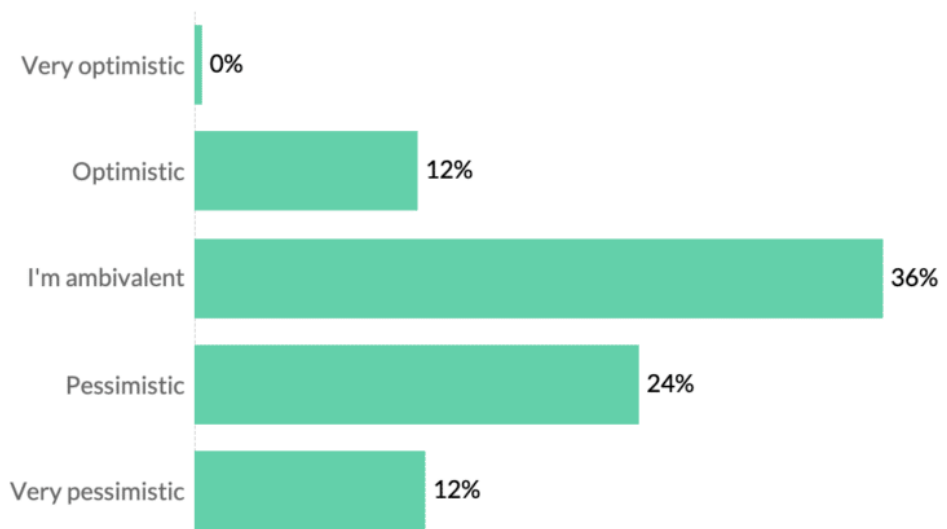
#### Are you sad to see the education secretary go?



What does the future hold for the education secretary though? At the start of Gavin's tenure in 2019, his state-school credentials made 50% of teachers more optimistic about his tenure. In fairness to Gavin, I don't think he was taught pandemic studies (perhaps they will in the future!).

Unfortunately, with trust now an all-time low in the government, just 12% of you were optimistic about Nadhim's upcoming tenure. Ah well. At least he's starting from a low bar. It can only go up from here, right?

## The new Secretary of State for Education is Nadhim Zahawi. How optimistic are you about his tenure?



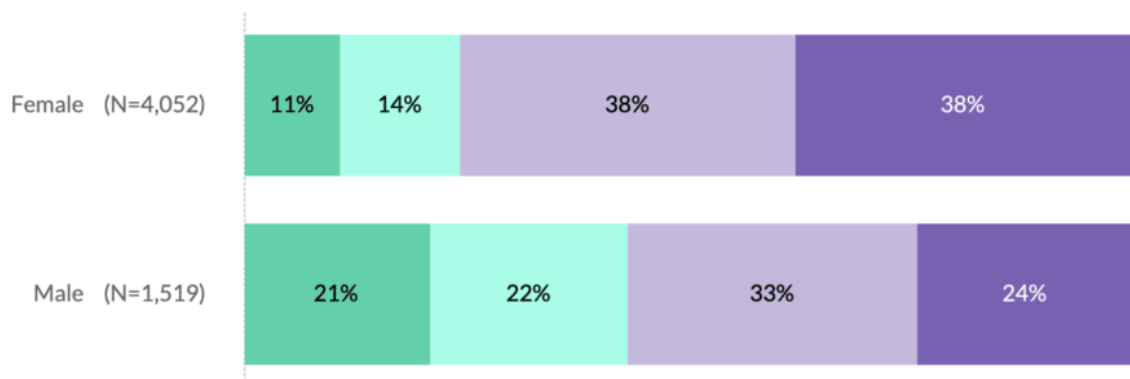
Question answered by 5,809 teachers on 16/09/2021 (results weighted to reflect national teacher and school demographics)

## 3. Does Ofsted give you shivers or make you jump for joy?

Does Ofsted send shivers down your spine? Not some of you! 13% of teachers would consider becoming an Ofsted inspector and a further 16% would consider it, if they could do alongside their school role.

Male teachers were more likely to consider becoming an inspector than female teachers. 43% of male teachers would consider it, compared to just 25% of female teachers.

### Would you ever consider becoming an Ofsted inspector?



Question answered by 5,596 teachers on 13/09/2021 (results weighted to reflect national teacher and school demographics)

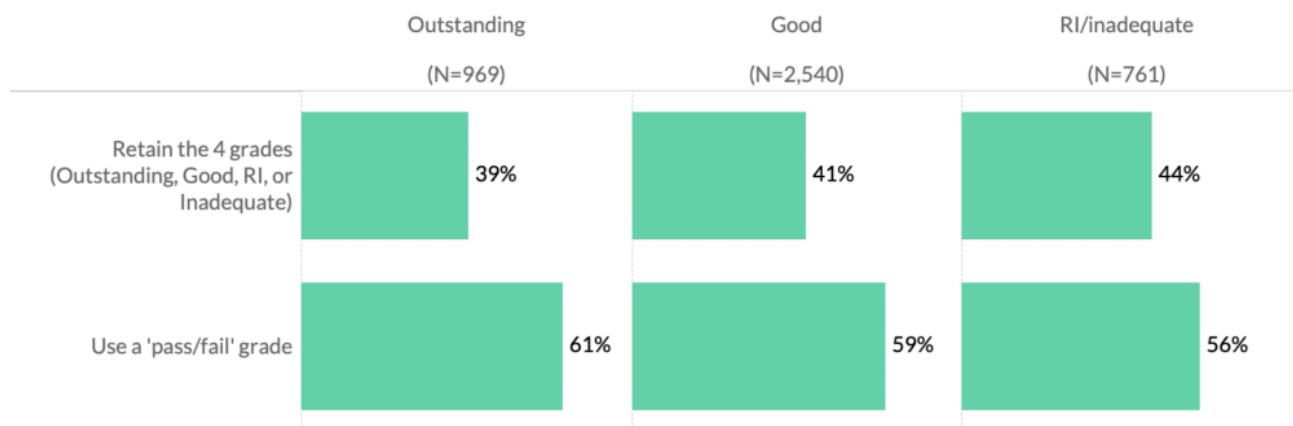
■ I already am one!
 ■ Yes - I'd do it full-time!
 ■ Yes - alongside my school role
 ■ No - I don't think so
 ■ No - I definitely wouldn't

It may come as no surprise then, that the more positive view you have of Ofsted, the more

likely you are to consider becoming an inspector. If you would consider becoming an inspector, then you're also more likely to agree about Ofsted's reliability.

We also learned that a majority of teachers support Ofsted moving towards a pass/fail system for grading. Over the past few years, this percentage has fluctuated between 50% and 60%. Interestingly, Outstanding schools were marginally more in favour of changing to the pass/fail grade than those classed as RI/inadequate.

#### Would you rather Ofsted retained the 4 grade system or move to a 'pass/fail' grade?

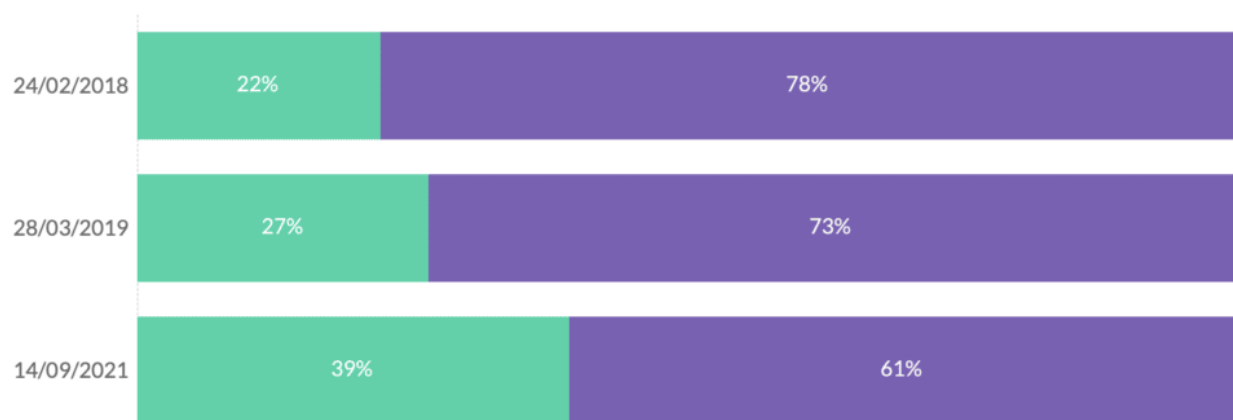


Question answered by 5,195 teachers on 18/09/2021 (results weighted to reflect national teacher and school demographics)

## 4. No toilet humour here!

Many of you thought we'd gone potty when we first asked about gender-neutral toilets in 2018. Back then, few people were talking about gender-neutral toilets, yet 22% of teachers said their school had them. The inclusivity drive of the past few years has seen this percentage increase nearly two-fold to 39%.

#### Does your school have any gender-neutral toilets for pupils?

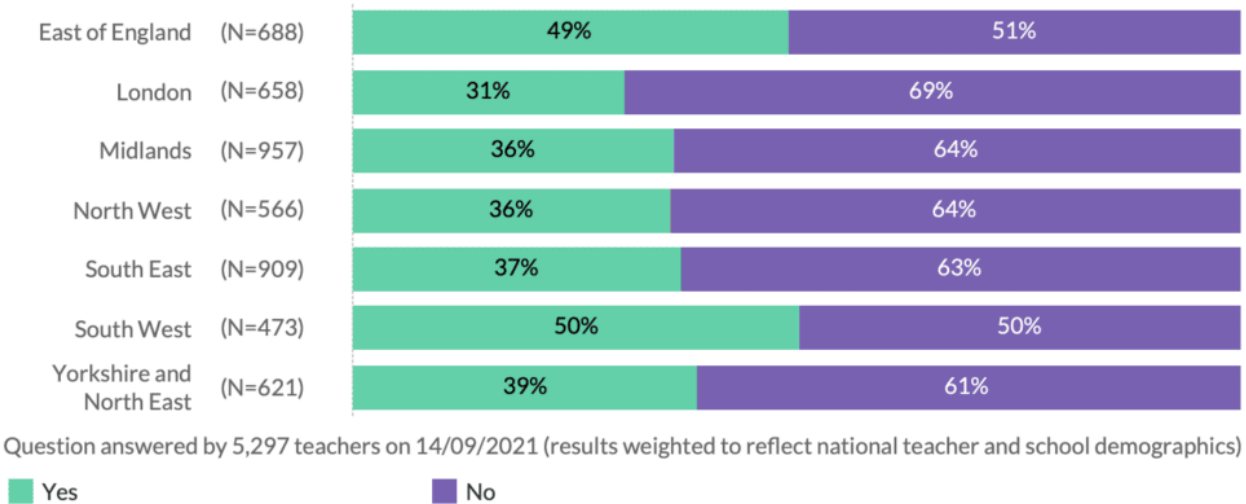


Teacher responses vary from 1,705 to 5,297, depending on date asked (results weighted to reflect national teacher and school demographics)

Yes No

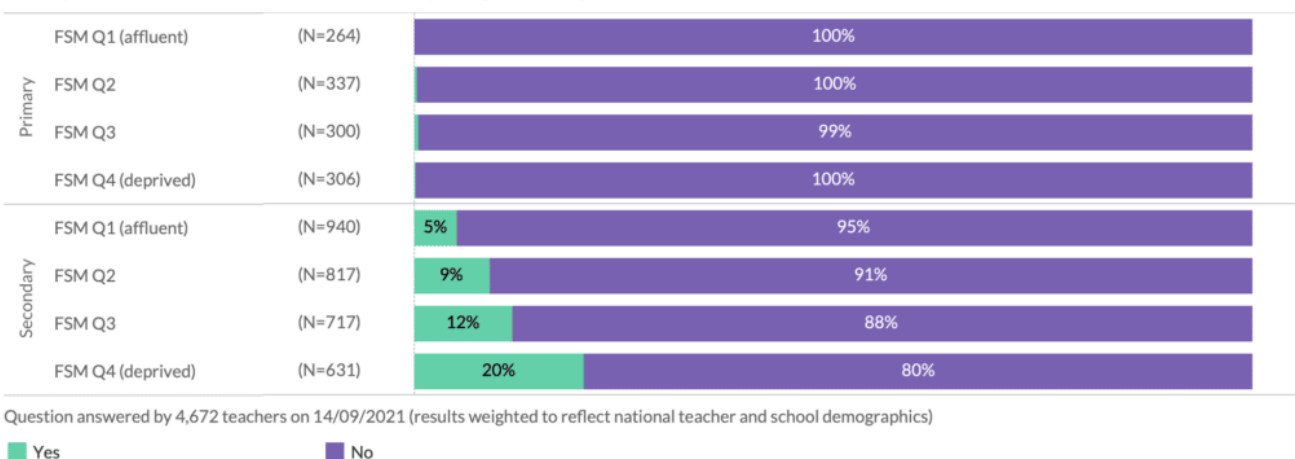
Two regions in particular are streets ahead of the others. 50% of teachers in the East of England and the South West said their school has gender-neutral toilets, far more than the other regions! (London is the furthest behind)

### Does your school have any gender-neutral toilets for pupils?



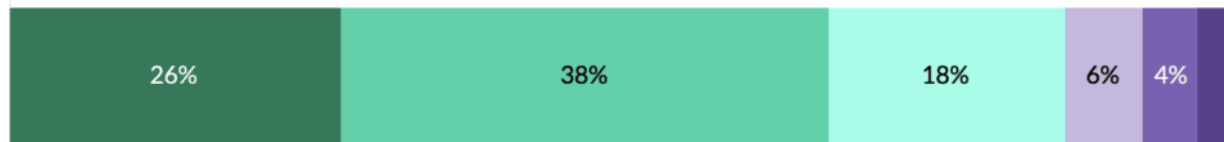
Do you lock your toilets during lesson time? Among primary schools, locking toilets is not a common practice. 99% of primary teachers said they do not lock their toilets during lesson time. However, this isn't quite true among secondary schools. Secondary schools with a higher proportion of FSM students were four times more likely to lock their toilets during lesson time compared to schools with the lowest proportion.

### Does your school lock the students' toilets, opening them only at break time and lunch time?



Nearly 90% of teachers agreed that their pupils' toilets are in good working order. Spare a thought, though, for the 12% who disagreed!

**The toilets for students at our school are clean and in good working order.**



Question answered by 5,681 teachers on 14/09/2021 (results weighted to reflect national teacher and school demographics)

Strongly agree  
Somewhat agree

Slightly agree  
Slightly disagree

Somewhat disagree  
Strongly disagree

Finally... we know you love the daily read, so here are the ones from last week

The most read tip this week was: [Do you really need 'another' assembly to chip away at homophobia among young people?](#)

And here are the rest for your reference:

- [What to do when you don't know what to do](#)
- [The difference between 'compliance' and 'learning'...](#)
- [What to do when pupils don't understand](#)
- [Can AI teach a child to read?](#)
- [Which comes first: motivation or achievement?](#)