

Table 1. Descriptive information about the analytic sample

	Number of anxiety questions answered		
	>= 1	>= 10	>= 60
Gender			
Male	24%	23%	24%
Female	75%	76%	76%
Youngest child at home			
None	39%	40%	40%
Under 5	12%	12%	11%
Primary age	15%	16%	17%
Secondary age	6%	6%	7%
Over 16	10%	12%	14%
Missing	18%	15%	12%
Job Role			
Class Teacher	46%	46%	42%
Middle Leader	37%	40%	45%
SLT	10%	10%	10%
Head	4%	3%	3%
Age group			
Age in 20s	27%	24%	18%
Age in 30s	32%	33%	34%
Age in 40s	25%	27%	29%
Age in 50s	14%	16%	19%
Region			
East of England	12%	13%	15%
London	16%	15%	14%
Midlands	16%	17%	17%
North West	12%	12%	13%
South East	17%	17%	20%
South West	9%	9%	9%
Yorkshire and North East	14%	15%	13%
Outside England	1%	1%	0%
Ofsted rating			
Outstanding	16%	17%	19%
Good	46%	48%	57%
Requires Improvement or Inadequate	12%	12%	14%
Phase			
Primary	49%	48%	43%
Secondary	39%	41%	48%
Fee paying	5%	6%	6%
FSM quartile			
Q1 (Least deprived)	15%	17%	22%
Q2	17%	18%	22%
Q3	17%	17%	22%
Q4 (Most deprived)	17%	17%	18%
Sector			
Independent	9%	9%	6%
State	89%	89%	93%
Observations	26,394	13,199	1,972

Notes: Figures do not always sum to 100% due to missing data on the variable in question. Sample weights applied. Our main analytic sample is based on teachers who responded to at least 10 of the work-related anxiety questions. Appendix C presents some robustness tests where the sample is restricted to teachers that responded to the question on at least 60 time points.

Table 2. The association between teacher characteristics and work-related anxiety during the pandemic

	Mar-Aug20		Sep20-Aug21		Sep21-Feb22		Feb22-Jul22	
	Diff	SE	Diff	SE	Diff	SE	Diff	SE
Job role (ref = Class teacher)								
Middle leader	0.12	0.07	0.12	0.08	0.24*	0.12	0.26*	0.13
SLT	0.48*	0.07	0.14	0.09	0.27*	0.13	0.24	0.14
Headteacher	1.44*	0.11	0.93*	0.14	1.02*	0.18	0.70*	0.21
Gender (ref = Male)								
Female	0.29*	0.06	0.38*	0.08	0.31*	0.11	0.00	0.11
Children (ref = None)								
Under 5	0.27*	0.08	0.12	0.10	-0.02	0.14	-0.13	0.15
In primary school	0.26*	0.09	0.25*	0.11	0.19	0.16	0.09	0.15
In secondary school	-0.29	0.15	-0.11	0.18	0.03	0.24	-0.25	0.23
Over 16	0.09	0.14	0.07	0.17	-0.09	0.22	-0.13	0.22
Age group (ref: 20s)								
30s	0.24*	0.09	0.11	0.11	0.24	0.17	0.15	0.18
40s	0.41*	0.10	0.20	0.13	0.25	0.19	0.45*	0.19
50+	0.38*	0.15	0.20	0.18	0.15	0.24	0.13	0.25
N	4737		3937		2384		2054	

Notes: Figures in the “Diff” column refer to the difference in average anxiety scores on the 0-10 scale in comparison to the reference group (conditional on the other covariates included in the model). “SE” refers to the standard errors. The pandemic has been split into four periods (e.g. March – August 2020) with the outcome measure taken as the average anxiety score during the period. Estimates based upon an OLS regression model controlling for school phase, Ofsted rating, private / state school and pre-pandemic anxiety levels. Sample includes all teachers who responded to the work-related anxiety question on at least 10 occasions. * indicates statistically significant difference from the reference group at the five percent level.

Table 3. Average (mean) working hours of classroom teachers and headteachers in England during the COVID-19 pandemic

	Question date	Classroom Teacher	Headteacher	Difference	
2019/20	21/04/2020	25	42	17	
	19/05/2020	27	51	25	
	23/06/2020	30	49	19	
2020/21	22/09/2020	46	57	11	
	20/10/2020	43	56	13	
	24/11/2020	46	57	11	
	08/12/2020	45	56	10	
	05/01/2021	42	58	17	
	26/01/2021	43	53	11	
	23/02/2021	41	53	12	
	09/03/2021	44	55	10	
	23/03/2021	45	55	10	
	20/04/2021	46	54	9	
	25/05/2021	45	56	10	
	22/06/2021	44	56	12	
	2021/22	21/09/2021	46	55	9
		02/11/2021	46	56	10
07/12/2021		45	55	10	
25/01/2022		45	55	10	
01/03/2022		46	55	9	
29/03/2022		45	56	11	
	26/04/2022	44	55	10	

Notes: Figures refer to the mean working hours reported by classroom teachers and headteachers in England. The difference refers to the figures for headteacher minus the figures for classroom teachers. See Appendix Table C4 for an alternative version of this table including all staff category groups.

Table 4. The association between teacher gender, age of youngest child at home and work-related anxiety during the pandemic

	Mar-Aug20		Sep20-Aug21		Sep21-Feb22		Feb22-Jul22	
	Diff	SE	Diff	SE	Diff	SE	Diff	SE
Ref = Male, no children								
Female no children	0.23*	0.09	0.28*	0.11	0.07	0.15	-0.23	0.17
Male with under 5	0.06	0.11	-0.06	0.15	-0.47*	0.20	-0.45	0.23
Female with under 5	0.63*	0.12	0.50*	0.15	0.29	0.21	-0.19	0.23
Male with primary age child	0.33*	0.15	0.14	0.20	-0.09	0.27	-0.21	0.25
Female with primary age child	0.46*	0.12	0.55*	0.15	0.34	0.20	-0.06	0.21
Male with secondary age child	-0.33	0.20	-0.29	0.36	-0.06	0.53	-0.51	0.43
Female with secondary age child	-0.06	0.18	0.20	0.21	0.14	0.28	-0.41	0.29
Male with child over 16	0.07	0.26	0.05	0.30	-0.29	0.40	-0.53	0.41
Female with child over 16	0.33*	0.16	0.36	0.20	0.03	0.25	-0.27	0.27
N	4,737		3,937		2,384		2,054	

Notes: Figures in the “Diff” column refer to the difference in average anxiety scores on the 0-10 scale in comparison to the reference group (male teacher with no children) conditional on the other factors controlled for in the model. “SE” refers to the standard errors. The pandemic has been split into four periods (e.g. March – August 2020) with the outcome measure taken as the average anxiety score during the period. Estimates based upon an OLS regression model controlling for age, job role, school phase, Ofsted rating, private / state school and pre-pandemic anxiety levels. Sample includes all teachers who responded to the work-related anxiety question on at least 10 occasions. * indicates statistically significant difference from the reference group at the five percent level.

Table 5. The association between school characteristics and work-related anxiety during the pandemic

	Mar-Aug20		Sep20-Aug21		Sep21-Feb22		Feb22-Jul22	
	Diff	SE	Diff	SE	Diff	SE	Diff	SE
Phase (Ref: Primary)								
Secondary	0.02	0.06	0.20*	0.07	0.03	0.11	-0.15	0.11
Ofsted rating (Ref: Good)								
Outstanding	0.04	0.07	-0.06	0.10	0.16	0.14	0.18	0.13
RI / Inadequate	-0.12	0.08	-0.02	0.10	-0.01	0.14	-0.18	0.17
FSM quartile (Ref: Low % FSM)								
Q2	-0.06	0.08	-0.03	0.10	0.09	0.14	-0.06	0.14
Q3	-0.15	0.08	-0.19	0.10	-0.04	0.15	0.04	0.15
Q4 (high % FSM - most deprived)	-0.07	0.09	0.01	0.11	0.00	0.16	-0.10	0.16
Funding (Ref: Independent school)								
State school	-0.64*	0.08	-0.13	0.11	0.01	0.14	0.18	0.16
N	4,453		3,714		2,247		1,941	

Notes: Figures in the “Diff” column refer to the difference in average anxiety scores on the 0-10 scale in comparison to the reference group, conditional on the other factors controlled for in the model. “SE” refers to the standard errors. The pandemic has been split into four periods (e.g. March – August 2020) with the outcome measure taken as the average anxiety score during the period. Estimates based upon an OLS regression model controlling for gender, job role, number of children, age and pre-pandemic anxiety levels. Sample includes all teachers who responded to the work-related anxiety question on at least 10 occasions. * indicates statistically significant difference from the reference group at the five percent level.

Table 6. Difference between state and independent schoolteachers in activities with or for pupils during the COVID-19 pandemic in England

	Survey date	Live online lessons		Created learning resources		Video call with pupil	
		Private	State	Private	State	Private	State
2019/20	23/03/2020	23%	4%	73%	50%	23%	4%
	30/03/2020	16%	3%	49%	54%	16%	8%
	22/04/2020	62%	6%	76%	43%	35%	14%
	05/05/2020	69%	6%	76%	44%	38%	15%
	30/06/2020	55%	13%	50%	38%	24%	13%
	08/07/2020	21%	14%	13%	33%	10%	12%
	09/07/2020	13%	11%	11%	34%	10%	13%
	14/07/2020	3%	10%	8%	27%	3%	10%
2020/21	07/01/2021	65%	43%	64%	61%	49%	34%
	12/01/2021	84%	58%	26%	37%	42%	26%
	19/01/2021	85%	62%	27%	39%	40%	27%
	01/03/2021	87%	64%	21%	36%	31%	19%

Notes: Figures refer to the percent of teachers who undertook the activity on the date. Sample size is approximately 500 independent/private school teachers and 6,000 state schoolteachers at each survey date.

Table 7. Difference in work-related anxiety between teachers who were working at home versus working on site.

Academic year	Date	Difference in mean anxiety scores	SE	N
2019/20	24/03/2020	1.11*	0.14	4470
	31/03/2020	0.47*	0.16	4562
	28/04/2020	0.04	0.14	4663
	02/06/2020	0.58*	0.14	4335
	09/06/2020	0.45*	0.11	4259
	16/06/2020	0.39*	0.10	4237
	23/06/2020	0.19	0.10	4166
	30/06/2020	0.12	0.11	4063
	07/07/2020	0.19	0.11	3978
	14/07/2020	0.35*	0.10	3912
2020/21	26/01/2021	0.01	0.12	2857
	02/02/2021	0.07	0.13	2896

Note: “Working from home” refers to those teachers who reported working on site zero or one day per week at the respective survey date. Working “on site” refers to those teachers who reported being on site at least two days per week during the respective survey week. Estimates based upon OLS regression models controlling for teacher job role, gender, age group of youngest child, teacher age, primary/secondary teacher, whether work in independent or state school and average pre-COVID work-related anxiety scores. SE refers to the standard error. * indicates statistically significant at the five percent level.

Table 8. Difference in work-related anxiety between teachers undertaking different learning activities with pupils during the pandemic

	Online lessons		Create learning resources		Phone / video call pupils		N	
	Difference	SE	Difference	SE	Difference	SE		
2019/20	23/03/2020	0.65*	0.23	0.03	0.12	0.34	0.25	4412
	30/03/2020	0.83*	0.20	0.34*	0.10	0.57*	0.17	4523
	22/04/2020	0.75*	0.20	0.31*	0.09	0.18	0.14	4746
	05/05/2020	0.47*	0.17	0.32*	0.09	0.50*	0.12	4896
	30/06/2020	0.52*	0.12	0.24*	0.09	0.30*	0.14	4353
	08/07/2020	0.37*	0.14	0.50*	0.10	-0.06	0.16	3796
	14/07/2020	0.43*	0.15	0.39*	0.10	0.59*	0.16	4159
2020/21	12/01/2021	0.16	0.14	0.36*	0.13	0.01	0.14	3241
	19/01/2021	0.20	0.14	0.25*	0.12	0.18	0.13	3190
	01/03/2021	0.10	0.14	0.00	0.12	0.04	0.14	2869

Notes: “Difference” column refers the difference in average work-related anxiety scores associated with a teacher doing that activity during the week of the survey date. SE refers to the standard error. Estimates based upon OLS regression models controlling for teacher job role, gender, age group of youngest child, teacher age, primary/secondary teacher, whether work in independent or state school and average pre-COVID work-related anxiety scores. See Appendix Table C6 where these three variables are included in the same model. * indicates statistical significance at the five percent level.