

Teacher wellbeing: a perspective from the UK



14 March 2026

Wellbeing in UK policy-making

Life satisfaction

Approximately 1 in 20 UK adults reported low satisfaction in July to September 2024

Of UK adults, 4.7% rated their life satisfaction as low in July to September 2024. This shows no short-term change (5.3% in July to September 2023) or long-term change (4.8% in July to September 2019).

Source: Annual Population Survey from the Office for National Statistics

Feeling things done in life are worthwhile

Approximately 1 in 25 UK adults reported low levels of feeling things they do in life are worthwhile in July to September 2024

Of UK adults, 3.6% gave a rating of "low" when asked how worthwhile things they do in life are, in July to September 2024. This shows no short-term change (4.0% in July to September 2023) or long-term change (4.0% in July to September 2019).

Source: Annual Population Survey from the Office for National Statistics

Happiness

The percentage of UK adults reporting low happiness yesterday remained stable over the last year

Of UK adults, 7.7% rated their happiness the previous day as low in July to September 2024. This shows no short-term change (8.5% in July to September 2023) or long-term change (8.2% in July to September 2019).

Source: Annual Population Survey from the Office for National Statistics

No change
Since: Q3 2023

People reporting low satisfaction with their lives, April 2011 to September 2024, UK

Feeling anxious

More adults in the UK reported feeling high anxiety yesterday in July to September 2024, than July to September 2019.

Of UK adults, 22.5% rated their anxiety the previous day as high, when asked in July to September 2024. This shows no short-term change (21.5% in July to September 2023), but a long-term negative change (20.4% in July to September 2019).

Source: Annual Population Survey from the Office for National Statistics

Hope for the future

Approximately two-thirds of adults in Great Britain tend to feel hopeful about their future

Of adults in Great Britain, 66.5% said they tend to feel hopeful about their future, when asked in December 2024 to January 2025. This shows no short-term change (67.8% in December 2023 to January 2024). Long-term change is not assessed because data for these comparisons are not available.

Source: Opinions and Lifestyle Survey from the Office for National Statistics

Fair treatment

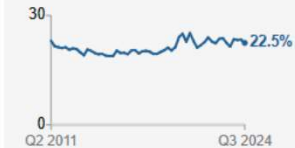
Approximately 1 in 5 adults in Great Britain feel very or somewhat unfairly treated by society

Of adults in Great Britain, 19.2% said they feel very or somewhat unfairly treated by society, when asked in December 2024 to January 2025. This shows short-term negative change (12.6% in December 2023 to January 2024). Long-term change is not assessed because data for these comparisons are not available.

Source: Opinions and Lifestyle Survey from the Office for National Statistics

No change
Since: Q3 2023

People reporting feeling high anxiety yesterday, April 2011 to September 2024, UK



Updated: 11-Feb-25

No change
Since: Dec 2023 to Jan 2024

People who tend to feel hopeful about their future, September 2023 to January 2025, Great Britain



Updated: 11-Feb-25

Negative change
Since: Dec 2023 to Jan 2024

People who feel they are very or somewhat unfairly treated by society, September 2023 to January 2025, Great Britain



Updated: 11-Feb-25

Personal well-being

Personal well-being is the most direct representation of how people are doing. Measures in this topic area cover people's opinions on aspects of their current well-being.

Our relationships

People's relationships can affect their well-being outcomes, including quality of life and happiness. Measures in this topic area cover the presence and quality of relationships people may have with family, friends, and the community around them.

Health

Physical and mental health are important parts of people's personal well-being. Measures in this topic area cover both objective and subjective measures of health. They also cover satisfaction with the healthcare system to capture how the nation's health is supported.

What we do

Participation in, satisfaction with, and balance between work and leisure activities represent people's lifestyle choices. Measures in this topic area cover subjective and objective measures related to work, leisure and volunteering.

Where we live

Where people live, the quality of their local area and their community, and how they feel about it can affect personal well-being. Measures in this topic area cover housing, the local environment, access to facilities, and being part of a cohesive community.

Personal finance

How households and individuals are managing financially influences many aspects of their lives. Measures in this topic area cover household income and wealth, poverty and financial inequalities, and people's opinions about their own financial situations.

Education and skills

Education and skills can determine individuals' socioeconomic outcomes. Measures in this topic area cover human capital, as well as qualifications and skills. They also cover satisfaction with the education system to capture how people's education is supported.

Economy

The economy affects the financial welfare of individuals, communities and the UK as a whole. Measures in this topic area cover economic activity in the UK. They also cover consumer confidence to capture people's perceptions of the country's economic situation.

Governance

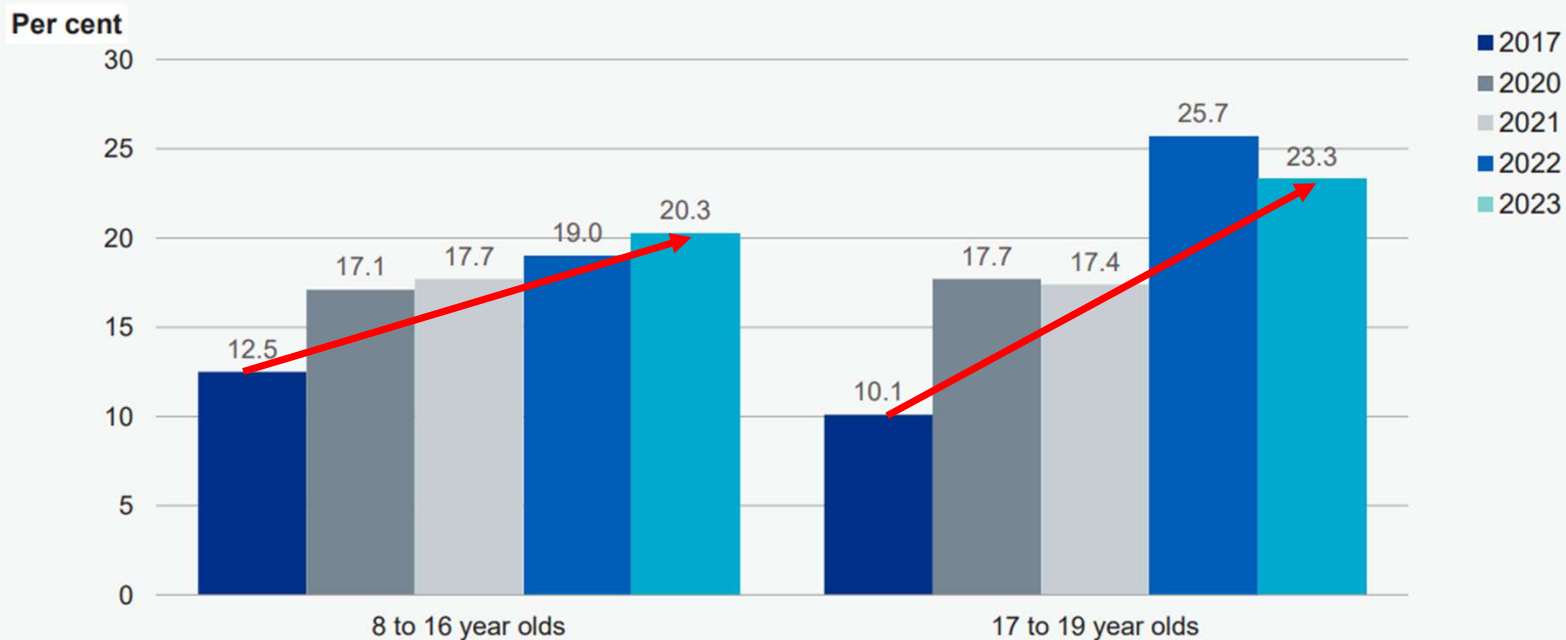
Good governance contributes to better social and economic outcomes. Measures in this topic area cover public trust and civic participation. They also cover satisfaction with the police and justice system to capture how public administration is supported.

Environment

The natural environment is relevant to people's quality of life because it makes human life and activity possible. Measures in this topic area cover aspects of climate change, the UK's natural environment and natural capital, and the effects of human activity on the environment.

Children and young people

After a rise in prevalence between 2017 and 2020, rates of probable mental disorder remained stable in all age groups between 2022 and 2023

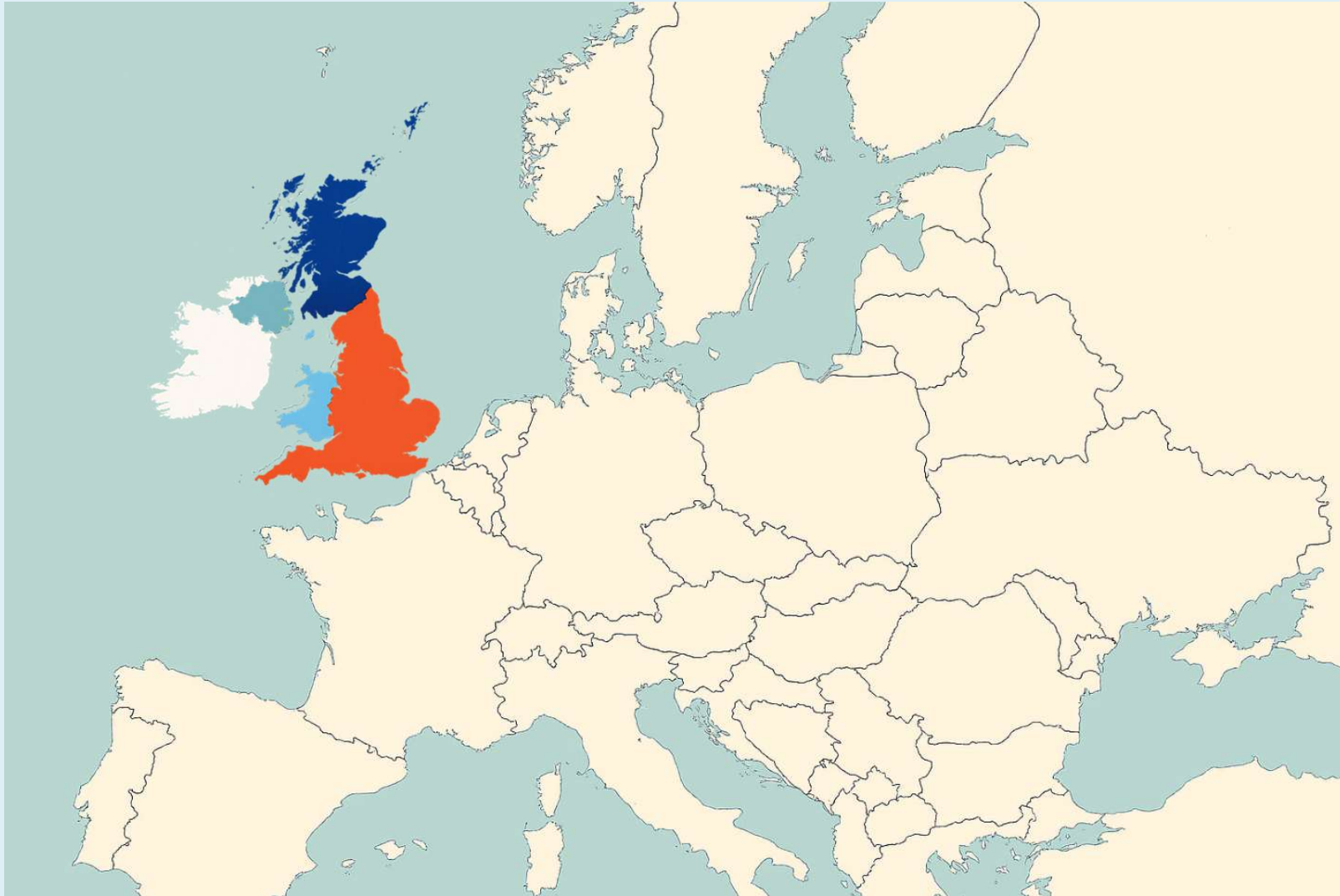


Source: NHS England. 8 to 19 year olds, England, 2023. Figure 1.2 in the report.

Pressure points in our system

- Mental health of children and young people
- Special educational needs and disabilities
- Neurodivergence
- Behaviour in school
- School-parent relationships

United Kingdom of Great Britain & Northern Ireland



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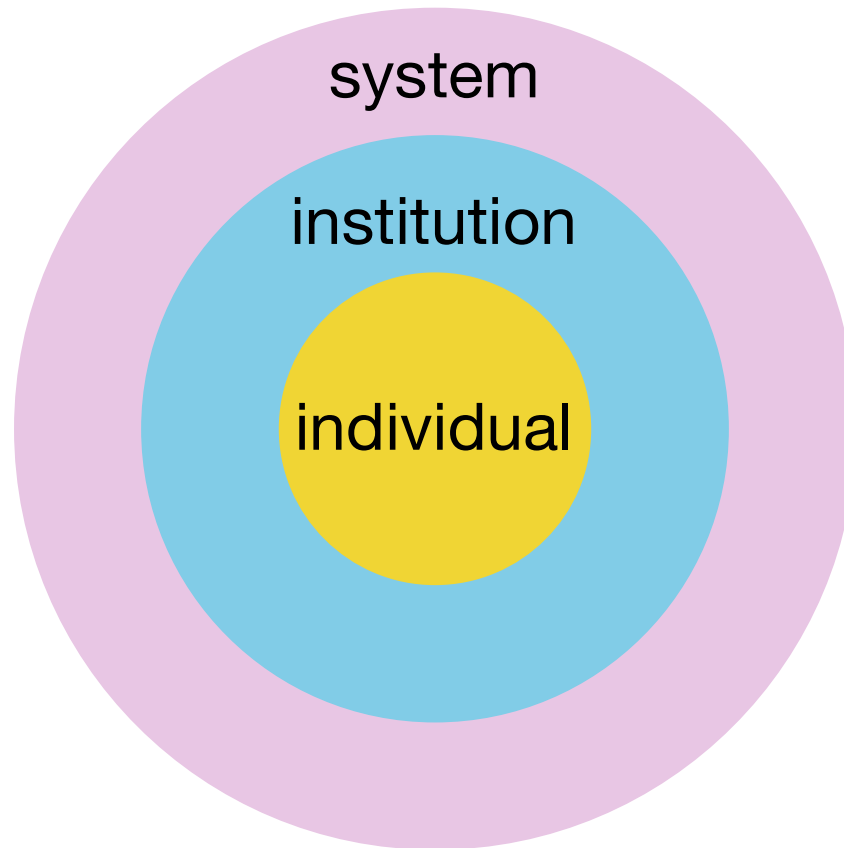


Supporting teacher and
education staff wellbeing
for **148** years

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Systemic perspective – multiple levels



Education Support – what we do

Individuals

- Helpline - free, 24/7, confidential
- Digital resources

Institutions

- Employee Assistance Programme (EAP) – emotional support, paid for by schools
- Professional supervision – 1:1 reflective practice, usually paid for by Governments
- School advisory service – paid for by Welsh government
- Consulting/advisory services – ad-hoc

Overall system

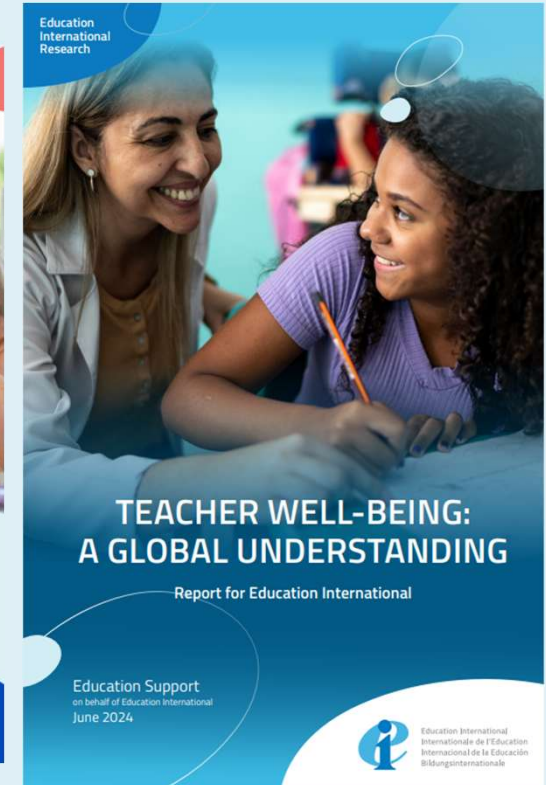
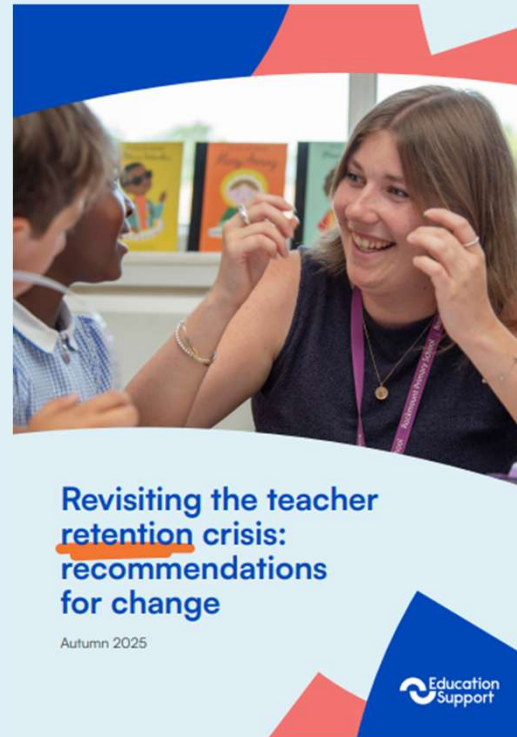
- Research and advocacy

Education Support impact

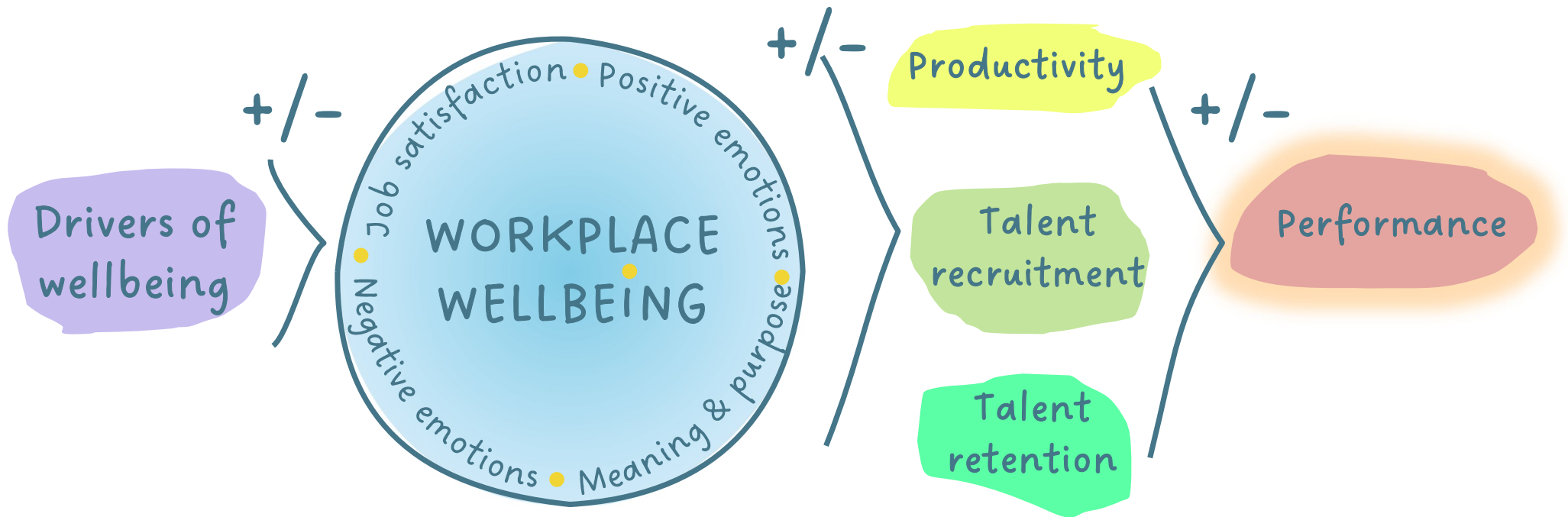
In the financial year ending March 2025:

- We supported 4,877 individuals through the Helpline
 - 9.4% of this population clinically assessed to be at risk of suicide
- 118,704 people working in 1,684 institutions supported by our EAP
 - 10.9% of callers clinically assessed to be at risk of suicide
- 923 school leaders received professional supervision
 - 96% of reported themselves better able to deal with stress and anxiety
- 256 schools were supported by advisory services
 - 82% strongly agreed that the tools and resources shared were relevant and useful
- 179,121 individuals accessed our digital resources

Education Support impact



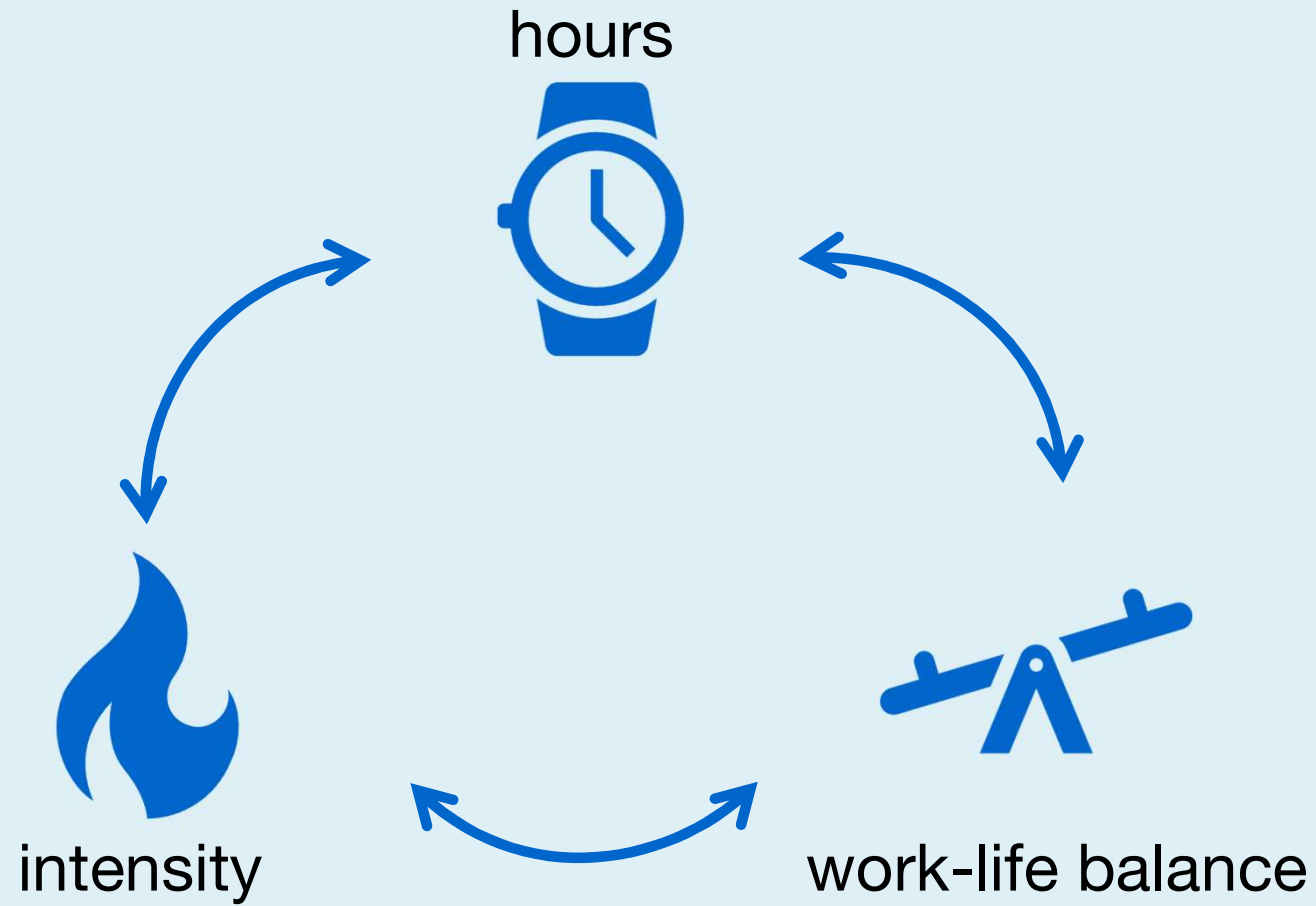
Workplace wellbeing



Workforce wellbeing in education in the UK

- Education is in the top three “industries” with self-reported work-related ill health
 - 2.53m working days are lost each year to work-related illness at economic cost of GB£1.8bn
 - Work-related stress, depression or anxiety accounts for 53% of all ill health in education sector (statistically significantly higher than for works across all industries)
- Government research shows:
 - 89% of teachers and leaders experience stress at work
 - 70% feel their job does not leave enough time for their personal life
 - 62% feel their job negatively affects their mental health
 - 49% feel their job negatively affects their physical health.
 - High workload and stress and/or poor wellbeing are the two most commonly cited reasons for teachers and leaders to consider leaving the English state school sector (both reported by 90% of those considering leaving)

Workload



Staff wellbeing in schools

- Staff experience of school culture is poor
- High demand/low control
- Culture and leadership
 - Appreciation
 - Inclusion and belonging
 - Support
 - Trust
 - Management
 - Staff voice
 - Collegiality
- Generational differences

28%
of education staff feel
their institution's
organisational culture
has a **positive** effect on
staff mental health and
wellbeing

1% on 2024 ↗



49%
of education staff feel
their institution's
organisational culture
has a **negative** effect on
staff mental health and
wellbeing

↘ -1% on 2024

Personal wellbeing

- Productivity paradox
- Changing cultures of overwork
- Understanding stress, exhaustion and burnout
- Learning to switch off

Measurement

Key measures:

- Job satisfaction
- Meaning & purpose
- Positive affect
- Negative affect
- Absence
- Presenteeism
- Attrition/retention
- Number of hours worked
- Experience of work intensity
- Experience of work-life balance
- Experience of workplace culture

Practical examples from the UK:

- [Working Lives of Teachers and Leaders](#)
- [Teacher Wellbeing Index](#)



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