

**STRATCOM**

# 2023 Workplace Violence Survey

The Elementary Teachers' Federation of Ontario

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# Methodology & Reporting

- ▶ These are results from an online survey of the Elementary Teachers' Federation of Ontario members from February 8th to March 22nd, 2023, conducted by Stratcom.
- ▶ The sample of 24,872 ETFO members is statistically weighted to match the gender, region and member type of the ETFO membership as per most recently available data.
- ▶ Invites and reminders were sent to 76,409 ETFO members, resulting in a completion rate of 32.6%.
- ▶ The margin of error for a sample of this size is +/- 0.4 %, 19 times out of 20. Margin of error is larger for sub-samples.
- ▶ Some charts and tables might not total 100% due to rounding.
- ▶ All figures are percent (%) unless indicated otherwise.
- ▶ All research conducted by Stratcom.



# Sample Composition

The survey sample is representative of the ETFO membership by gender, region and member type.

- 79% of survey respondents are female, 19% are male.
- Asked about whether they were members of designated groups, 12% indicated they are Racialized, 4% are 2SLGBTQ+, 3% indicated they have a disability, and 2% are First Nations, Métis or Inuit (FNMI).
- 17% of participants have been working in Ontario's public elementary school system for 5 years or less, 53% for 6 to 20 years, and 29% for more than 20 years.
- 93% of the participants are teachers (13% of those in long term contracts, and 13% in daily occasional jobs), 4% are Designated Early Childhood Educators, and 1% are Education or Professional Support Personnel.
- 15% of the teachers are working in special education roles.



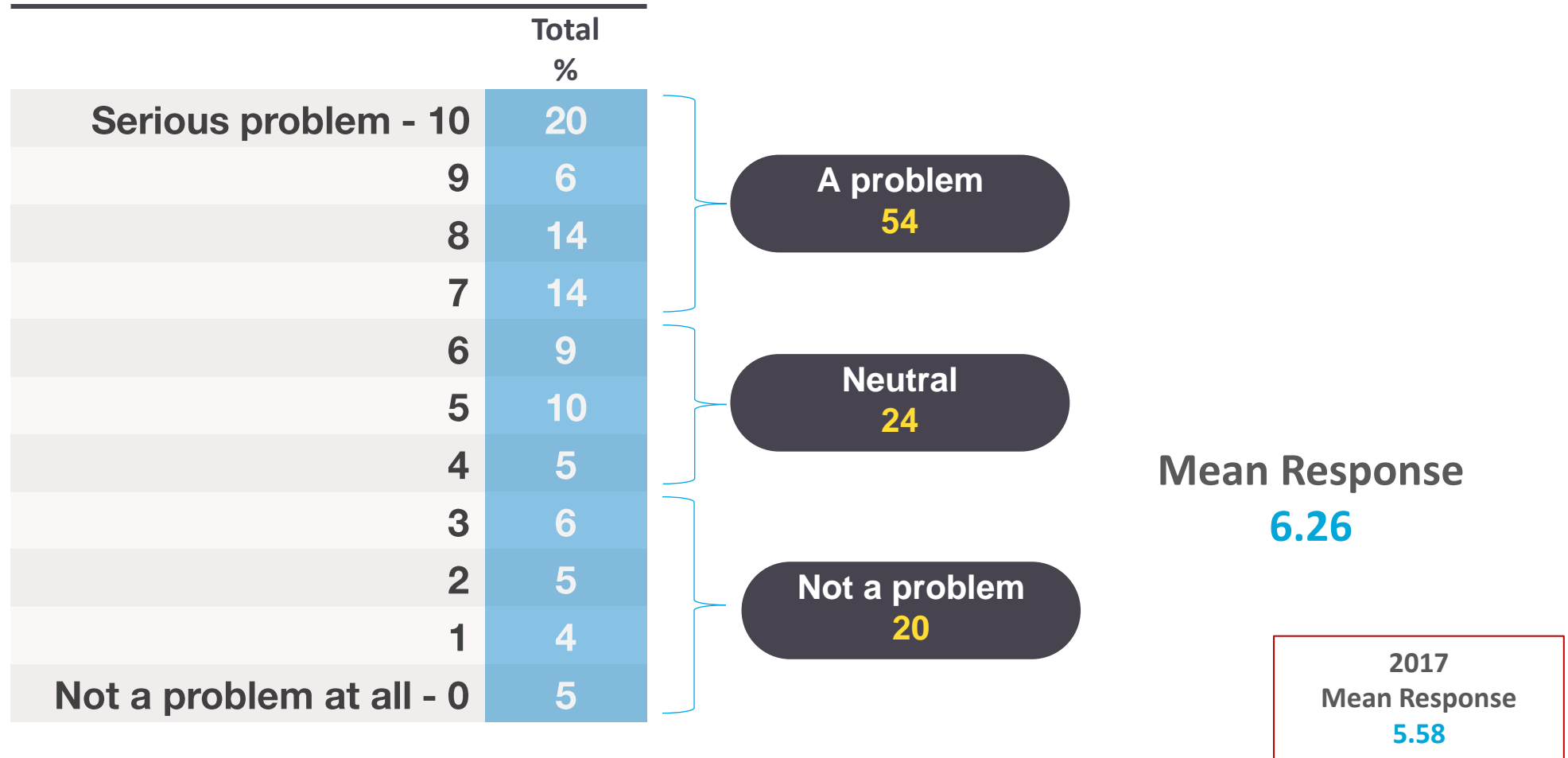
# Summary of Results

- ❖ The majority of members think violence against educators is a serious problem in their school with a mean response of 6.26 on an 11-point scale where 0 = 'not a problem' at all and 10 = 'serious problem'. Just over half (52%) rate the problem between 7 to 10 on the scale (compared to 20% at the other end of the scale, 0 to 3).
  - This same question in a 2017 on violence had a lower mean response of 5.58 (43% rating between 7-10).
- ❖ Almost three-quarters think the number of incidents of workplace violence against educators in the Ontario public elementary school system have increased a great deal (38%) or somewhat (34%) since before the beginning of the COVID-19 pandemic .
- ❖ 80% think there are more incidents of violence since they have been working in the Ontario public elementary school system and 66% think the severity of the violence is worse.
- ❖ A majority of members (52%) have experienced an attempt of physical force against them in the 2022-2023 school year. Over two-in-five members (44%) have experienced actual physical force against them. A majority of members (56%) have experienced a statement or behaviour that could be interpreted as a threat to exercise physical force against them.
  - This disproportionately affects Women, Persons with a disability, First Nations/Métis/Inuit, 2SLGBTQ+ and DECE/ESP/PSP members.

# Summary of Results

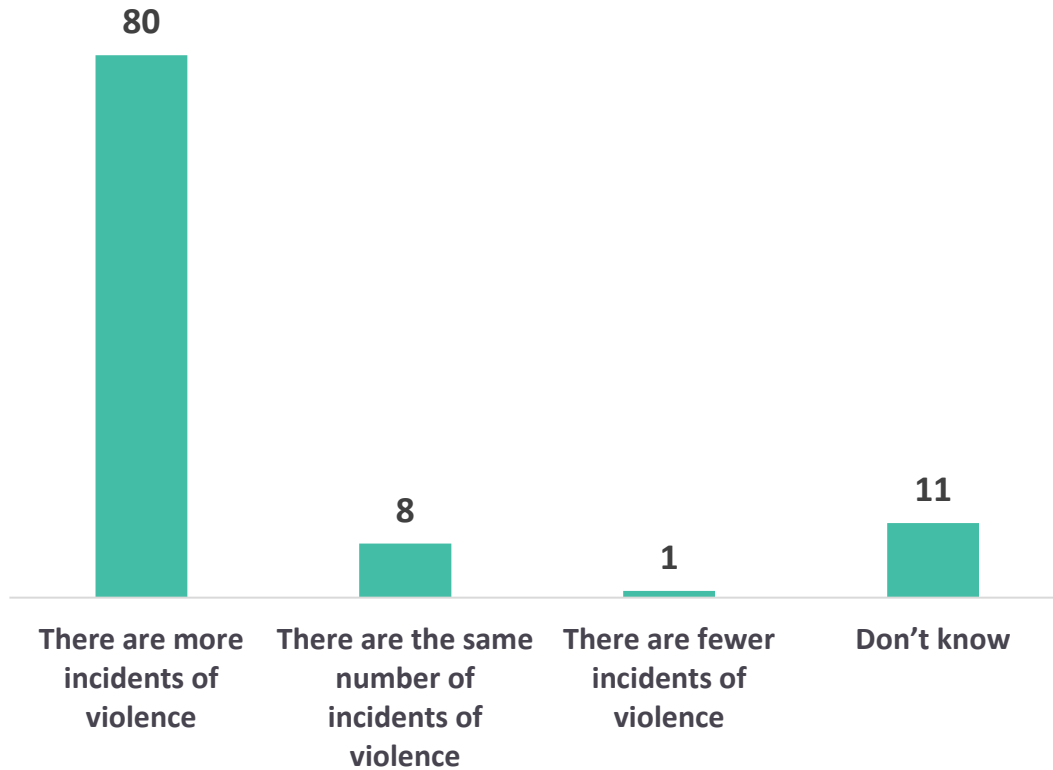
- ❖ Among members who submit written/online or verbal reports, almost half (47%) think the actions or steps taken were ineffective in preventing a recurrence of the violent incident(s). Only 8% deem it effective.
- ❖ When subjected to actual physical force against them, 13% never or only sometimes submit a report in writing/online.
- ❖ Only 58% of incidents of actual physical force against members are reported in writing, online or verbally to administrators.
- ❖ The vast majority (88%) have experienced harm as a result of violence against them (actual, attempted or threats).
- ❖ Approximately 30% of ETFO members' injuries warranted a WSIB claim. However, among those who could have filed a WSIB claim, only 17% did.
- ❖ Members report that in-class supports, board supports, in-school supports, students spaces and community supports have all decreased significantly. The only support that has increased is student tools (e.g., access to technology, sensory tools).
- ❖ More than one-third of members (35%) participated in a classroom evacuation due to a violence incident.

# Seriousness of the problem of violence against educators in your school(s) during this school year (2022-2023)

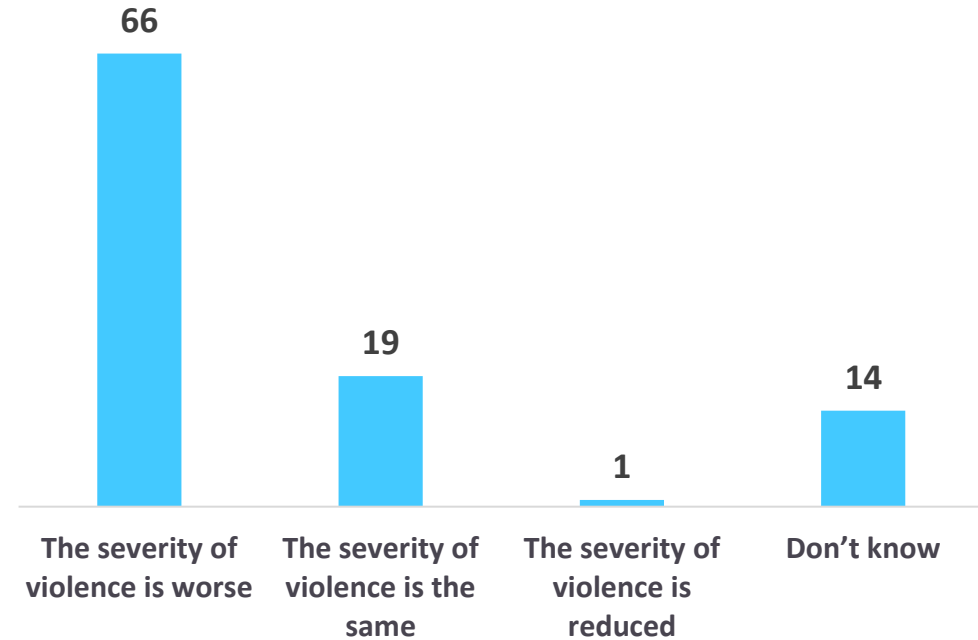


# Changes in Violence in Schools

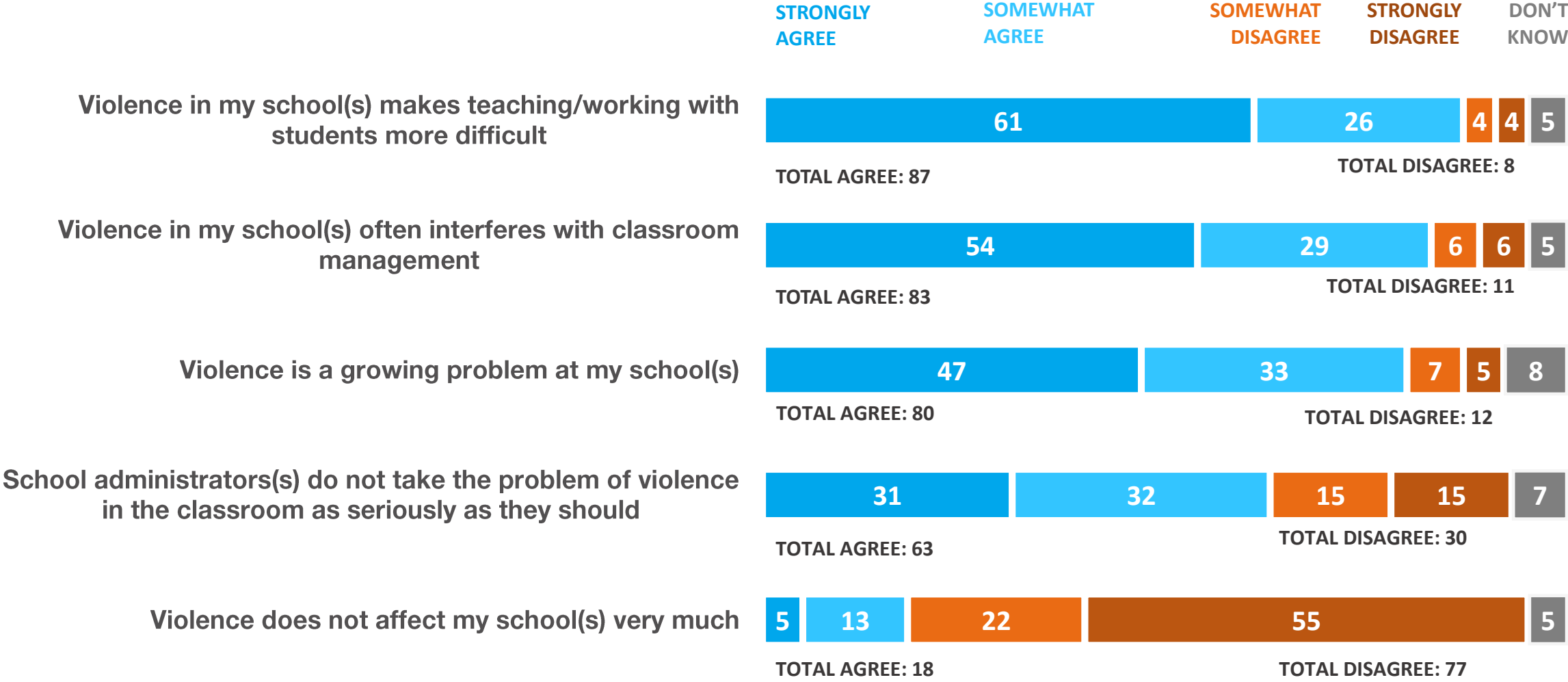
INCIDENTS OF VIOLENCE:



SEVERITY OF VIOLENCE:



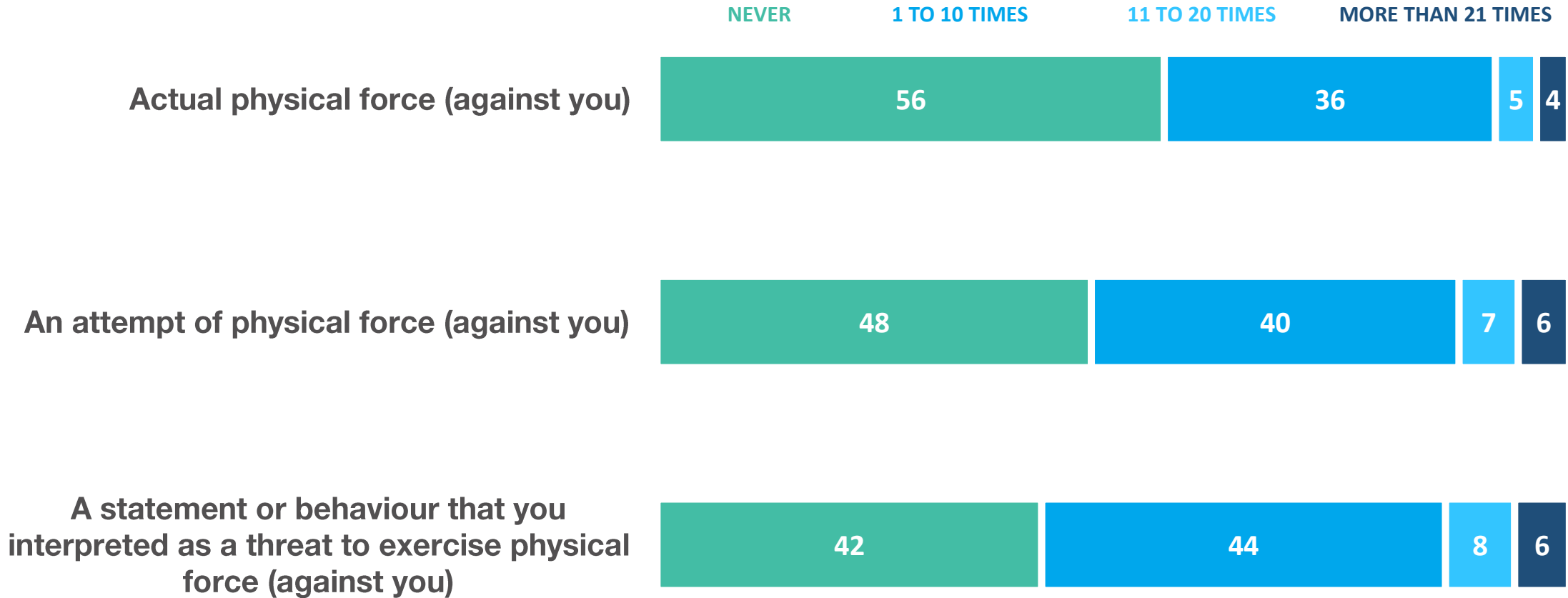
# Agreement with statements about violence in schools





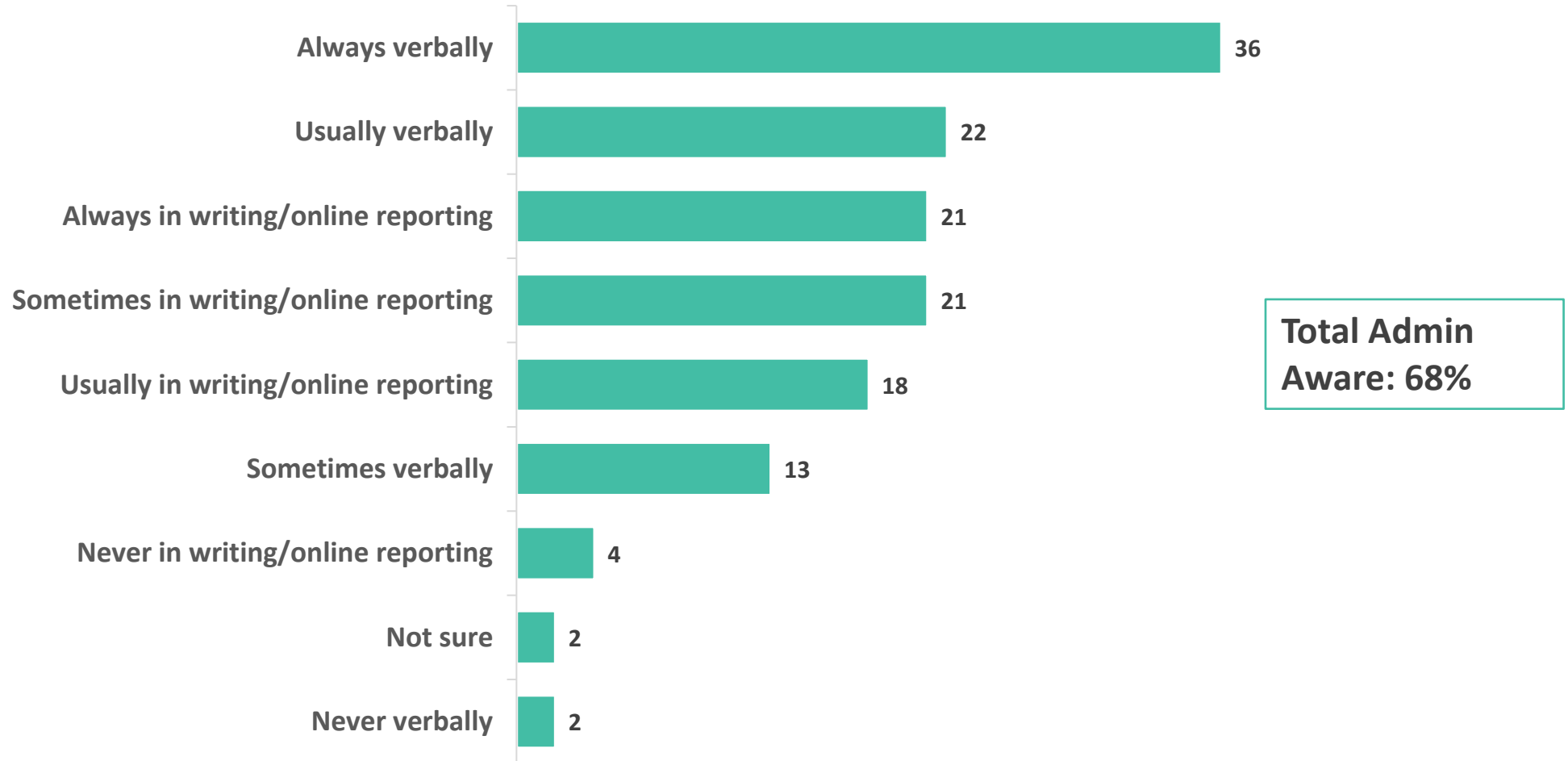
# Personally experienced violence

[excluding 'don't know']

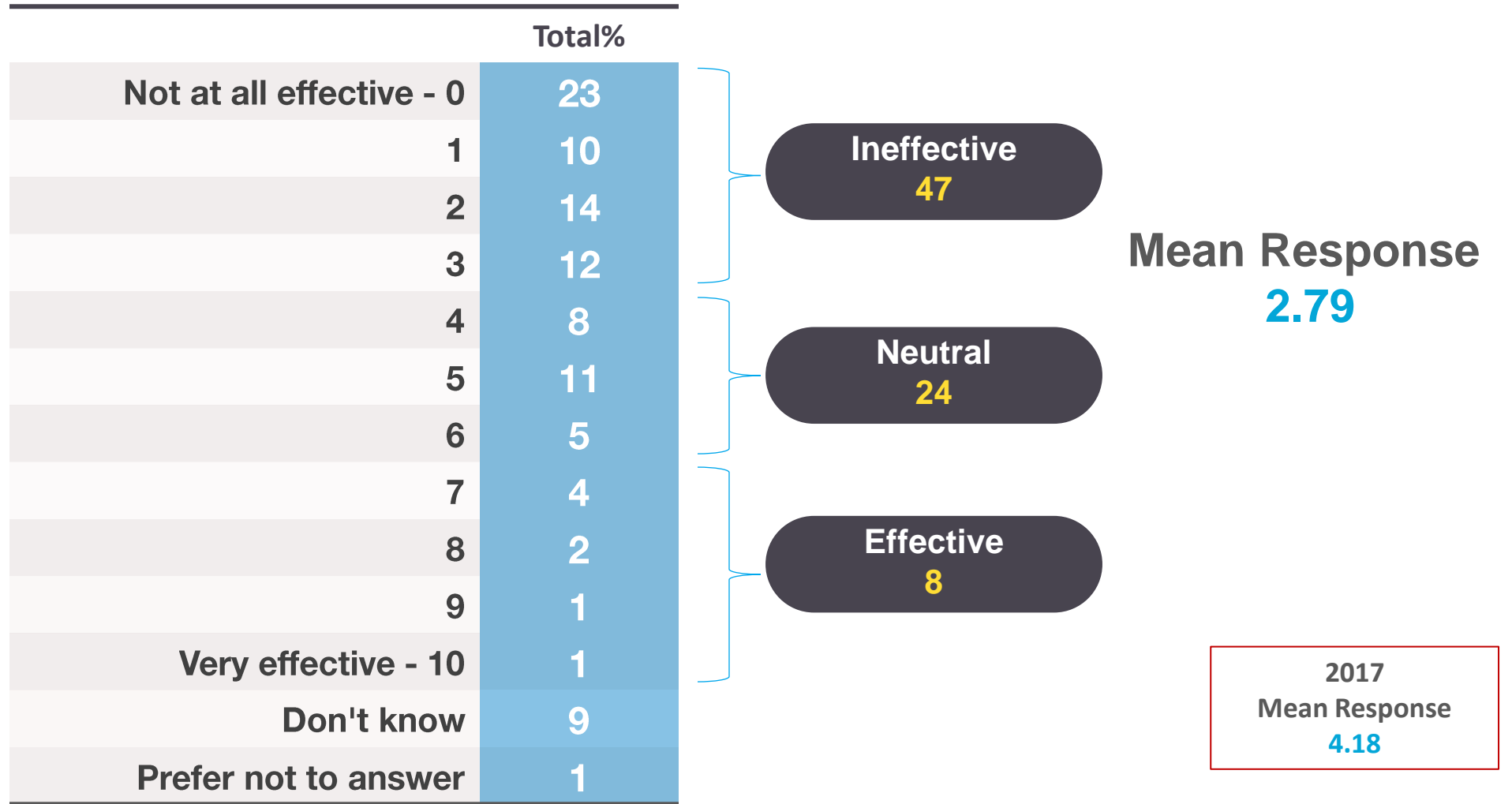


# Do you inform your administrator of violent incidents?

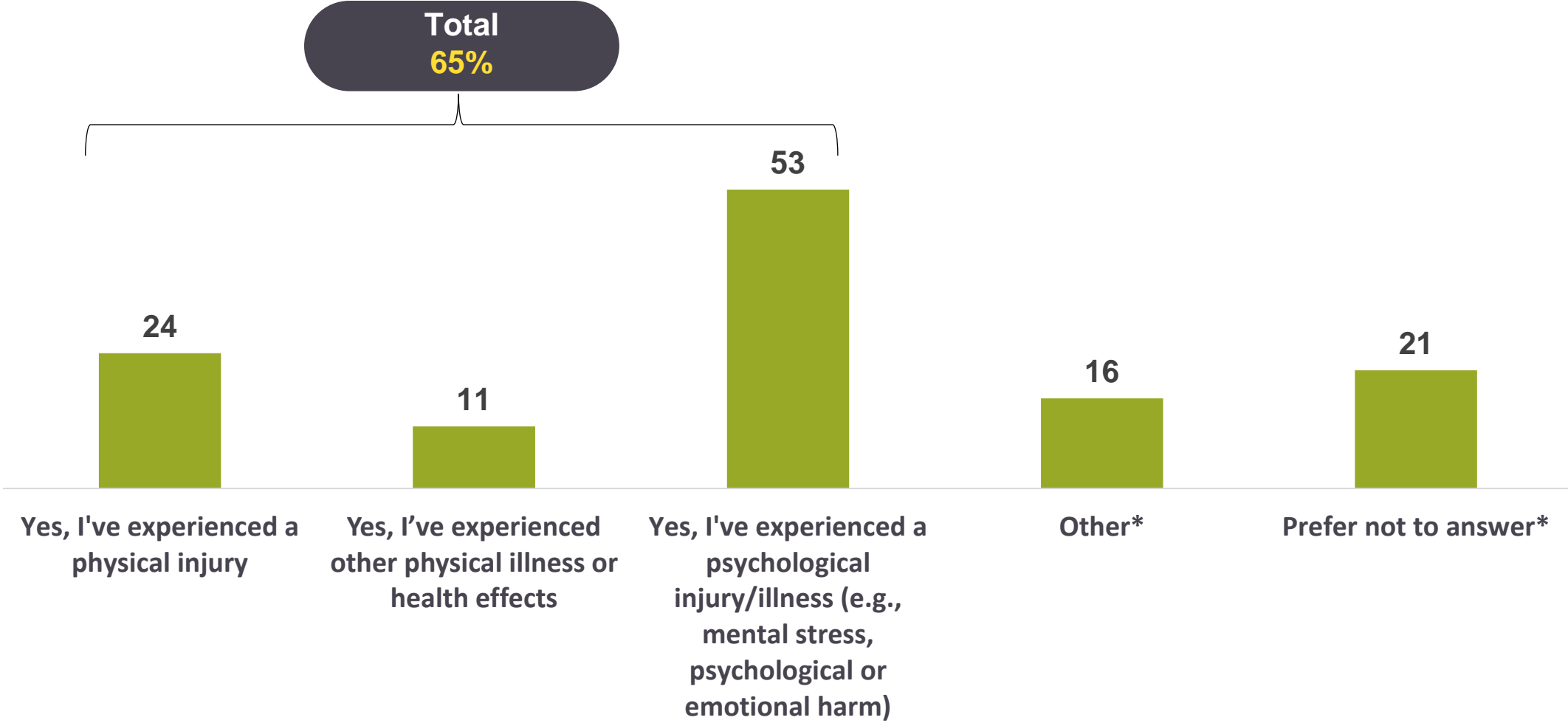
When you witness violence, attempted violence or threatened violence



# Effectiveness of actions

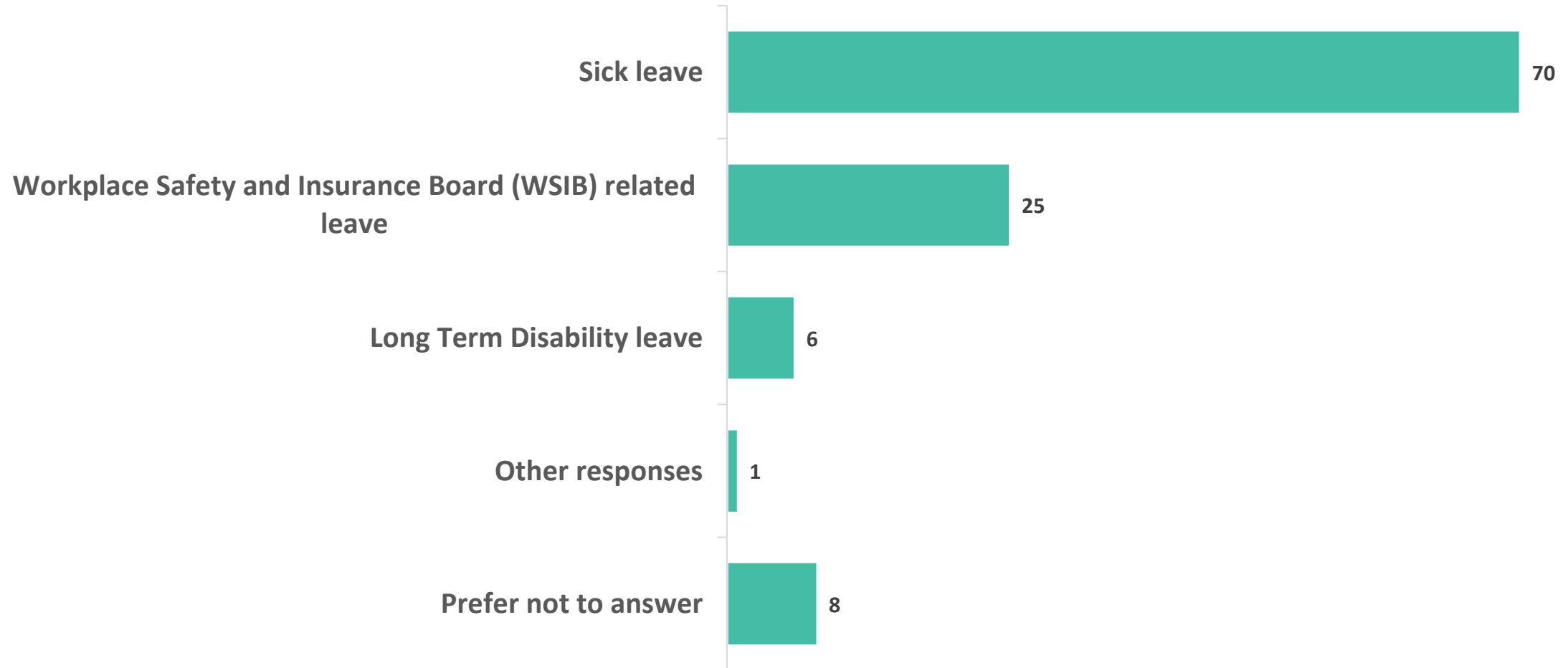


# Harm experienced as a result of violence?

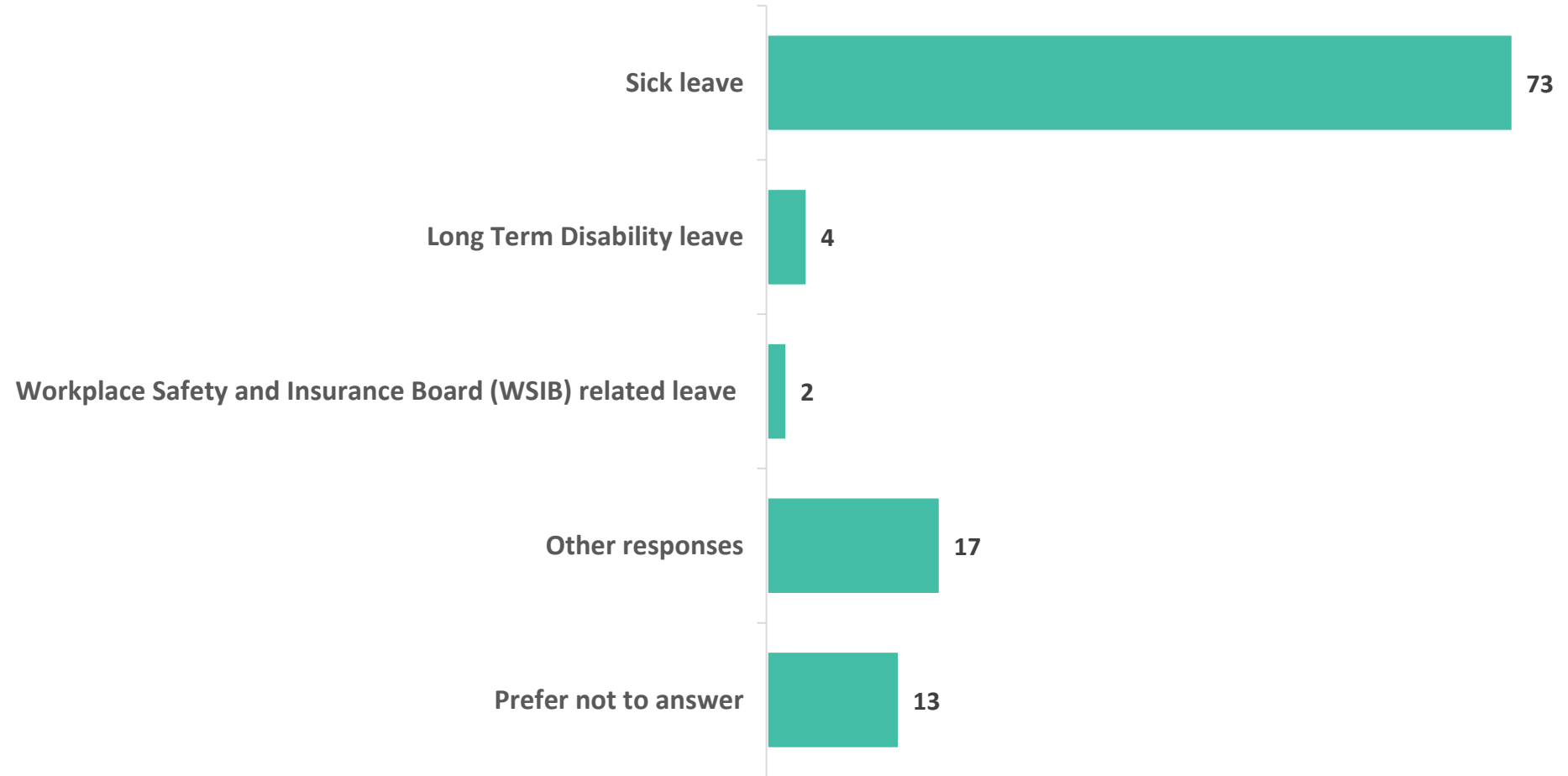


[IF PERSONALLY EXPERIENCED ANY VIOLENCE IN Q21]

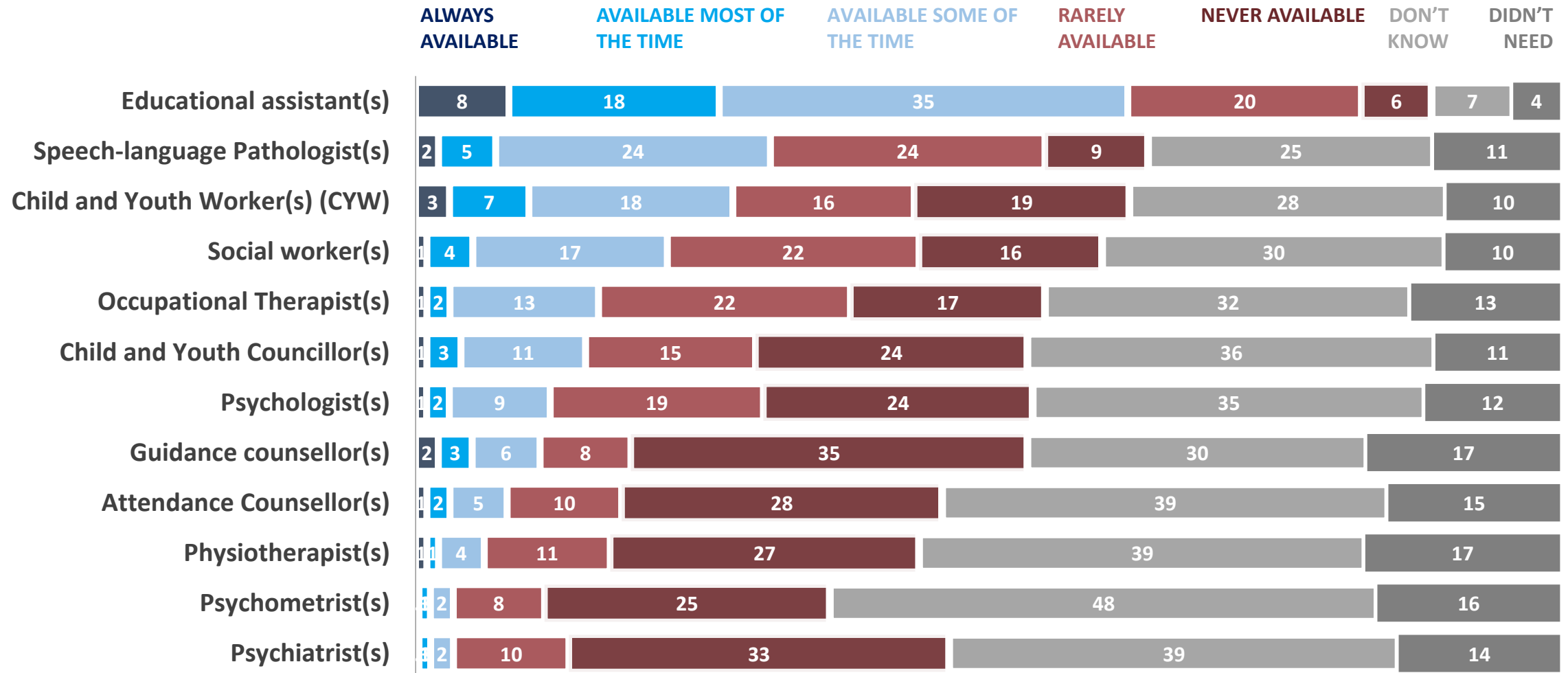
# Type(s) of leave taken to recover from physical injury



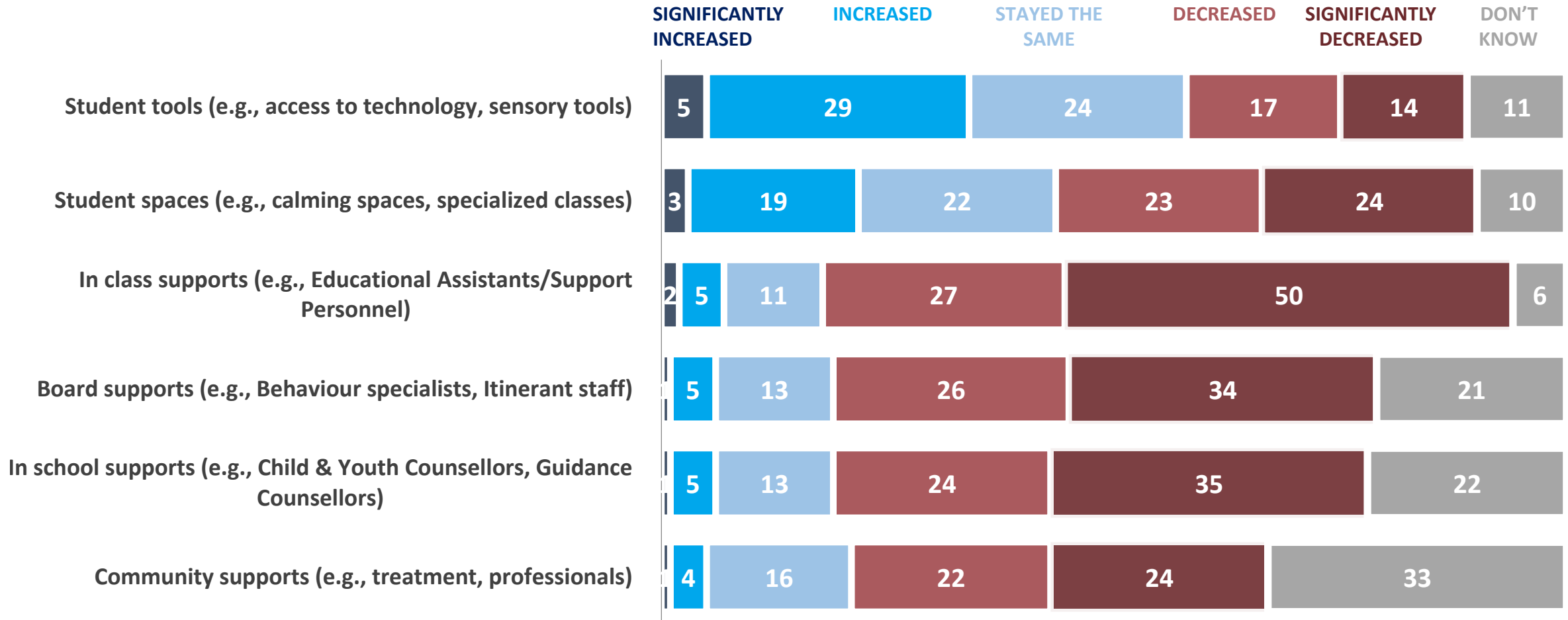
# Type(s) of leave taken to deal with the psychological or emotional ramifications of the violence



# How frequently were each of the following available to educators in your school(s) when you needed them?



# Changes of staffing and support availability





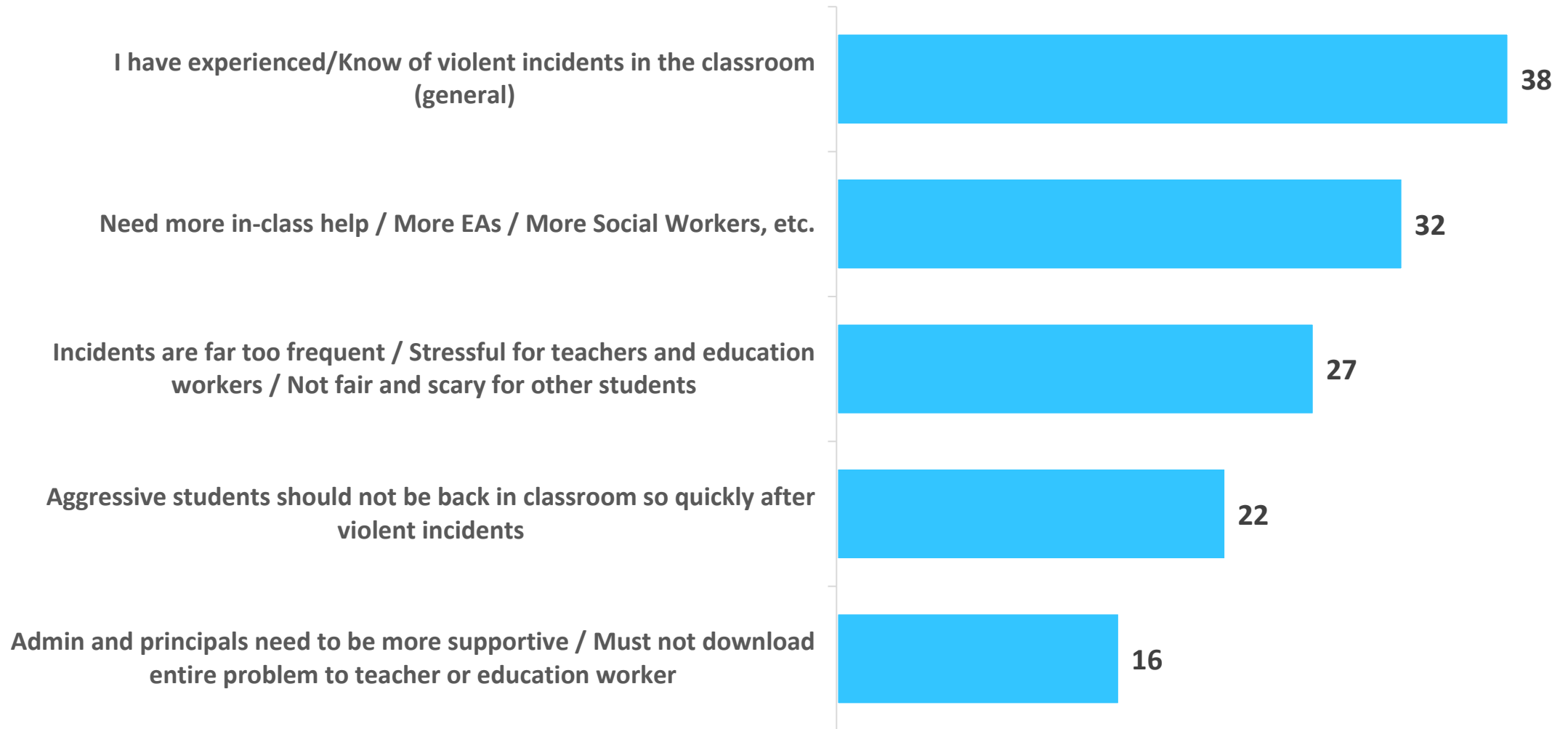
**During the 2022-2023 school year, have you participated in a classroom evacuation due to a violence incident?**

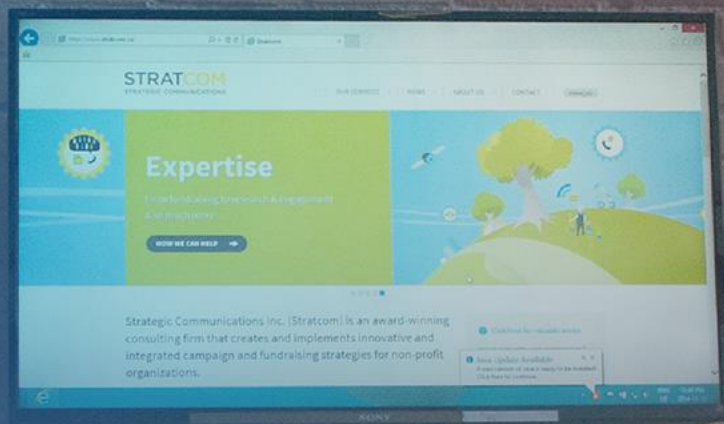
**35%**

**YES**

# Share stories about violence in schools

[coded random selection of open-end responses - top 5 response categories]





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