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2023 Workplace Violence Survey

The Elementary Teachers' Federation of Ontario

May 10, 2023

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> Local 8300

Vancouver | Edmonton | Toronto | Ottawa | Montreal | London | Brighton



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 disproportionally affects Women, Persons with a disability, First Nations/Métis/Inuit, 2SLGBTQ+ and DECE/ESP/PSP members.

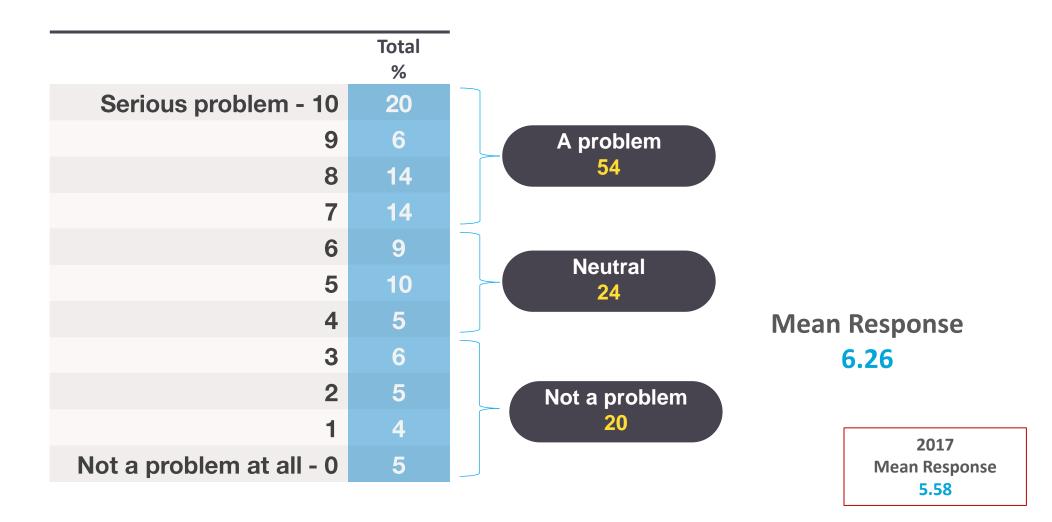


Summary of Results

- 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.



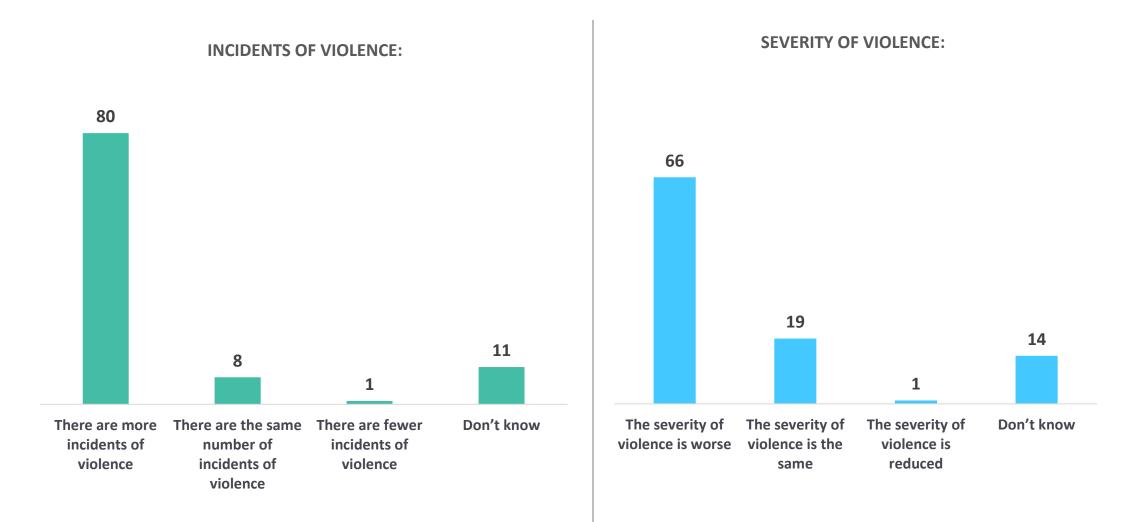
Seriousness of the problem of violence against educators in your school(s) during this school year (2022-2023)



Q16. Using an 11-point scale, where 0 means not a problem at all and 10 means a serious problem, please rate the seriousness of the problem of violence against educators in your school(s) during this school year (2022-2023). (n=24,668)

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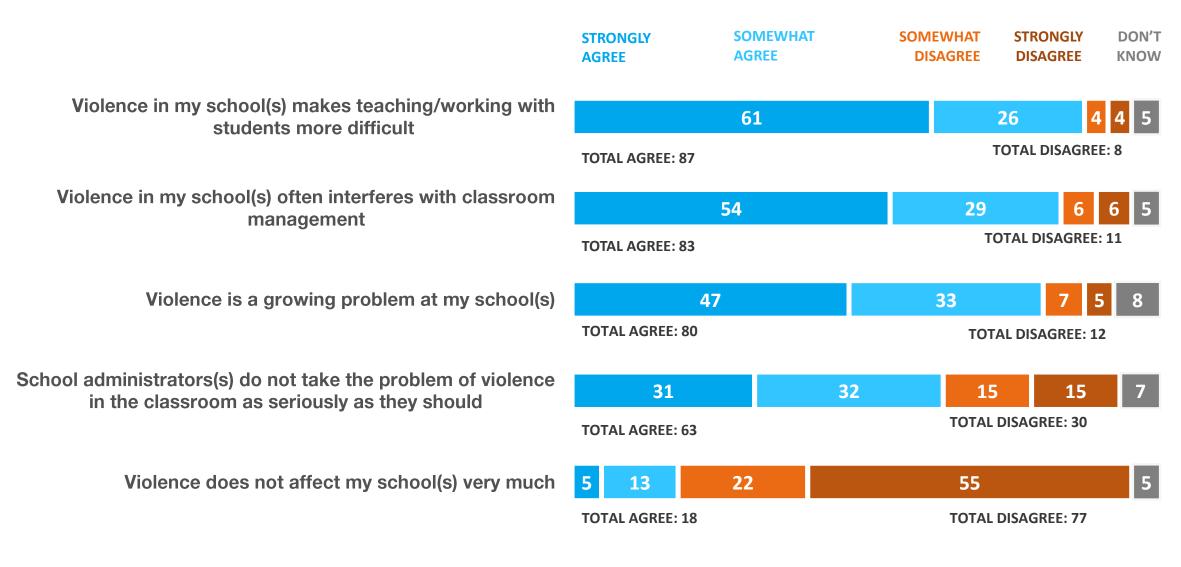
Changes in Violence in Schools



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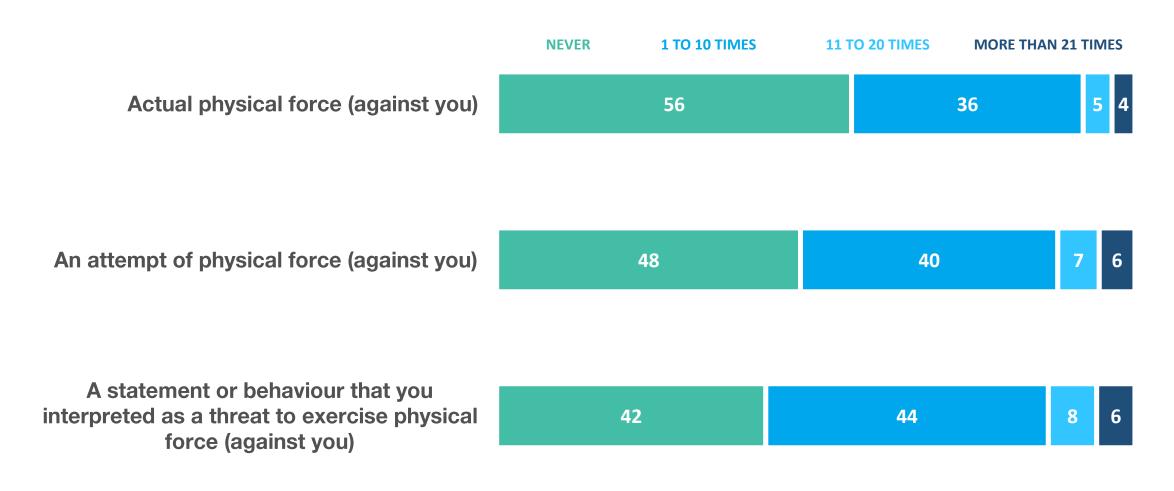
Q18. How would you say that violence in schools has changed since you have been working in the Ontario public elementary school system?: (n=24,872)

Agreement with statements about violence in schools





Personally experienced violence [excluding 'don't know']

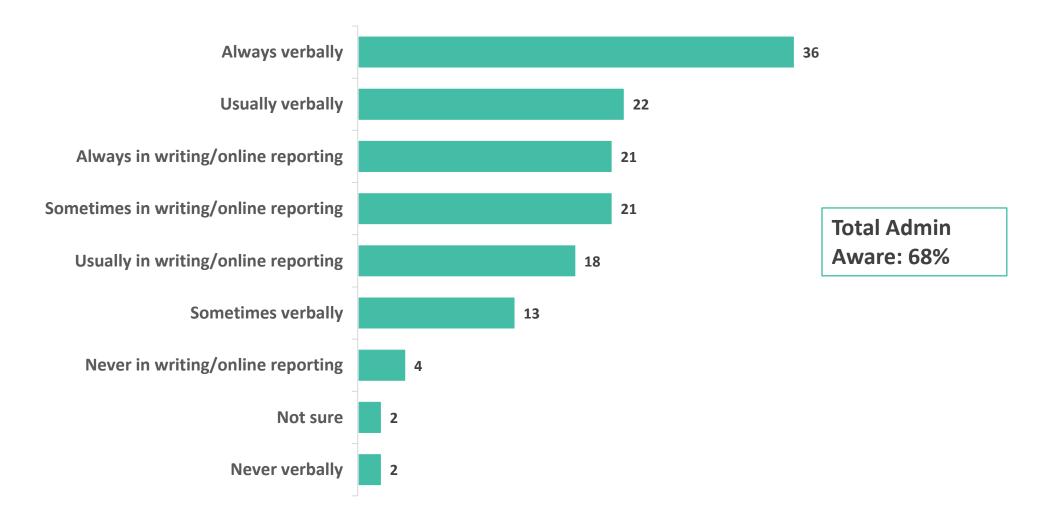




Q21. In the 2022-2023 school year, how many times were you personally subjected to the following? (n=24,668)

Do you inform your administrator of violent incidents?

When you witness violence, attempted violence or threatened violence

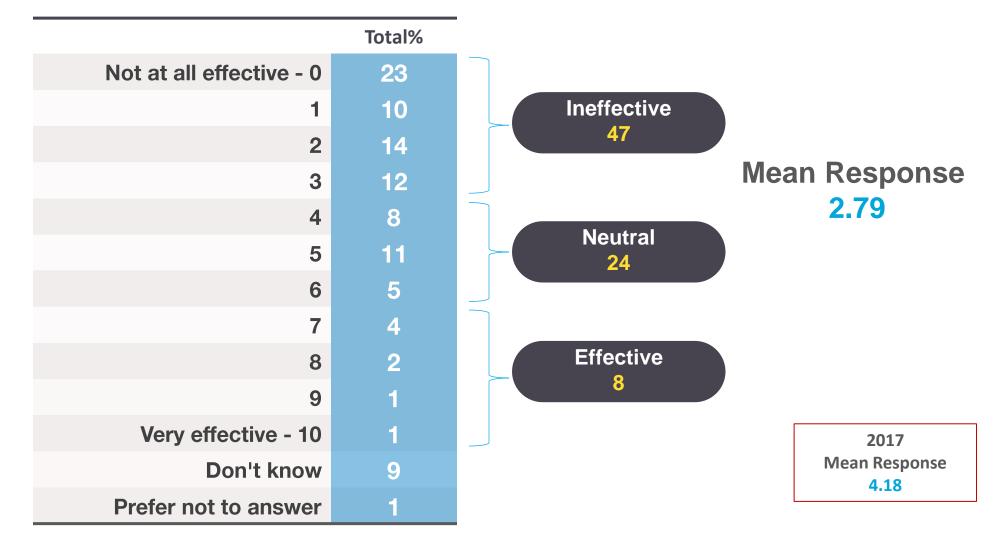




[IF WITNESSED OR PERSONALLY EXPERIENCED ANY VIOLENCE IN Q20 OR Q21]

Q24a. When you witness violence, attempted violence or threatened violence -Do you inform your administrator of violent incidents? (n=17,788)

Effectiveness of actions

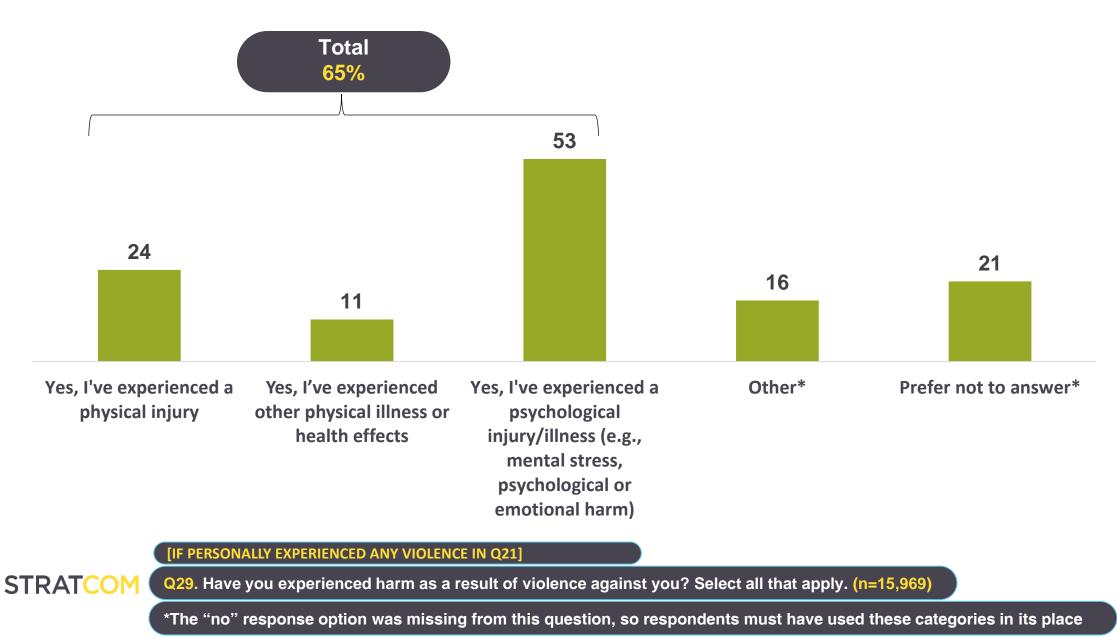


[IF ALWAYS, USUALLY OR SOMETIMES WRITING/ONLINE OR VERBAL REPORTING @Q24]

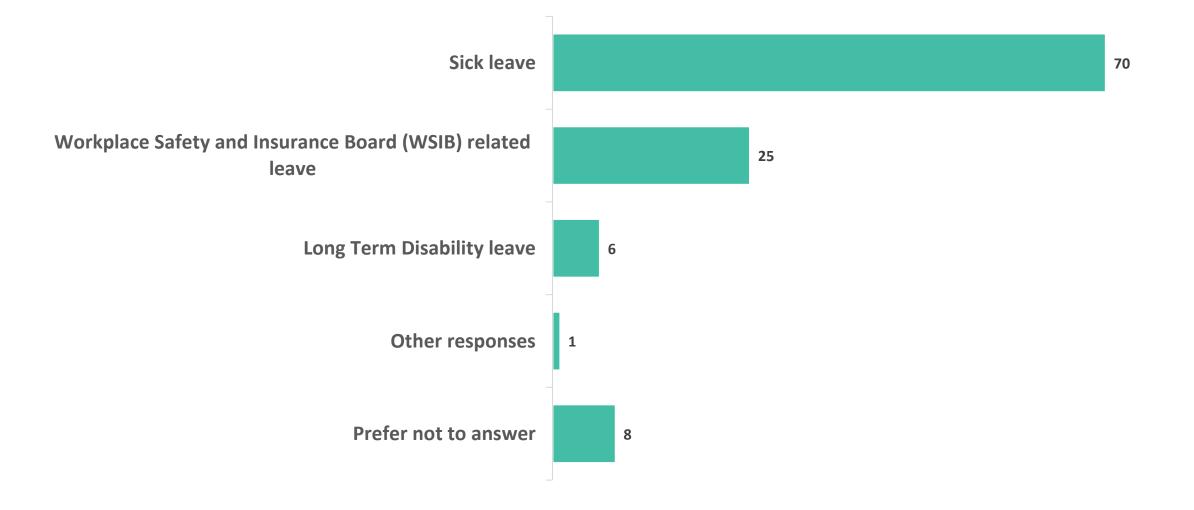
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Q26. Were the action or steps effective in preventing a recurrence of the violence incident(s)? Please use an 11-point scale where 0 means not at all effective and 10 means very effective. (n=17,824)

Harm experienced as a result of violence?



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

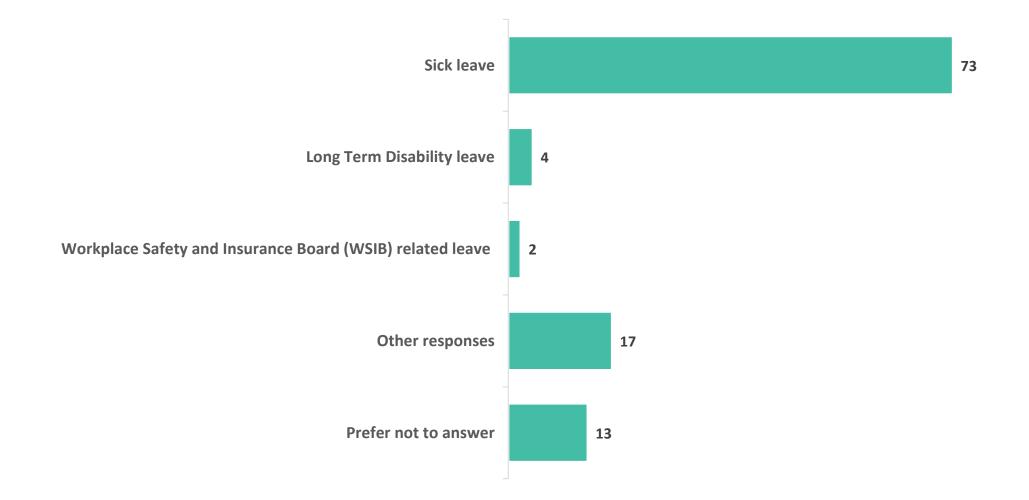


[IF "TOOK TIME OFF TO RECOVER FROM PHYSICAL INJURY DUE TO VIOLENCE" @Q36]

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Q37. Please specify which type(s) of leave you took to recover from physical injury due to violence. Please select all that apply. (n=576)

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



[IF "TOOK TIME OFF TO DEAL WITH THE PSYCHOLOGICAL OR EMOTIONAL RAMIFICATIONS OF THE VIOLENCE" @Q36]

Q38. Please specify which type(s) of leave you took to deal with the psychological or emotional ramifications of the violence. Please select all that apply. (n=3,104)

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



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Q39. In the 2022-23 school year, how frequently were each of the following available to educators in your school(s) when you needed them? (n=24,668)

Changes of staffing and support availability

Student tools (e.g., access to technology, sensory tools)

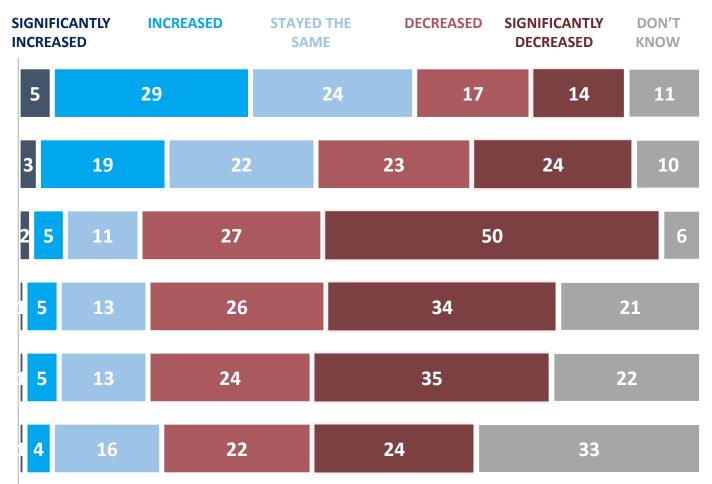
Student spaces (e.g., calming spaces, specialized classes)

In class supports (e.g., Educational Assistants/Support Personnel)

Board supports (e.g., Behaviour specialists, Itinerant staff)

In school supports (e.g., Child & Youth Counsellors, Guidance Counsellors)

Community supports (e.g., treatment, professionals)





Q39b. How has availability of staffing and supports changed during your time working in the public school system? (n=24,872)

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

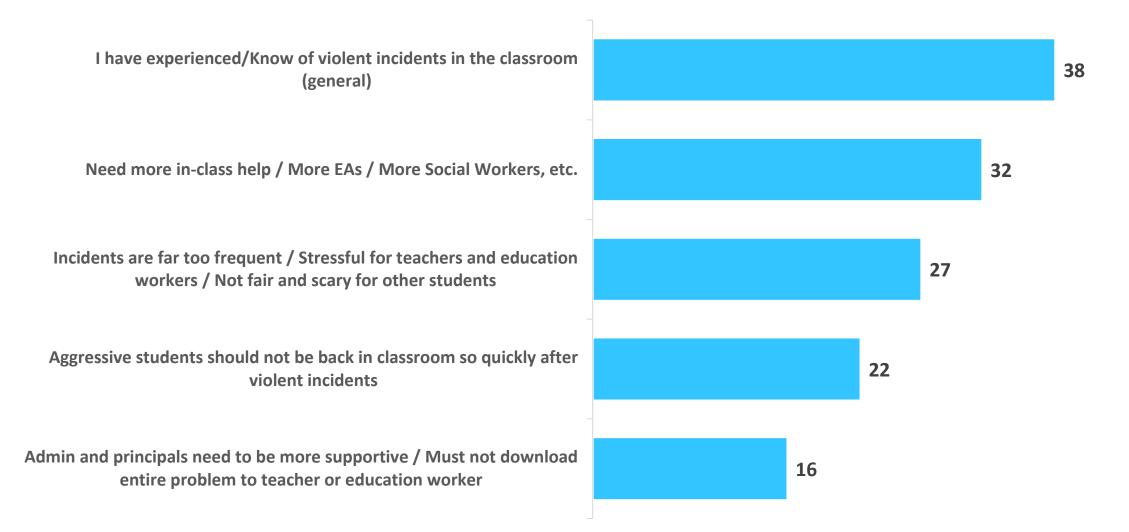
35%



Q44. During the 2022-2023 school year, have you participated in a classroom evacuation due to a violence incident? (n=24,668)

Share stories about violence in schools

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



Q45. Do you have a situation or story you would like to share about violence in your school(s) that would help your union better understand and/or support members? (n=2,000)

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