

STRATCOM

2023 Workplace Violence Survey

The Elementary Teachers' Federation of Ontario

May 10, 2023

Armand Cousineau
Grace Zhang
Dawn Hoffman

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 +/- 2.1 %, 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.



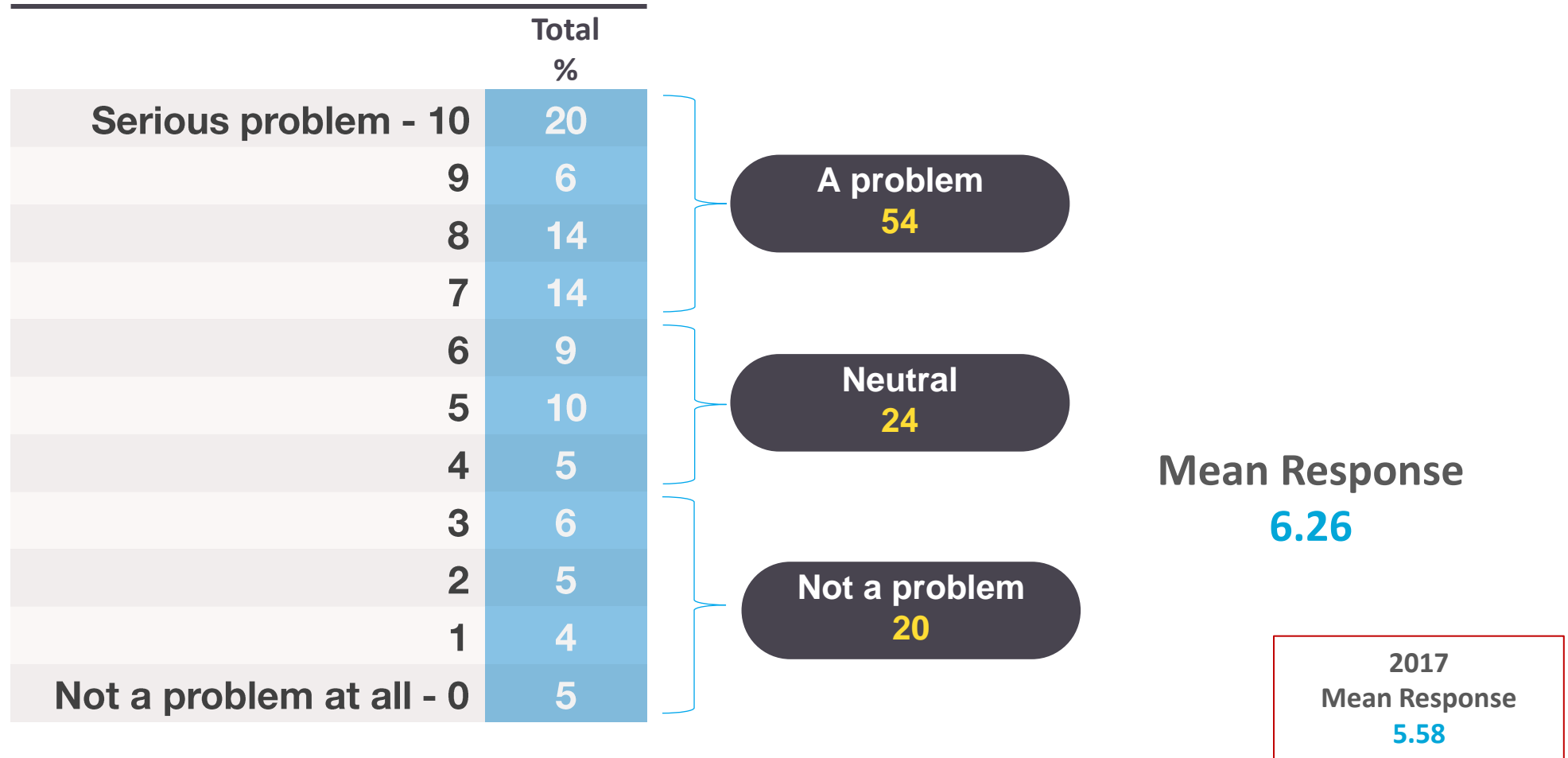
Summary of Results

- ❖ 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

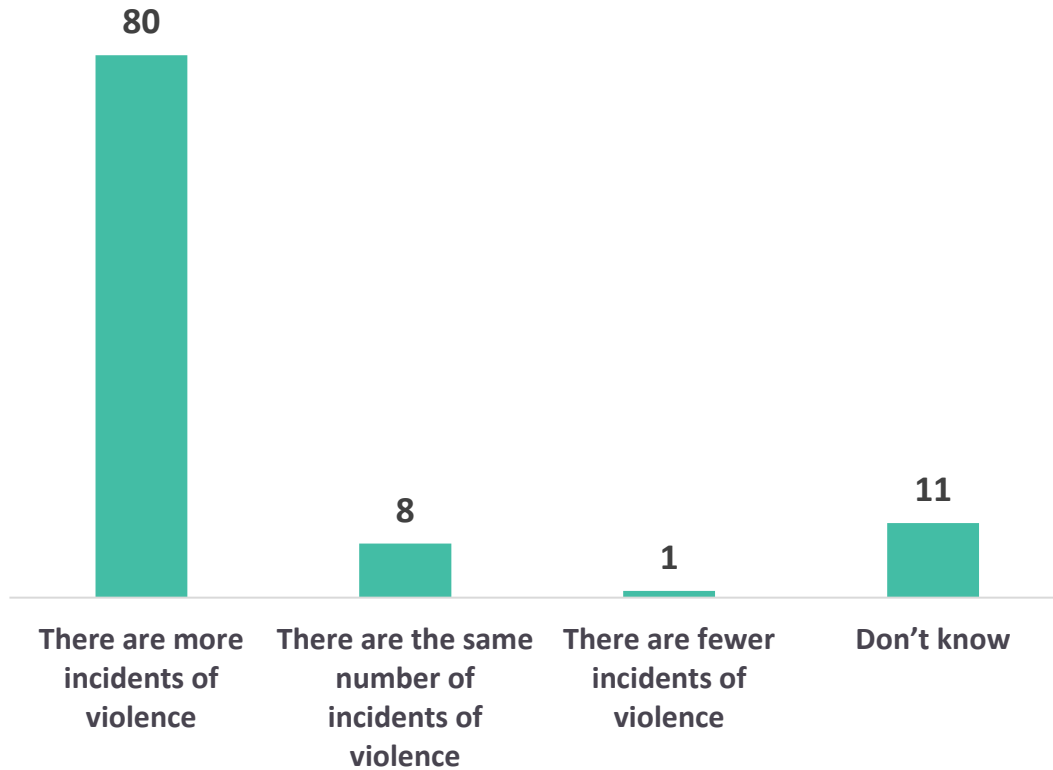
- ❖ Among members who submit written/online or verbal reports, almost half (47%) think the actions or steps taken were ineffective in preventing a recurrence of the violent incident(s). Only 8% deem it effective.
- ❖ When subjected to actual physical force against them, 13% never or only sometimes submit 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)

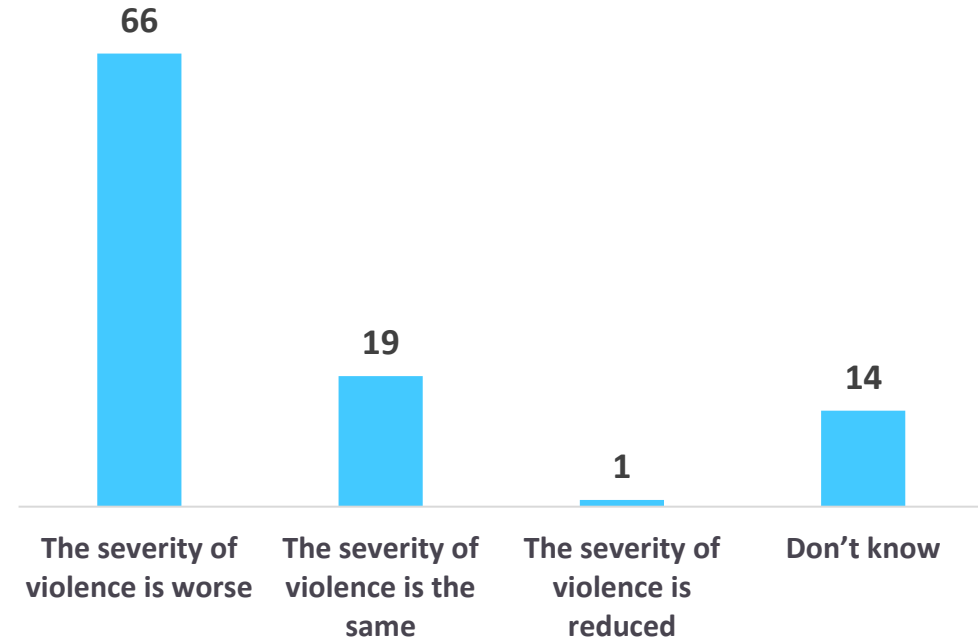


Changes in Violence in Schools

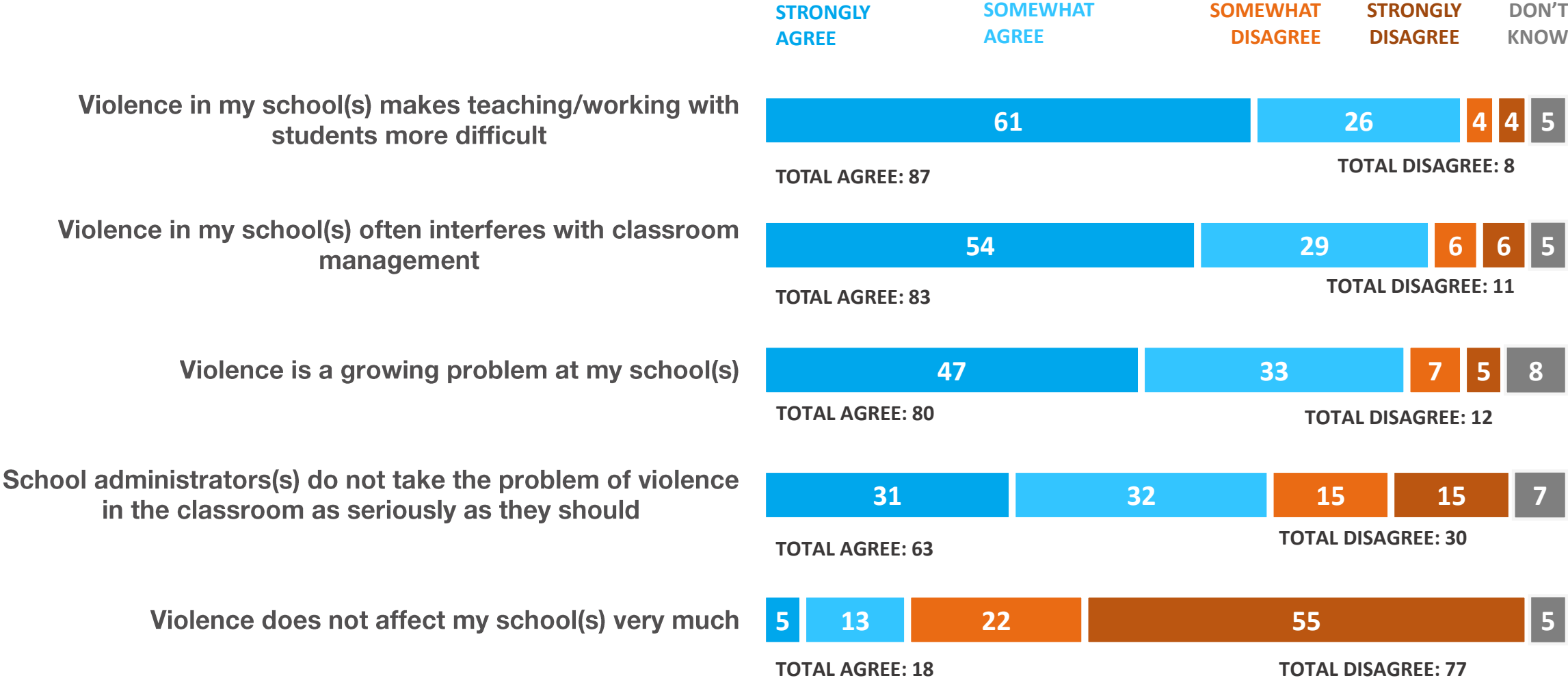
INCIDENTS OF VIOLENCE:



SEVERITY OF VIOLENCE:

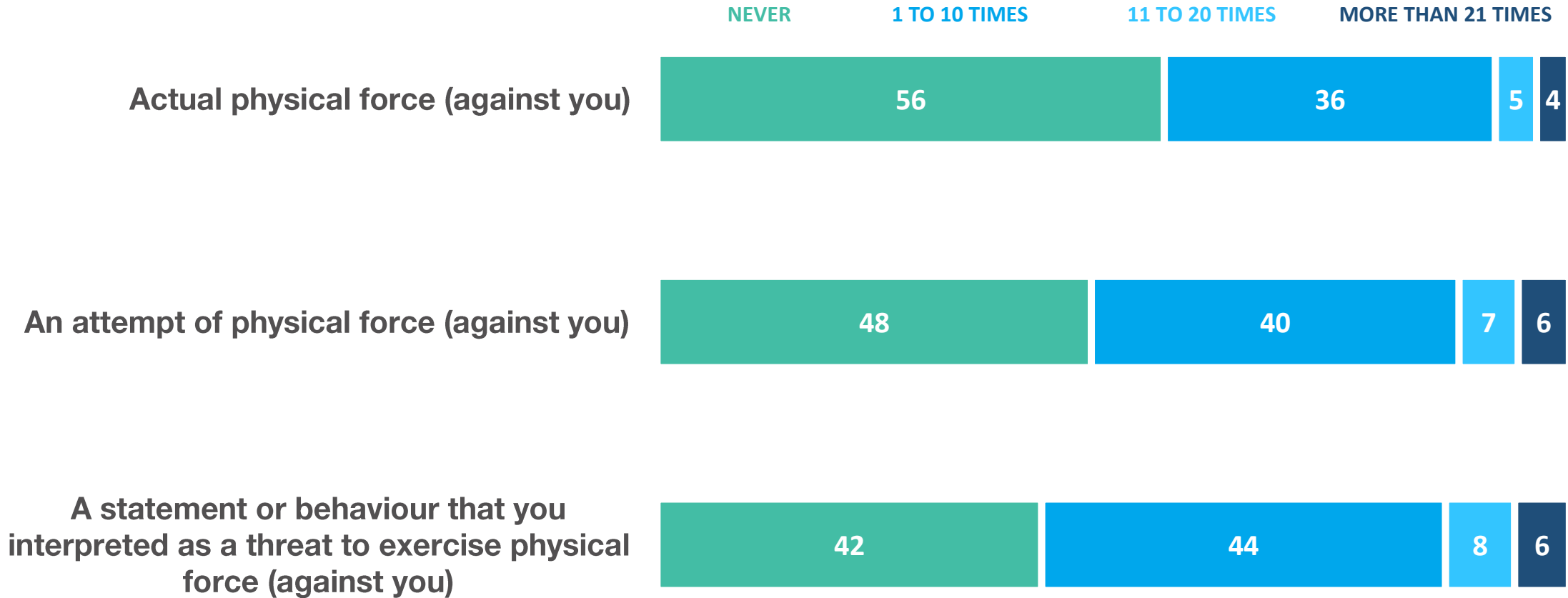


Agreement with statements about violence in schools



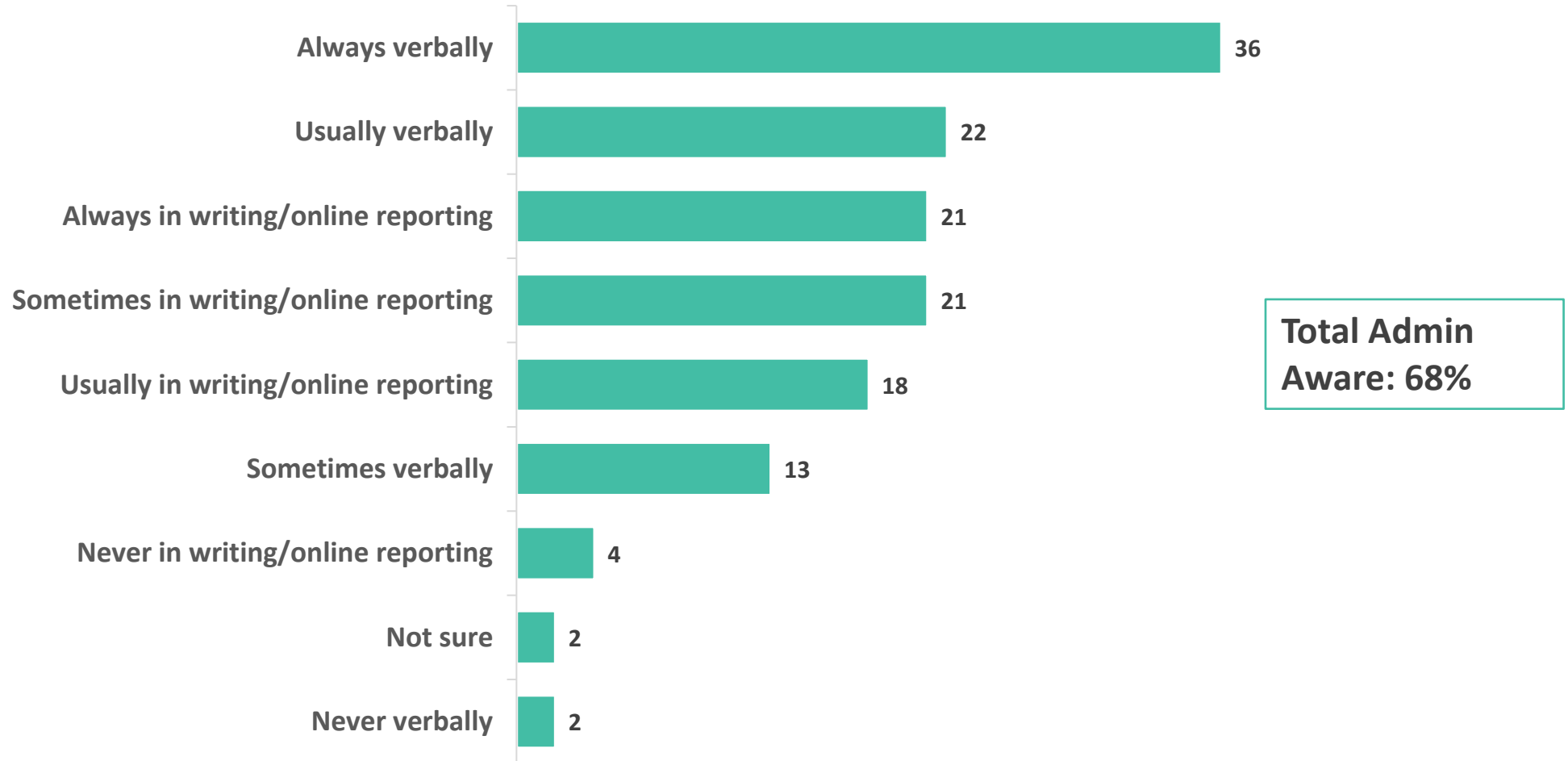
Personally experienced violence

[excluding 'don't know']

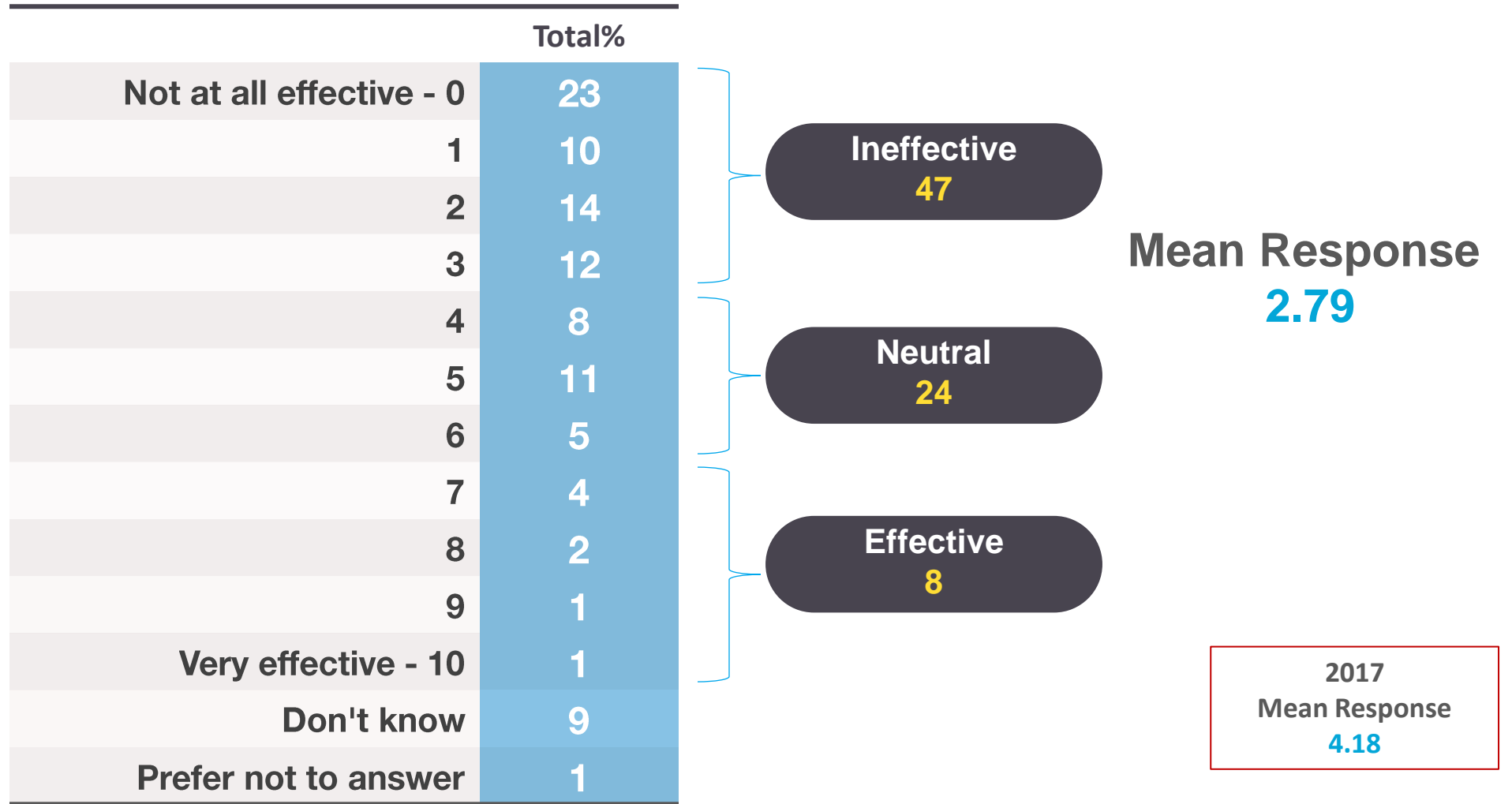


Do you inform your administrator of violent incidents?

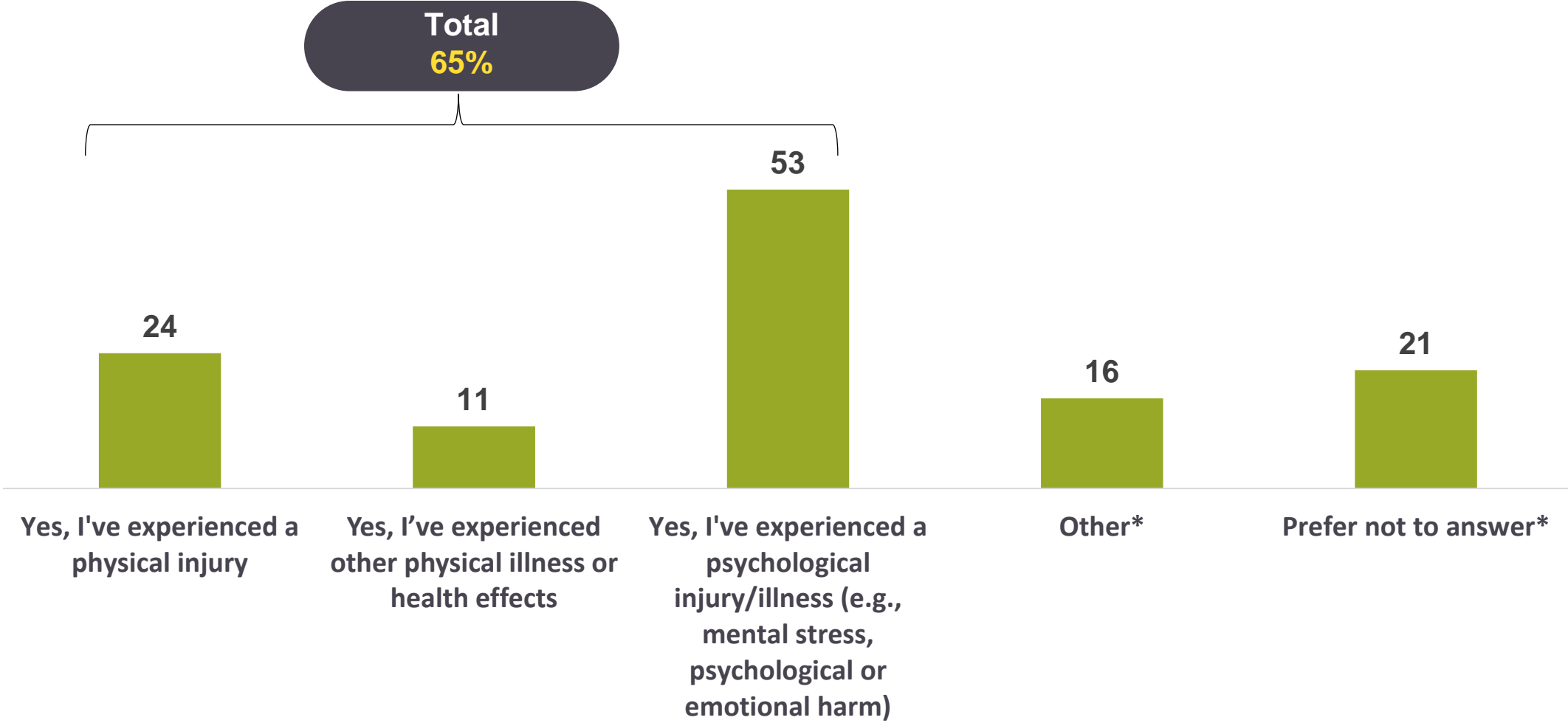
When you witness violence, attempted violence or threatened violence



Effectiveness of actions



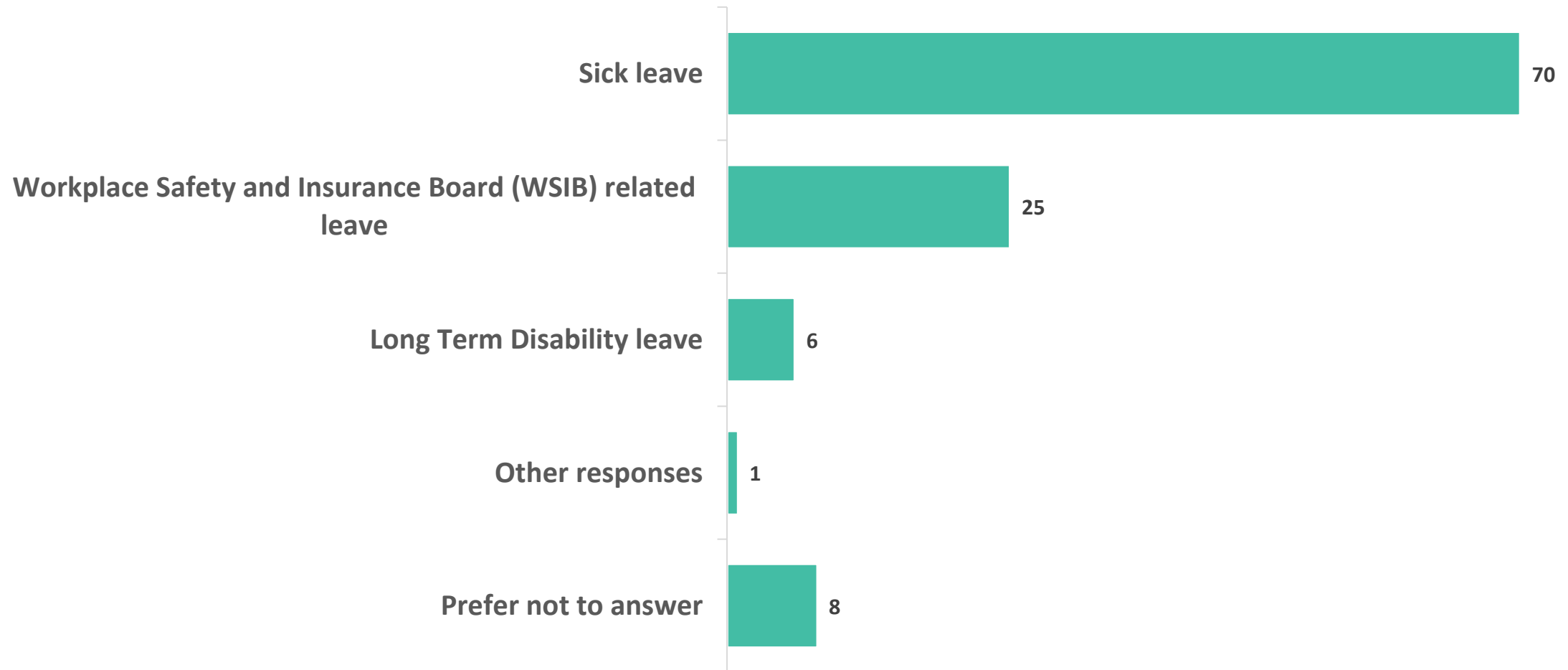
Harm experienced as a result of violence?



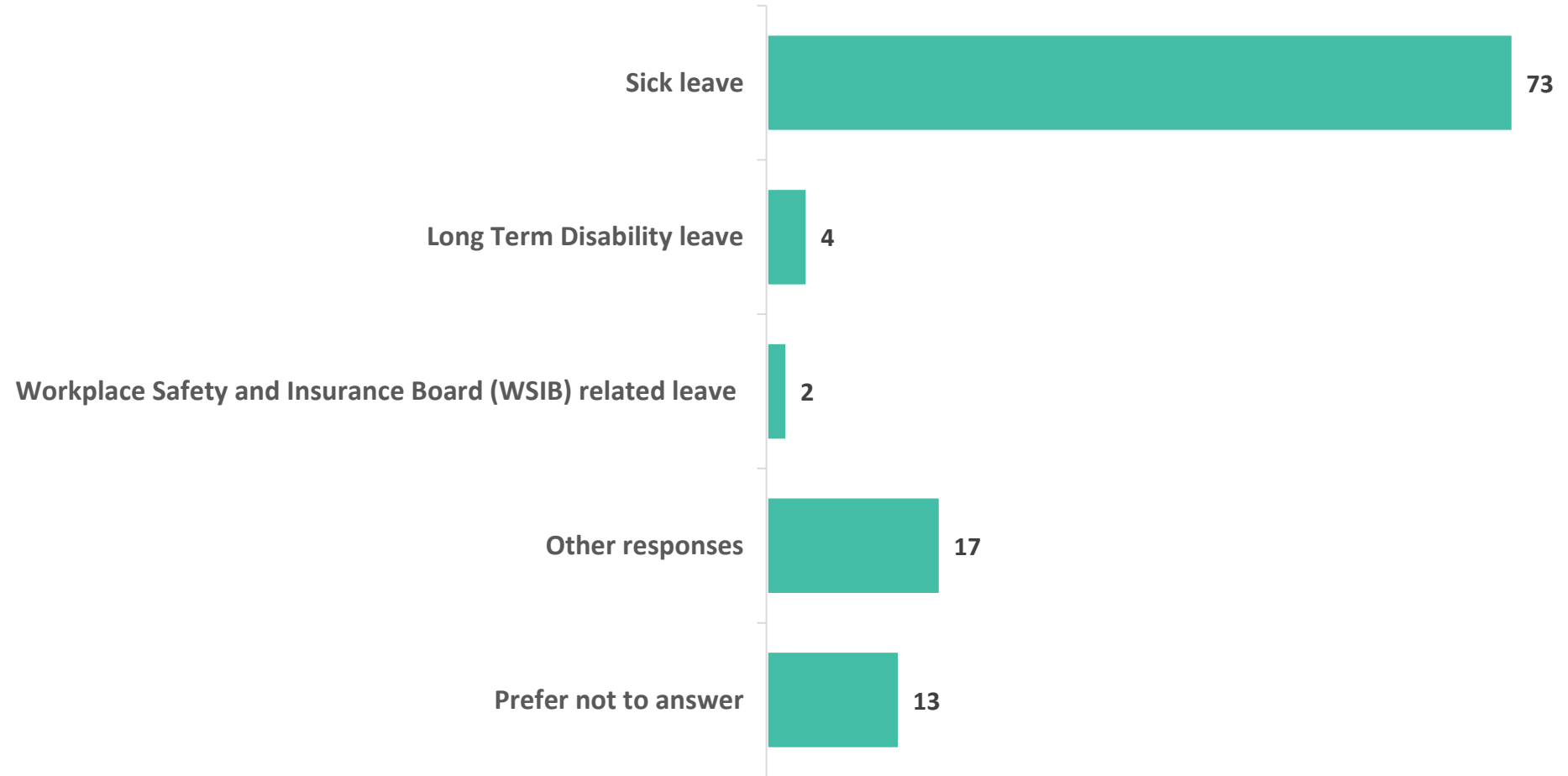
[IF PERSONALLY EXPERIENCED ANY VIOLENCE IN Q21]

*The "no" response option was missing from this question, so respondents must have used these categories in its place

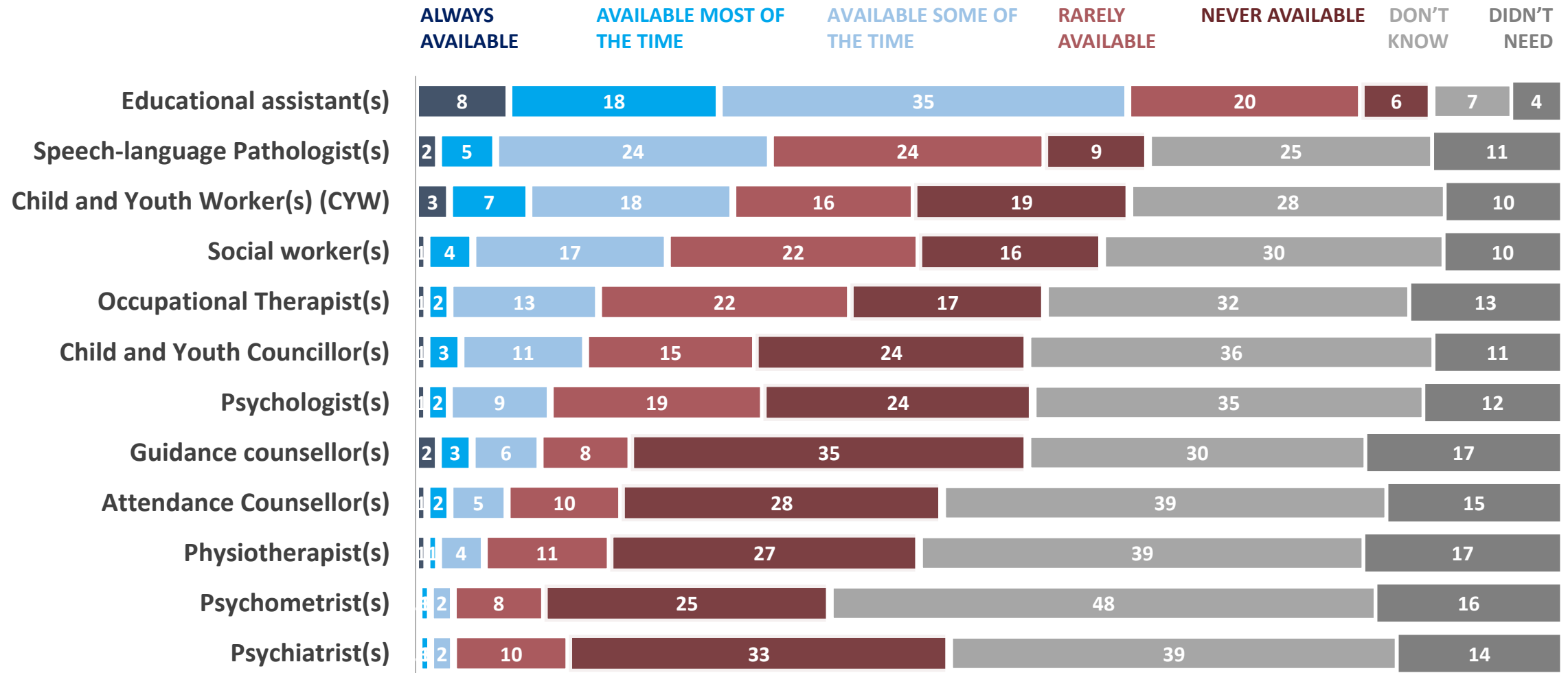
Type(s) of leave taken to recover from physical injury



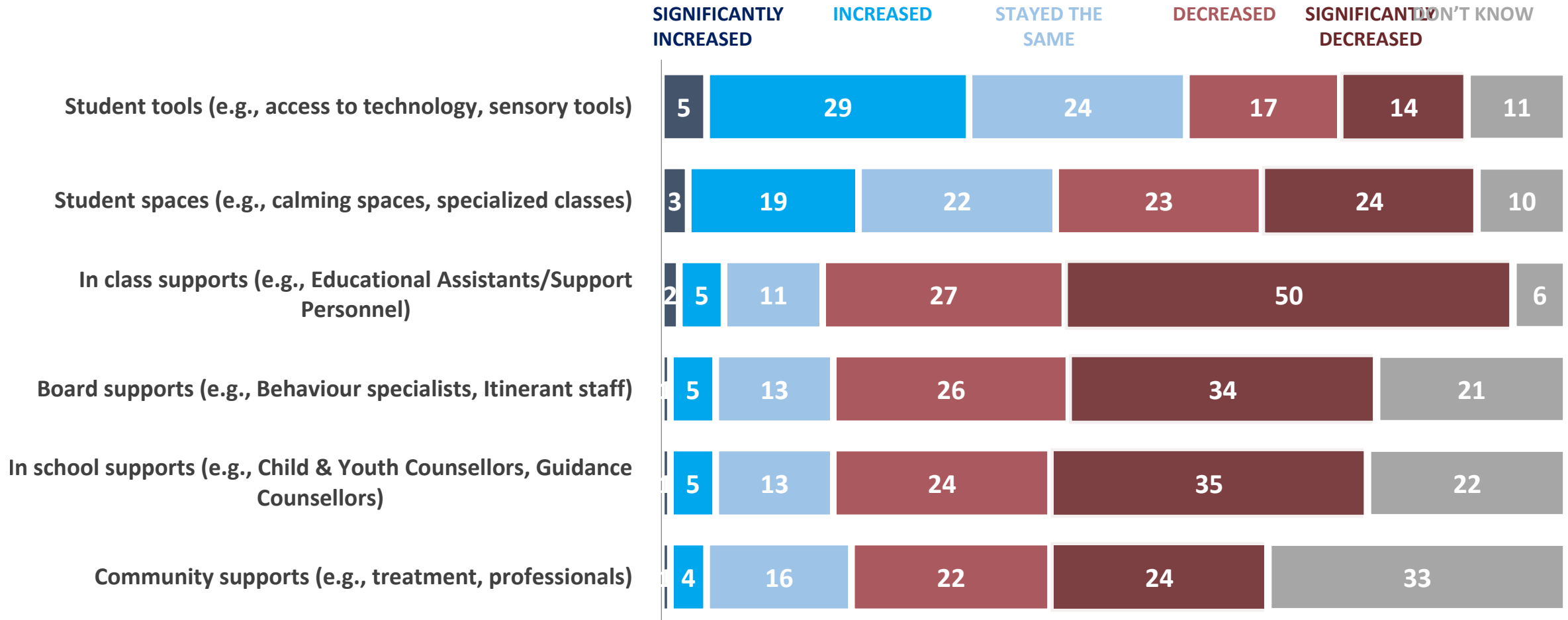
Type(s) of leave taken to deal with the psychological or emotional ramifications of the violence



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



Changes of staffing and support availability



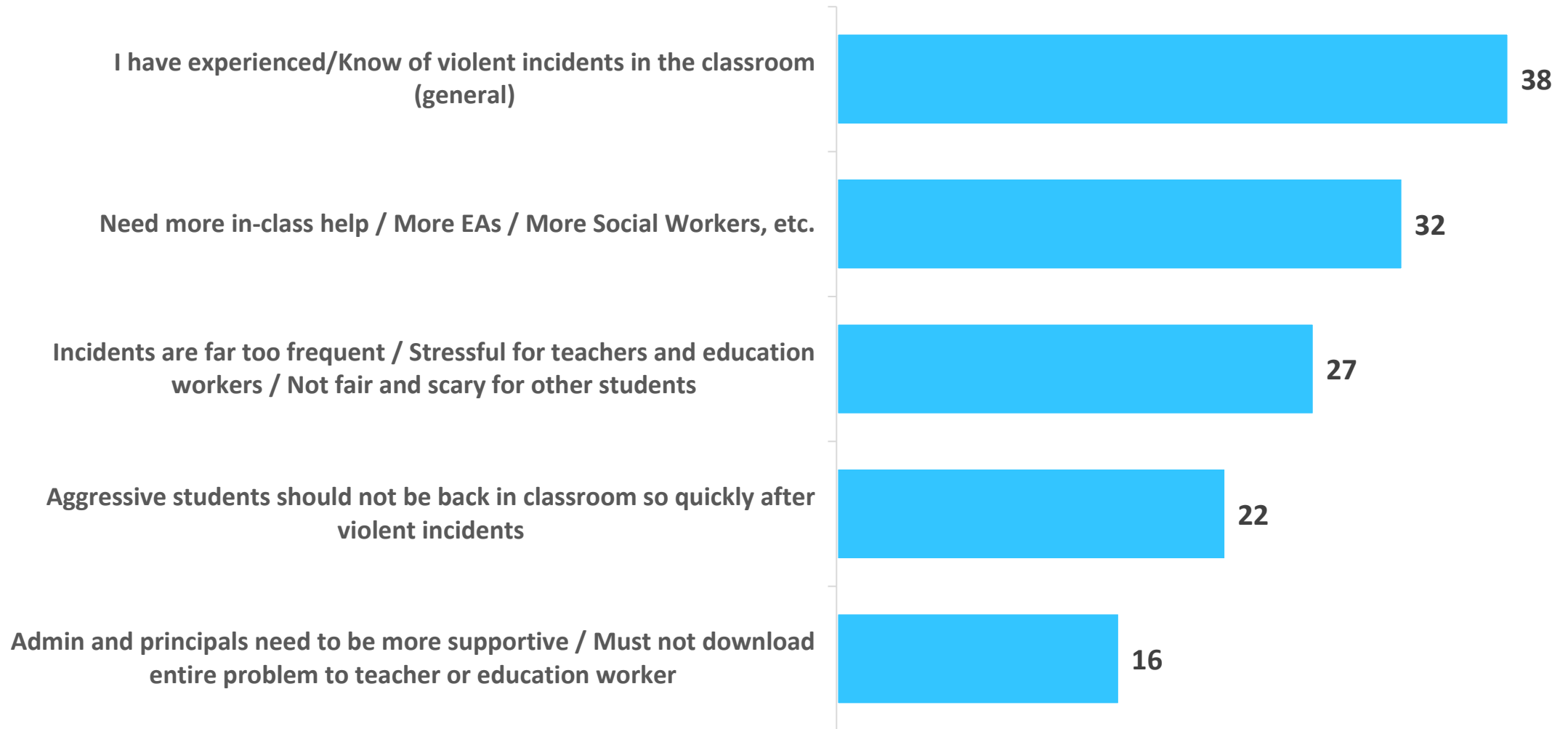
During the 2022-2023 school year, have you participated in a classroom evacuation due to a violence incident?

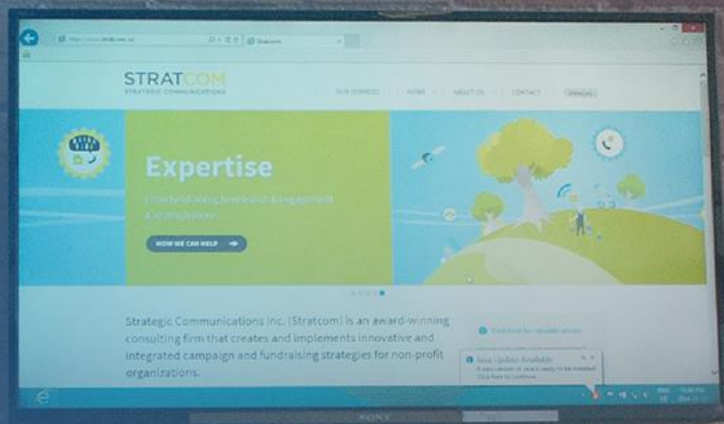
35%

YES

Share stories about violence in schools

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





Armand Cousineau
Director of Research
E: armand.cousineau@stratcom.ca

Grace Zhang
Research and Data Analyst
E: grace.zhang@stratcom.ca

Dawn Hoffman
Senior Researcher
E: dawn.hoffman@stratcom.ca