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Your Reference: Big Question Survey - results

9 October 2026

Dear Mike

Thank you for sharing these findings in advance of your forthcoming press release. I appreciate the opportunity to consider the Scotland-specific results of the NASUWT Big Question Survey and to hear directly about the concerns being raised by your members.

The findings on pupil behaviour are particularly concerning. No teacher should experience abuse or violence in the course of their work, and the reported levels of verbal abuse and physical assault highlight the importance of continuing efforts to improve relationships and behaviour in schools. We remain committed to supporting the implementation of the National Action Plan on Relationships and Behaviour and to working with local authorities and schools to ensure that staff are supported and that expectations around behaviour are clear and consistently applied. You will be aware the sixth wave of the Behaviour in Scottish Schools Research is currently underway and will be gathering new information about use of relationships and behaviour policies in schools.

I also note the survey findings on workload, including the significant increase in reported working hours. We recognise that workload remains a key concern for teachers and continue to engage with the profession, employers and trade unions on measures to address unnecessary workload and bureaucracy. As you will be aware, reducing teachers' class contact time remains an important part of this work, alongside wider efforts to ensure teachers have more time for preparation, assessment and other professional responsibilities within the working week.

The concerns raised regarding Additional Support Needs are also noted. The Scottish Government is committed to ensuring that children and young people receive the support they need to thrive and recognises the pressures that increasing ASN demand can place on teachers, support staff and

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schools. Work is continuing across government and with partners to strengthen the delivery of ASN through the implementation of the McManus Review and our ongoing investment in the ASN workforce.

Finally, I note the findings relating to teacher retention and the number of respondents who have considered leaving the profession. Attracting and retaining a highly skilled teaching workforce remains a priority, and it is important that we continue to listen to teachers' experiences and address the issues that affect their working lives.

Thank you again for sharing these findings, it was a pleasure to meet in person where we discussed many of these issues but for completeness I wanted to respond in writing too.

Yours sincerely



MÀIRI MCALLAN

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