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School of Chemistry
Staff Survey 2019

June 2019

Project Number: 8383

CAPITA

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Background

In March 2019, The University of Manchester launched its staff survey, to provide an opportunity for employees to feedback on their experiences in working for the University and to highlight issues they feel should be addressed in the future.

The survey was designed by The University of Manchester (in conjunction with Capita Surveys and Research) as an online survey, with an option to complete the survey on paper or over the telephone.

The survey was distributed on 4th March 2019 with a closure date of 8th April 2019. Capita Surveys and Research processed and validated 7,424 completed survey questionnaires from The University of Manchester employees: this gives a response rate of 69% based on the 10,814 staff invited to participate.

In addition, UMC staff received invitations to participate in the staff survey. UMC achieved 167 responses from 474 members of staff invited, equivalent to a 35% response rate. The results are reported separately from this report.

Response Rate

The School of Chemistry achieved a response rate of 53% i.e. 168 out of 317 employees responded to the survey.

Presentation of results

This report presents a summary of the results for the School of Chemistry, referred to as area of work (AoW) throughout this report.

Part A: Areas of Strength and Areas for Improvement

All positive perceptions for the primary questions/statements in the 2019 survey in descending ranked order. All results are colour coded to help to identify areas of strength or opportunities for improvement. A comparison to the 2017 results is included.

Part B: Area of Work Results compared to the University Results

A table of results designed to give an overview of the survey results at University level and by Area of Work. Results for the area of work are colour coded red, amber or green and show a comparison to the University question results.

Part C: Area of Work Results in Frequency Data Format

This format provides figures for the number and percentage of respondents to each individual question, encompassing all response options, for example a count and percentage would be given for each of 'Agree', 'Tend to agree', 'Tend to disagree' and 'Disagree'.

Reliability of results

The accuracy of survey results is related to the size of the responding sample, not the whole organisation from which it is drawn. Very low response rates run the risk of non-response bias, e.g. if only 30% of an organisation participate can you be sure that the views of the 30% who responded are the same as the 70% who didn't respond? As a rule of thumb a sample size of 200 responses or a 50% response rate is considered the minimum for opinion research whatever the organisation size, and will overcome non-response bias. When considering a sub-group of a total survey population 50 responses or a 50% response rate is considered the minimum for results to be reliable.

Confidence intervals and statistical reliability

The respondents to the questionnaire are only a sample of the total University population, so we cannot be 100% certain that the figures obtained are exactly those we would have if everybody had returned their questionnaires, i.e. the 'true values'. We can, however, predict the variation between the sample results and the 'true' values from the knowledge of the size of the samples on which the results are based, the 'confidence level'.

In social research, the most common measure of confidence for this prediction is the 95% confidence interval – where the chances are 95 out of 100 that the true value would be within a specified range – i.e. if everyone had responded. As a general guide it is calculated that the results for the School of Chemistry are within ± 4% (the confidence interval), for each question.

Understanding the effect of rounding

Figures throughout this report are displayed as whole numbers for the ease of reading. To ensure the figures are as accurate as possible we apply rounding to the figures to the nearest percentage point. Sometimes this will mean that the figures shown may not be identical if calculations are performed using the figures displayed in the report, however any difference would not be larger than ± 1 percentage point.

Therefore, if you sum the percentages for all the response options to a question the figure may not sum to 100%, but may sum to 99% or 101%.

When combining the total positive responses we first combine the number of responses and then calculate a combined percentage, rather than simply adding the two individual response percentages together.

In the example shown below, if we sum the displayed percentages for *agree* and *tend to agree* to calculate the percentage positive response it would be 91%, however, by using raw figures we calculate the result more accurately to 91.5289% which is rounded up to 92%.

EXAMPLE:

	Agree	Tend to Agree	Tend to Disagree	Disagree	Total	Total Positive responses calculation
	(A)	(B)	(C)	(D)	A+B+C+D	A+B
Number of responses	4289	2464	448	177	7,378	6,753
Percent of responses	58.1323%	33.3966%	6.0721%	2.3990%	100.0000%	91.5289% (this rounds up to 92%)
Rounds to	58%	33%	6%	2%	99%	91%

Note

When calculating the percentage point differences between survey results, the whole numbers for each result, following the rounding of the raw figures, are used.

Part A: Areas of strength and areas identified for improvement

This part of the report displays all the primary questions in the survey in table format for area of work. The table contains the 2019 percentage; the 2017 percentage; and the percentage point change between the two years where a comparison is available. A summary table of the overall number of improvements and deteriorations between the 2019 and 2017 survey results is shown on the top of each page.

The table presents results in ranked in descending order i.e. the most positive responses appear at the top of the list. The question/statement results are colour coded to help to identify areas of strength or opportunities for improvement.

Cells displaying question results are colour coded red, amber or green according to the percentage of respondents giving a positive response:

GREEN indicates 'strength'- agreement from 75% or more of staff

AMBER indicates 'opportunities for improvement' - agreement from between 51% and 74% of staff

RED indicates 'areas for improvement' - agreement from 50% or fewer staff.

Calculating the 'combined positive' perceptions

The result for each question is calculated by adding together the 'Agree' and 'Tend to Agree' responses and using the resulting combined percentage or using the straightforward 'Yes' responses to questions.

However, to calculate a 'combined positive' result for some questions the 'Disagree' and 'Tend to Disagree' responses are combined to generate the percentage, or the straightforward 'No' response is used.

For example, to find the 'combined positive' result for the question '*Relationships at work are strained*' we add together the 'Disagree' and 'Tend to Disagree' responses as these are the respondents who have said '*Relationships at work are **not** strained*'.

A second example, the 'positive' response in relation to the question *'Do you believe you are currently being harassed or bullied at work?'* is the 'No' response, i.e. those respondents who have said '*I **am not** currently being harassed or bullied at work*'.

When ranking and comparing results for questions throughout the survey we will always use the 'combined positive' and show the relevant associated question text as shown in the examples above.

Notes

Please note, whilst there may be a high percentage of employees who identify themselves as **not** being harassed, bullied or discriminated against, and this is identified as a strength in the analysis, these areas should be considered as areas for improvement as most organisations have a zero tolerance policy regarding these issues.

Sub-set questions/statements are only asked of participants meeting certain criteria (usually giving specific response(s) to a previous question) and therefore are answered by a smaller number of participants. To ensure anonymity is maintained, some of the sub-set questions/statements are excluded from this analysis. However, as a large proportion of employees have responded to the sub-set questions in Question Block 6: Performance and Personal Development (Q6-2 to Q6-6), and Q8-10 'Has your stress had an impact on your ability to cope with the work demands placed on you?' these follow up sub-set questions are used in the analysis.

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Area of Work: School of Chemistry

The table below shows the percentage of respondents who gave a positive response to the question.

Responses to negatively phrased questions (highlighted in grey) have been treated in reverse to allow direct comparison with positively worded questions / statements. e.g. Q8-7 Relationships at work are not strained, the percentage stated represents the respondents who said 'Tend to Disagree' and 'Disagree' to the question Q8-7 Relationships at work are strained (i.e. gave the positive response).

There may be variation up to 1% when compared to the Frequency Data report due to rounding.

	75% or higher = Strength			Improvements:	26
	51% - 74% = Opportunity for improvement			No change:	3
	50% or lower = Needs improvement			Deteriorations:	51

Question	Total number of responses: 168 2019 %	188 2017 %	Per Diff +/-
Q8-1 I can decide on my own how to go about doing my work	97	96	1
Q2-2 I agree with the University Core Goal to support world-leading research	96	98	-2
Q2-3 I agree with the University Core Goal to deliver outstanding teaching, learning and student experience	96	97	-1
Q9-6 I am not currently being harassed or bullied at work	96	93	3
Q2-4 I agree with the University Core Goal to make a positive contribution to society	95	97	-2
Q7-1d I have a clear understanding about expected standards of behaviour	95	96	-1
Q9-11 I have not felt discriminated against at work in the last 12 months	93	94	-1
Q7-1c I have a clear understanding about expected standards of performance	92	87	5
Q10-1 I feel safe and secure at the University	92	93	-1
Q10-5 Facilities for research are good	92	95	-3
Q1-1 The University is a good place to work	91	94	-3
Q1-6 I am interested in the University; to me it's not just a job	91	89	2
Q2-5 I feel proud to work for the University	90	91	-1
Q10-7 Do you know how to report accidents and incidents?	90	90	0
Q10-3 I have a place I can go for a break at work	89	86	3
Q6-2 Did you agree clear objectives as part of your P&DR/probation review? (Based on people who had an individual Performance and Development Review (P&DR) or probation review in the last 12 months – from Q6-1)	88	91	-3
Q7-1b I have a clear understanding about what I am expected to achieve in my job	88	85	3
Q8-3 I am satisfied with the support I get from my work colleagues	88	84	4
Q7-1a I have a clear understanding about my role within the University	87	91	-4
Q7-2 I have the information I need to do my job well	86	82	4
Q9-3 I am aware of my responsibilities within the University's Dignity at Work and Study Policy on bullying, harassment and discrimination	86	84	2
Q10-4 Facilities for teaching students are good	86	89	-3
Q9-4 I believe the University is committed to equality of opportunity for all of its staff	84	89	-5
Q1-4 I feel valued by the people I work with	82	79	3
Q1-8 Research staff are valued as part of the University community	82	90	-8
Q1-2 I feel part of the University	81	84	-3
Q1-10 Overall, I am satisfied with my job	81	83	-2
Q2-8 Would you recommend the University to a friend as a place to work?	81	91	-10
Q8-2 I am satisfied with the support I get from my immediate manager	81	80	1
Q9-5d I feel the University acts fairly with regard to training and development	81	83	-2

Area of Work: School of Chemistry

🟩	75% or higher = Strength
🟨	51% - 74% = Opportunity for improvement
🟥	50% or lower = Needs improvement

Improvements:	26
No change:	3
Deteriorations:	51

Question	Total number of responses: 168 2019 %	188 2017 %	Per Diff +/-
Q10-6 I am aware of the services the University provides to support my well-being	81	78	3
Q1-7 Teaching staff are valued as part of the University community	80	85	-5
Q5-1 My immediate line manager gives me recognition for work done well	80	79	1
Q6-3 As part of your P&DR, did you agree personal development objectives? (Based on people who had an individual Performance and Development Review (P&DR) or probation review in the last 12 months – from Q6-1)	80	84	-4
Q7-3 I am well informed about what is happening in the team/section I work in	80	74	6
Q9-5a I feel the University acts fairly with regard to recruitment	80	85	-5
Q2-1 I understand what the core goals of the University are	79	89	-10
Q6-7 I am satisfied with my current level of learning and development	79	82	-3
Q10-2 I have a comfortable work space (including temperature, lighting, etc.)	79	82	-3
Q5-3 My immediate line manager keeps me informed about things I should know about	78	72	6
Q12-1 I intend to stay working for the University for at least the next three years	78		
Q8-7 Relationships at work are not strained	77	70	7
Q9-2 Are you aware of the zero tolerance to bullying and harassment campaigns ('We Get it', 'Speak Up, Stand Up')?	77	75	2
Q6-8 Overall, I feel there are sufficient learning and development opportunities available to me to do my job more effectively	76	79	-3
Q2-9 Would you recommend the University to a friend as a place to study?	75		
Q5-2 My immediate line manager provides me with feedback about my performance	75	70	5
Q6-5 Has your line manager supported you in accessing the learning and development identified in your personal development objectives? (Based on people who agreed personal development objectives – from Q6-3)	75	67	8
Q4-2 My local School or Department or Division is managed well	74		
Q5-4 My immediate line manager communicates effectively with me and my team	74	68	6
Q7-6 Overall, I feel the University offers a good pay and benefits package	74	74	0
Q1-3 I feel part of my School/PS Directorate/cultural institution	73	74	-1
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	73	74	-1
Q6-6 Overall, my P&DR/probation review was useful (Based on people who had an individual Performance and Development Review (P&DR) or probation review in the last 12 months – from Q6-1)	73	75	-2
Q5-8 My immediate line manager helps me develop in my role	71		
Q1-5 I feel I have a good work life balance	70	64	6
Q5-6 My immediate line manager helps me find a good work-life balance	70	63	7
Q1-9 Professional services staff are valued as part of the University community	69	75	-6
Q6-4 Have you completed, or are you in the process of completing, your personal development objectives? (Based on people who agreed personal development objectives – from Q6-3)	69	51	18
Q6-9 In the past 12 months, have you taken part in any type of work-related learning or development (including e-learning, online learning or face-to-face training)?	68	53	15
Q8-8 I am able to take regular breaks on most days	68	72	-4
Q8-10 My stress has not had an impact on my ability to cope with the work demands placed on me (Based on people feeling stressed at work 'Always', 'Frequently' or 'Occasionally' – from Q8-9)	67	68	-1
Q5-7 My immediate line manager deals with poor performance effectively	65	70	-5

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Area of Work: School of Chemistry

🟩	75% or higher = Strength
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Improvements:	26
No change:	3
Deteriorations:	51

Total number of responses:	168	188	Per
Question	**2019 %**	**2017 %**	**Diff +/-**
Q9-1 Are you aware of the University's Dignity at Work and Study Policy?	65	68	-3
Q8-4 Communications between teams/sections are effective	64	65	-1
Q9-5b I feel the University acts fairly with regard to career progression/promotion	64	61	3
Q7-4 I feel fairly paid for the work I do	62	66	-4
Q8-6 I am able to handle all the conflicting demands on my time at work	62	64	-2
Q9-5c I feel the University acts fairly with regard to rewarding exceptional performance	62	61	1
Q3-2 The President's Senior Leadership Team set out a clear vision of where the organisation is headed	61	79	-18
Q7-5 My job security at the University is good	58	62	-4
Q3-5 The President's Senior Leadership Team communicate well and keep staff informed on important issues	57	74	-17
Q4-1 My Faculty or Professional Service Directorate or cultural institution is managed well	55		
Q6-1 Have you had an individual Performance and Development Review (P&DR) or probation review in the last 12 months?	55	61	-6
Q12-2 I am confident results of the staff survey will be acted upon	55		
Q3-1 The President's Senior Leadership Team manage and lead the University well	54	77	-23
Q2-6 On the whole, communication in the University is effective	53	57	-4
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	53	56	-3
Q11-1 Generally, change within the University is managed well	51	59	-8
Q2-7 There are effective channels for me to feed my views upwards in the University	50	50	0
Q11-5 Generally, I believe positive action will be taken as a result of this survey	50	58	-8
Q3-3 The President's Senior Leadership Team support new ideas for improving services	49	75	-26
Q11-4 Generally, I have seen some positive changes in the last 12 months	48	59	-11
Q12-5 I feel my views are listened to	46		
Q12-3 I have seen improvements since the last survey	43		
Q3-4 The President's Senior Leadership Team listen to and respond to the views of staff	40	59	-19
Q12-6 I have had the opportunity to contribute to action planning activities	38		
Q12-4 I have taken part in discussions within my School/ Directorate/Department/cultural institution about our staff survey results	31		
Q6-10 In the past 12 months, have you received any work-related mentoring?	28		
Q8-5 I feel I have not had to put in a lot of extra time in the last 12 months to meet the demands of my workload	27	35	-8
Q6-11 In the past 12 months, have you received any work-related coaching?	16		
Q11-3 Generally, more could not be done to help staff prepare for and cope with change	14	22	-8
Q8-9 I never feel stressed at work	6	9	-3

Part B: Area of Work Results compared to the University Results

This part of the report, known as RAG (Red, Amber, Green) tables, is designed to give an overview of the survey results at area of work level compared to the University results.

Each question is listed in the order it appears in the survey. The figures given are the 'combined positive' i.e. the percentage of respondents who provided a positive response to the question. A higher result indicates a more positive response and a better outcome.

The 'combined positive' result for most questions are calculated by adding together the 'Agree' and 'Tend to Agree' responses and using the resulting combined percentage or using the straightforward 'Yes' responses to the questions.

However, to calculate a 'combined positive' result for some questions the 'Disagree' and 'Tend to Disagree' responses are combined to generate the percentage, or the straightforward 'No' response is used.

For example, the results for the statement '*Relationships at work are strained'* are displayed for those who said *'Disagree'* or *'Tend to Disagree'* to this statement i.e. the positive perception.

The text has therefore been reworded to *'Relationships at work are **not** strained'* and these questions/statements have been highlighted in grey in the tables.

Colour coding is used to identify whether a group has more positive or negative views than the University result.

	Where a group is at least 10 percentage points worse than the University result, the cell is coloured red.
	Where a group is between 5 and 10 percentage points worse than the University result, the cell is coloured amber.
	Where a group is at least 10 percentage points better than the University result, the cell is coloured green.

At the top of the sheet is a count of the number of questions coded red, amber and green for each group.

The RAG report is designed to aid local action planning by understanding whether a group has particular areas of strength and improvement of their own.

The report includes quantitative data only and not data from qualitative questions (free text questions).

Sub-set questions/statements are only asked of participants meeting certain criteria, usually giving specific response(s) to a previous question, and therefore are answered by a smaller number of participants. To ensure anonymity is maintained, some of the sub-set questions/statements are excluded from this analysis.

However, as a large number of staff have responded to the sub-set questions in Question Block 6: Performance and Personal Development (Q6-2 to Q6-6), and Q8-10 'Has your stress had an impact on your ability to cope with the work demands placed on you?' these follow up sub-set questions are used in the analysis.

The table below shows the 'combined positive' i.e. the percentage of respondents answering 'Agree' and 'Tend to Agree' (or 'Yes') to positively worded questions or 'Disagree' and 'Tend to Disagree' (or 'No') to negatively worded questions, unless otherwise stated in the question text.

Responses to negatively phrased questions (highlighted in grey) have been treated in reverse to allow direct comparison with positively worded questions / statements. e.g. Q8-7 Relationships at work are not strained, the percentage stated represents the respondents who said 'Tend to Disagree' and 'Disagree' to the question Q8-7 Relationships at work are strained (i.e. gave the positive response).

The data is categorised by The University of Manchester 2019, 2017, and the difference between the results, then by Faculty and by area of work. The coloured cells indicate a difference to the overall organisation score.

There may be variation up to 1% when compared to the Frequency Data report due to rounding.

	Total Reds	0	2
	Total Ambers	4	14
	Total Greens	0	1

Total number of respondents	7424	7658		1539	168
Question	The University of Manchester 2019	The University of Manchester 2017	+/- Difference	Faculty of Science and Engineering	School of Chemistry
	%	%	%	%	%

	Question	%	%	%	%	%
1: Job Satisfaction	Q1-1 The University is a good place to work	92	93	-1	92	91
	Q1-2 I feel part of the University	81	82	-1	82	81
	Q1-3 I feel part of my School/PS Directorate/cultural institution	77	79	-2	78	73
	Q1-4 I feel valued by the people I work with	81	81	0	82	82
	Q1-5 I feel I have a good work life balance	70	70	0	67	70
	Q1-6 I am interested in the University; to me it's not just a job	87	87	0	88	91
	Q1-7 Teaching staff are valued as part of the University community	81	83	-2	81	80
	Q1-8 Research staff are valued as part of the University community	87	88	-1	86	82
	Q1-9 Professional services staff are valued as part of the University community	70	72	-2	71	69
	Q1-10 Overall, I am satisfied with my job	80	81	-1	81	81
2: University Goals and Values	Q2-1 I understand what the core goals of the University are	87	90	-3	87	79
	Q2-2 I agree with the University Core Goal to support world-leading research	97	97	0	96	96
	Q2-3 I agree with the University Core Goal to deliver outstanding teaching, learning and student experience	98	98	0	97	96
	Q2-4 I agree with the University Core Goal to make a positive contribution to society	97	97	0	96	95
	Q2-5 I feel proud to work for the University	89	91	-2	89	90
	Q2-6 On the whole, communication in the University is effective	56	62	-6	52	53
	Q2-7 There are effective channels for me to feed my views upwards in the University	51	54	-3	49	50
	Q2-8 Would you recommend the University to a friend as a place to work?	76	78	-2	75	81
	Q2-9 Would you recommend the University to a friend as a place to study?	79			78	75

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Total Reds	0	2
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Total Greens	0	1

	Total number of respondents	7424	7658		1539	168
	Question	The University of Manchester 2019	The University of Manchester 2017	+/- Difference	Faculty of Science and Engineering	School of Chemistry
		%	%	%	%	%
3: Senior Leadership	Q3-1 The President's Senior Leadership Team manage and lead the University well	59	65	-6	56	54
	Q3-2 The President's Senior Leadership Team set out a clear vision of where the organisation is headed	63	71	-8	61	61
	Q3-3 The President's Senior Leadership Team support new ideas for improving services	50	54	-4	46	49
	Q3-4 The President's Senior Leadership Team listen to and respond to the views of staff	42	47	-5	39	40
	Q3-5 The President's Senior Leadership Team communicate well and keep staff informed on important issues	56	63	-7	54	57
4: Faculty/ School/ Directorate/ Divisional/ Cultural Institution Senior Management	Q4-1 My Faculty or Professional Service Directorate or cultural institution is managed well	61			56	55
	Q4-2 My local School or Department or Division is managed well	70			74	74
5: My Manager	Q5-1 My immediate line manager gives me recognition for work done well	80	78	2	76	80
	Q5-2 My immediate line manager provides me with feedback about my performance	76	76	0	72	75
	Q5-3 My immediate line manager keeps me informed about things I should know about	80	79	1	76	78
	Q5-4 My immediate line manager communicates effectively with me and my team	77	76	1	74	74
	Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	75	74	1	72	73
	Q5-6 My immediate line manager helps me find a good work-life balance	72	70	2	66	70
	Q5-7 My immediate line manager deals with poor performance effectively	68	67	1	65	65
	Q5-8 My immediate line manager helps me develop in my role	73			69	71

	Total	
Total Reds	0	2
Total Ambers	4	14
Total Greens	0	1

	The University of Manchester 2019	The University of Manchester 2017	+/- Difference		Faculty of Science and Engineering	School of Chemistry
Total number of respondents	7424	7658			1539	168
Question	%	%	%		%	%
6: Performance and Personal Development						
Q6-1 Have you had an individual Performance and Development Review (P&DR) or probation review in the last 12 months?	73	72	1		64	55
Q6-2 Did you agree clear objectives as part of your P&DR/probation review? (Based on people who had an individual Performance and Development Review (P&DR) or probation review in the last 12 months – from Q6-1)	91	90	1		90	88
Q6-3 As part of your P&DR, did you agree personal development objectives? (Based on people who had an individual Performance and Development Review (P&DR) or probation review in the last 12 months – from Q6-1)	85	84	1		83	80
Q6-4 Have you completed, or are you in the process of completing, your personal development objectives? (Based on people who agreed personal development objectives – from Q6-3)	68	53	15		68	69
Q6-5 Has your line manager supported you in accessing the learning and development identified in your personal development objectives? (Based on people who agreed personal development objectives – from Q6-3)	67	65	2		67	75
Q6-6 Overall, my P&DR/probation review was useful (Based on people who had an individual Performance and Development Review (P&DR) or probation review in the last 12 months – from Q6-1)	74	76	-2		74	73
Q6-7 I am satisfied with my current level of learning and development	75	78	-3		76	79
Q6-8 Overall, I feel there are sufficient learning and development opportunities available to me to do my job more effectively	74	76	-2		75	76
Q6-9 In the past 12 months, have you taken part in any type of work-related learning or development (including e-learning, online learning or face-to-face training)?	79	60	19		79	68
Q6-10 In the past 12 months, have you received any work-related mentoring?	23				25	28
Q6-11 In the past 12 months, have you received any work-related coaching?	17				19	16
7: My Role						
Q7-1a I have a clear understanding about my role within the University	90	91	-1		89	87
Q7-1b I have a clear understanding about what I am expected to achieve in my job	89	89	0		87	88
Q7-1c I have a clear understanding about expected standards of performance	90	91	-1		89	92
Q7-1d I have a clear understanding about expected standards of behaviour	95	96	-1		95	95
Q7-2 I have the information I need to do my job well	83	84	-1		82	86
Q7-3 I am well informed about what is happening in the team/section I work in	77	77	0		74	80
Q7-4 I feel fairly paid for the work I do	67	67	0		64	62
Q7-5 My job security at the University is good	62	70	-8		62	58
Q7-6 Overall, I feel the University offers a good pay and benefits package	75	78	-3		71	74

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Total Reds	0	2
Total Ambers	4	14
Total Greens	0	1

Total number of respondents	7424	7658		1539	168

	Question	The University of Manchester 2019	The University of Manchester 2017	+/- Difference	Faculty of Science and Engineering	School of Chemistry
		%	%	%	%	%
8: My Work Experience	Q8-1 I can decide on my own how to go about doing my work	93	92	1	94	97
	Q8-2 I am satisfied with the support I get from my immediate manager	81	82	-1	79	81
	Q8-3 I am satisfied with the support I get from my work colleagues	89	89	0	86	88
	Q8-4 Communications between teams/sections are effective	63	64	-1	62	64
	Q8-5 I feel I have not had to put in a lot of extra time in the last 12 months to meet the demands of my workload	35	34	1	29	27
	Q8-6 I am able to handle all the conflicting demands on my time at work	64	64	0	61	62
	Q8-7 Relationships at work are not strained	74	74	0	76	77
	Q8-8 I am able to take regular breaks on most days	67	67	0	67	68
	Q8-9 I never feel stressed at work	8	9	-1	6	6
	Q8-10 My stress has not had an impact on my ability to cope with the work demands placed on me (Based on people feeling stressed at work 'Always', 'Frequently' or 'Occasionally' – from Q8-9)	64	68	-4	62	67
9: Dignity at Work	Q9-1 Are you aware of the University's Dignity at Work and Study Policy?	74	71	3	74	65
	Q9-2 Are you aware of the zero tolerance to bullying and harassment campaigns ('We Get it', 'Speak Up, Stand Up')?	85	78	7	87	77
	Q9-3 I am aware of my responsibilities within the University's Dignity at Work and Study Policy on bullying, harassment and discrimination	85	82	3	86	86
	Q9-4 I believe the University is committed to equality of opportunity for all of its staff	83	87	-4	83	84
	Q9-5a I feel the University acts fairly with regard to recruitment	81	82	-1	81	80
	Q9-5b I feel the University acts fairly with regard to career progression/promotion	60	62	-2	59	64
	Q9-5c I feel the University acts fairly with regard to rewarding exceptional performance	58	60	-2	57	62
	Q9-5d I feel the University acts fairly with regard to training and development	80	83	-3	82	81
	Q9-6 I am not currently being harassed or bullied at work	95	95	0	95	96
	Q9-11 I have not felt discriminated against at work in the last 12 months	91	91	0	91	93
10: Physical Environment	Q10-1 I feel safe and secure at the University	94	95	-1	93	92
	Q10-2 I have a comfortable work space (including temperature, lighting, etc.)	78	79	-1	80	79
	Q10-3 I have a place I can go for a break at work	83	81	2	86	89
	Q10-4 Facilities for teaching students are good	88	86	2	84	86
	Q10-5 Facilities for research are good	91	91	0	87	92
	Q10-6 I am aware of the services the University provides to support my well-being	85	82	3	81	81
	Q10-7 Do you know how to report accidents and incidents?	75	73	2	80	90

Percentages may not add up to 100% due to rounding

CAPITA

Total Reds	0	2
Total Ambers	4	14
Total Greens	0	1

		Total number of respondents	7424	7658		1539	168
	Question		The University of Manchester 2019	The University of Manchester 2017	+/- Difference	Faculty of Science and Engineering	School of Chemistry
			%	%	%	%	%
11: Managing Change	Q11-1 Generally, change within the University is managed well		48	54	-6	45	51
	Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate		53	56	-3	55	53
	Q11-3 Generally, more could not be done to help staff prepare for and cope with change		17	20	-3	19	14
	Q11-4 Generally, I have seen some positive changes in the last 12 months		53	56	-3	50	48
	Q11-5 Generally, I believe positive action will be taken as a result of this survey		55	59	-4	54	50
12: Acting upon the Survey	Q12-1 I intend to stay working for the University for at least the next three years		81			79	78
	Q12-2 I am confident results of the staff survey will be acted upon		56			56	55
	Q12-3 I have seen improvements since the last survey		45			45	43
	Q12-4 I have taken part in discussions within my School/Directorate/Department/cultural institution about our staff survey results		36			34	31
	Q12-5 I feel my views are listened to		51			50	46
	Q12-6 I have had the opportunity to contribute to action planning activities		45			44	38

Part C: Area of Work Results in Frequency Data Format

This part of the report provides figures for the number and percentage of respondents to each individual question, encompassing all response options. For example a count and percentage would be given for each of 'Agree', 'Tend to agree', 'Tend to disagree' and 'Disagree'.

Each section displays questions in table format with percentages. It should be noted the sum of the total responses throughout this report may not be exactly equal to 100% due to rounding.

Sub-set questions/statements are only asked of participants meeting certain criteria, usually giving specific response(s) to a previous question, and therefore are answered by a smaller number of participants. To ensure anonymity is maintained, some of the sub-set questions/statements are excluded from this analysis. For the same reason, the background/demographic details of the individuals responding to the survey are also excluded.

However, as a large number of staff have responded to the sub-set questions in Question Block 6: Performance and Personal Development (Q6-2 to Q6-6), and Q8-10 'Has your stress had an impact on your ability to cope with the work demands placed on you?' these follow up sub-set questions are used in the analysis.

Where data is available (i.e. the same question was asked in 2017), staff survey responses for the previous year are provided for comparison. Not all questions in the 2019 Survey were asked in 2017.

Part C: Area of Work Results in Frequency Data Format

Area of Work: School of Chemistry

Question Block 1: Job Satisfaction

	2019		**2017**	

Q1-1   The University is a good place to work

	2019		2017	
Agree	100	61%	131	70%
Tend to Agree	50	30%	45	24%
Tend to Disagree	12	7%	10	5%
Disagree	3	2%	2	1%
Total:	**165**		**188**	

Q1-2   I feel part of the University

	2019		2017	
Agree	68	41%	81	43%
Tend to Agree	68	41%	76	41%
Tend to Disagree	25	15%	23	12%
Disagree	6	4%	7	4%
Total:	**167**		**187**	

Q1-3   I feel part of my School/PS Directorate/cultural institution

	2019		2017	
Agree	65	39%	74	40%
Tend to Agree	57	34%	65	35%
Tend to Disagree	32	19%	32	17%
Disagree	12	7%	16	9%
Total:	**166**		**187**	

Q1-4   I feel valued by the people I work with

	2019		2017	
Agree	70	42%	75	40%
Tend to Agree	66	40%	73	39%
Tend to Disagree	22	13%	23	12%
Disagree	7	4%	16	9%
Total:	**165**		**187**	

Q1-5   I feel I have a good work life balance

	2019		2017	
Agree	52	32%	55	29%
Tend to Agree	64	39%	66	35%
Tend to Disagree	31	19%	46	24%
Disagree	18	11%	21	11%
Total:	**165**		**188**	

Q1-6   I'm not interested in the University; to me it's just a job

	2019		2017	
Agree	2	1%	5	3%
Tend to Agree	13	8%	15	8%
Tend to Disagree	70	42%	60	32%
Disagree	80	48%	107	57%
Total:	**165**		**187**	

Q1-7   Teaching staff are valued as part of the University community

	2019		2017	
Agree	41	26%	68	38%
Tend to Agree	87	54%	85	47%
Tend to Disagree	27	17%	24	13%
Disagree	5	3%	3	2%
Total:	**160**		**180**	

Area of Work: School of Chemistry

Question Block 1: Job Satisfaction

		2019		**2017**	

Q1-8 ***Research staff are valued as part of the University community***

		2019		2017	
	Agree	72	44%	91	50%
	Tend to Agree	63	38%	72	40%
	Tend to Disagree	25	15%	17	9%
	Disagree	4	2%	2	1%
	Total:	**164**		**182**	

Q1-9 ***Professional services staff are valued as part of the University community***

		2019		2017	
	Agree	40	25%	53	28%
	Tend to Agree	71	44%	88	47%
	Tend to Disagree	42	26%	34	18%
	Disagree	9	6%	12	6%
	Total:	**162**		**187**	

Q1-10 ***Overall, I am satisfied with my job***

		2019		2017	
	Agree	64	39%	78	42%
	Tend to Agree	71	43%	75	41%
	Tend to Disagree	25	15%	23	12%
	Disagree	6	4%	9	5%
	Total:	**166**		**185**	

Area of Work: School of Chemistry

Question Block 2: University Goals and Values

		2019		**2017**	

Q2-1   *I understand what the core goals of the University are*

	2019		2017	
Agree	62	38%	82	44%
Tend to Agree	68	41%	83	45%
Tend to Disagree	28	17%	15	8%
Disagree	7	4%	6	3%
Total:	**165**		**186**	

Q2-2   *I agree with the University Core Goal to support world-leading research*

	2019		2017	
Agree	122	74%	142	77%
Tend to Agree	36	22%	38	21%
Tend to Disagree	3	2%	3	2%
Disagree	4	2%	1	1%
Total:	**165**		**184**	

Q2-3   *I agree with the University Core Goal to deliver outstanding teaching, learning and student experience*

	2019		2017	
Agree	116	71%	136	74%
Tend to Agree	41	25%	44	24%
Tend to Disagree	5	3%	4	2%
Disagree	1	1%	1	1%
Total:	**163**		**185**	

Q2-4   *I agree with the University Core Goal to make a positive contribution to society*

	2019		2017	
Agree	114	69%	126	69%
Tend to Agree	43	26%	50	27%
Tend to Disagree	6	4%	3	2%
Disagree	2	1%	3	2%
Total:	**165**		**182**	

Q2-5   *I feel proud to work for the University*

	2019		2017	
Agree	75	46%	98	52%
Tend to Agree	71	44%	72	39%
Tend to Disagree	15	9%	14	7%
Disagree	2	1%	3	2%
Total:	**163**		**187**	

Q2-6   *On the whole, communication in the University is effective*

	2019		2017	
Agree	29	18%	25	13%
Tend to Agree	59	36%	81	44%
Tend to Disagree	50	30%	49	26%
Disagree	27	16%	31	17%
Total:	**165**		**186**	

Area of Work: School of Chemistry

Question Block 2: University Goals and Values

		2019		**2017**	

Q2-7 *There are effective channels for me to feed my views upwards in the University*

		2019		2017	
Agree		23	14%	26	14%
Tend to Agree		59	36%	68	36%
Tend to Disagree		49	30%	60	32%
Disagree		32	20%	33	18%
	Total:	**163**		**187**	

Q2-8 *Would you recommend the University to a friend as a place to work?*

		2019		2017	
Yes		133	81%	150	91%
No		17	10%	14	9%
Don't Know		15	9%	0	0%
	Total:	**165**		**164**	

Q2-9 *Would you recommend the University to a friend as a place to study?*

		2019	
Yes		126	75%
No		11	7%
Don't Know		30	18%
	Total:	**167**	

Area of Work: School of Chemistry

Question Block 2: University Goals and Values

Area of Work: School of Chemistry

Question Block 3: Senior Leadership

		2019		**2017**	

Q3-1   The President's Senior Leadership Team manage and lead the University well

	2019		2017	
Agree	40	24%	32	22%
Tend to Agree	51	31%	81	55%
Tend to Disagree	24	14%	20	14%
Disagree	13	8%	14	10%
Don't Know	39	23%	0	0%
Total:	**167**		**147**	

Q3-2   The President's Senior Leadership Team set out a clear vision of where the organisation is headed

	2019		2017	
Agree	36	22%	42	28%
Tend to Agree	66	40%	77	51%
Tend to Disagree	21	13%	20	13%
Disagree	14	8%	11	7%
Don't Know	30	18%	0	0%
Total:	**167**		**150**	

Q3-3   The President's Senior Leadership Team support new ideas for improving services

	2019		2017	
Agree	31	19%	32	24%
Tend to Agree	50	30%	68	51%
Tend to Disagree	30	18%	23	17%
Disagree	14	8%	11	8%
Don't Know	40	24%	0	0%
Total:	**165**		**134**	

Q3-4   The President's Senior Leadership Team listen to and respond to the views of staff

	2019		2017	
Agree	25	15%	26	18%
Tend to Agree	41	25%	59	41%
Tend to Disagree	33	20%	35	24%
Disagree	29	17%	23	16%
Don't Know	39	23%	0	0%
Total:	**167**		**143**	

Q3-5   The President's Senior Leadership Team communicate well and keep staff informed on important issues

	2019		2017	
Agree	30	18%	30	19%
Tend to Agree	65	39%	86	55%
Tend to Disagree	32	19%	17	11%
Disagree	21	13%	24	15%
Don't Know	19	11%	0	0%
Total:	**167**		**157**	

Area of Work: School of Chemistry

Question Block 4: Faculty/School/Directorate/Divisional/Cultural Institution Senior Management

			2019		**2017**

Q4-1 *My Faculty or Professional Service Directorate or cultural institution is managed well*

			2019	
Agree			34	21%
Tend to Agree			57	35%
Tend to Disagree			37	22%
Disagree			14	8%
Don't Know			23	14%
	Total:		**165**	

Q4-2 *My local School or Department or Division is managed well*

			2019	
Agree			50	30%
Tend to Agree			72	44%
Tend to Disagree			25	15%
Disagree			10	6%
Don't Know			8	5%
	Total:		**165**	

Area of Work: School of Chemistry

Question Block 5: My Manager

		2019		**2017**	

Q5-1   *My immediate line manager gives me recognition for work done well*

		2019		2017	
Agree		84	51%	85	45%
Tend to Agree		48	29%	63	34%
Tend to Disagree		19	12%	22	12%
Disagree		14	8%	17	9%
	Total:	**165**		**187**	

Q5-2   *My immediate line manager provides me with feedback about my performance*

		2019		2017	
Agree		74	45%	79	42%
Tend to Agree		50	30%	51	27%
Tend to Disagree		24	15%	39	21%
Disagree		17	10%	17	9%
	Total:	**165**		**186**	

Q5-3   *My immediate line manager keeps me informed about things I should know about*

		2019		2017	
Agree		69	42%	75	40%
Tend to Agree		60	36%	59	32%
Tend to Disagree		23	14%	33	18%
Disagree		14	8%	19	10%
	Total:	**166**		**186**	

Q5-4   *My immediate line manager communicates effectively with me and my team*

		2019		2017	
Agree		66	40%	72	39%
Tend to Agree		57	34%	54	29%
Tend to Disagree		27	16%	40	22%
Disagree		16	10%	20	11%
	Total:	**166**		**186**	

Q5-5   *My immediate line manager involves me in decisions that affect me or my area of work*

		2019		2017	
Agree		71	43%	75	40%
Tend to Agree		49	30%	63	34%
Tend to Disagree		28	17%	24	13%
Disagree		16	10%	25	13%
	Total:	**164**		**187**	

Q5-6   *My immediate line manager helps me find a good work-life balance*

		2019		2017	
Agree		66	42%	65	36%
Tend to Agree		45	28%	51	28%
Tend to Disagree		30	19%	34	19%
Disagree		18	11%	33	18%
	Total:	**159**		**183**	

Q5-7   *My immediate line manager deals with poor performance effectively*

		2019		2017	
Agree		61	38%	60	33%
Tend to Agree		43	27%	67	37%
Tend to Disagree		38	24%	32	18%
Disagree		18	11%	23	13%
	Total:	**160**		**182**	

CAPITA

Area of Work: School of Chemistry

Question Block 5: My Manager

		2019		**2017**

Q5-8   My immediate line manager helps me develop in my role

Agree		66	41%
Tend to Agree		49	30%
Tend to Disagree		28	17%
Disagree		18	11%
Total:		**161**	

Area of Work: School of Chemistry

Question Block 6: Performance and Personal Development

		2019		**2017**	

Q6-1 ***Have you had an individual Performance and Development Review (P&DR) or probation review in the last 12 months?***

		2019		2017	
Yes		90	55%	114	61%
No		74	45%	73	39%
	Total:	**164**		**187**	

Q6-2 ***Did you agree clear objectives as part of your P&DR/probation review? (Based on people who had an individual Performance and Development Review (P&DR) or probation review in the last 12 months – from Q6-1)***

		2019		2017	
Yes		79	88%	103	91%
No		11	12%	10	9%
	Total:	**90**		**113**	

Q6-3 ***As part of your P&DR, did you agree personal development objectives? (Based on people who had an individual Performance and Development Review (P&DR) or probation review in the last 12 months – from Q6-1)***

		2019		2017	
Yes		71	80%	95	84%
No		18	20%	18	16%
	Total:	**89**		**113**	

Q6-4 ***Have you completed, or are you in the process of completing, your personal development objectives? (Based on people who agreed personal development objectives – from Q6-3)***

		2019		2017	
Yes		48	69%	47	51%
No		4	6%	15	16%
Too Early To Say		18	26%	31	33%
	Total:	**70**		**93**	

Compared to the 2017 question 'Have you received the training, learning and development identified?'

Q6-5 ***Has your line manager supported you in accessing the learning and development identified in your personal development objectives? (Based on people who agreed personal development objectives – from Q6-3)***

		2019		2017	
Yes		52	75%	62	67%
No		3	4%	15	16%
Too Early To Say		14	20%	16	17%
	Total:	**69**		**93**	

Compared to the 2017 question 'Has your line manager supported you in accessing the training, learning and development identified?'

Q6-6 ***Overall, my P&DR/probation review was useful (Based on people who had an individual Performance and Development Review (P&DR) or probation review in the last 12 months – from Q6-1)***

		2019		2017	
Agree		41	46%	44	39%
Tend to Agree		25	28%	41	36%
Tend to Disagree		11	12%	16	14%
Disagree		13	14%	13	11%
	Total:	**90**		**114**	

Area of Work: School of Chemistry

Question Block 6: Performance and Personal Development

		2019		**2017**	

Q6-7   ***I am satisfied with my current level of learning and development***

		2019		2017	
Agree		67	41%	70	37%
Tend to Agree		62	38%	84	45%
Tend to Disagree		25	15%	25	13%
Disagree		10	6%	9	5%
	Total:	**164**		**188**	

Q6-8   ***Overall, I feel there are sufficient learning and development opportunities available to me to do my job more effectively***

		2019		2017	
Agree		69	42%	59	32%
Tend to Agree		56	34%	88	47%
Tend to Disagree		26	16%	31	17%
Disagree		14	8%	9	5%
	Total:	**165**		**187**	

Q6-9   ***In the past 12 months, have you taken part in any type of work-related learning or development (including e-learning, online learning or face-to-face training)?***

		2019		2017	
Yes		113	68%	100	53%
No		52	32%	88	47%
	Total:	**165**		**188**	

Q6-10   ***In the past 12 months, have you received any work-related mentoring?***

		2019	
Yes		46	28%
No		119	72%
	Total:	**165**	

Q6-11   ***In the past 12 months, have you received any work-related coaching?***

		2019	
Yes		27	16%
No		138	84%
	Total:	**165**	

Area of Work: School of Chemistry

Question Block 7: My Role

		2019		**2017**	

Q7-1a   *I have a clear understanding about my role within the University*

		2019		2017	
Agree		98	59%	109	58%
Tend to Agree		47	28%	62	33%
Tend to Disagree		16	10%	13	7%
Disagree		6	4%	4	2%
Total:		**167**		**188**	

Q7-1b   *I have a clear understanding about what I am expected to achieve in my job*

		2019		2017	
Agree		105	63%	104	55%
Tend to Agree		42	25%	55	29%
Tend to Disagree		14	8%	22	12%
Disagree		6	4%	7	4%
Total:		**167**		**188**	

Q7-1c   *I have a clear understanding about expected standards of performance*

		2019		2017	
Agree		107	64%	113	60%
Tend to Agree		46	28%	49	26%
Tend to Disagree		10	6%	20	11%
Disagree		4	2%	5	3%
Total:		**167**		**187**	

Q7-1d   *I have a clear understanding about expected standards of behaviour*

		2019		2017	
Agree		121	72%	125	67%
Tend to Agree		37	22%	54	29%
Tend to Disagree		6	4%	6	3%
Disagree		3	2%	2	1%
Total:		**167**		**187**	

Q7-2   *I have the information I need to do my job well*

		2019		2017	
Agree		84	52%	80	43%
Tend to Agree		56	34%	74	40%
Tend to Disagree		17	10%	26	14%
Disagree		6	4%	7	4%
Total:		**163**		**187**	

Q7-3   *I am well informed about what is happening in the team/section I work in*

		2019		2017	
Agree		73	45%	74	39%
Tend to Agree		58	35%	65	35%
Tend to Disagree		20	12%	32	17%
Disagree		13	8%	17	9%
Total:		**164**		**188**	

Q7-4   *I feel fairly paid for the work I do*

		2019		2017	
Agree		57	35%	56	30%
Tend to Agree		44	27%	68	36%
Tend to Disagree		40	25%	36	19%
Disagree		22	13%	27	14%
Total:		**163**		**187**	

CAPITA

Area of Work: School of Chemistry

Question Block 7: My Role

		2019		**2017**	

Q7-5   ***My job security at the University is good***

		2019		2017	
	Agree	47	29%	50	27%
	Tend to Agree	48	29%	65	35%
	Tend to Disagree	36	22%	35	19%
	Disagree	33	20%	36	19%
	Total:	**164**		**186**	

Q7-6   ***Overall, I feel the University offers a good pay and benefits package***

		2019		2017	
	Agree	52	32%	58	31%
	Tend to Agree	69	42%	80	43%
	Tend to Disagree	33	20%	31	17%
	Disagree	10	6%	18	10%
	Total:	**164**		**187**	

Area of Work: School of Chemistry

Question Block 8: My Work Experience

		2019		**2017**	

Q8-1 *I can decide on my own how to go about doing my work*

	2019		2017	
Agree	115	69%	129	69%
Tend to Agree	46	28%	52	28%
Tend to Disagree	5	3%	5	3%
Disagree	0	0%	2	1%
Total:	**166**		**188**	

Q8-2 *I am satisfied with the support I get from my immediate manager*

	2019		2017	
Agree	87	53%	90	48%
Tend to Agree	46	28%	58	31%
Tend to Disagree	20	12%	28	15%
Disagree	11	7%	10	5%
Total:	**164**		**186**	

Q8-3 *I am satisfied with the support I get from my work colleagues*

	2019		2017	
Agree	100	60%	92	49%
Tend to Agree	46	28%	65	35%
Tend to Disagree	16	10%	25	13%
Disagree	4	2%	6	3%
Total:	**166**		**188**	

Q8-4 *Communications between teams/sections are effective*

	2019		2017	
Agree	54	33%	47	25%
Tend to Agree	51	31%	75	40%
Tend to Disagree	43	26%	48	26%
Disagree	16	10%	18	10%
Total:	**164**		**188**	

Q8-5 *I feel I have had to put in a lot of extra time in the last 12 months to meet the demands of my workload*

	2019		2017	
Agree	71	43%	77	41%
Tend to Agree	48	29%	45	24%
Tend to Disagree	29	18%	41	22%
Disagree	16	10%	25	13%
Total:	**164**		**188**	

Q8-6 *I am unable to handle all the conflicting demands on my time at work*

	2019		2017	
Agree	26	16%	28	15%
Tend to Agree	36	22%	39	21%
Tend to Disagree	66	40%	70	37%
Disagree	36	22%	51	27%
Total:	**164**		**188**	

CAPITA

Area of Work: School of Chemistry

Question Block 8: My Work Experience

		2019		2017	

Q8-7   *Relationships at work are strained*

	2019		2017	
Agree	16	10%	15	8%
Tend to Agree	22	13%	41	22%
Tend to Disagree	65	40%	55	30%
Disagree	61	37%	75	40%
Total:	**164**		**186**	

Q8-8   *I am able to take regular breaks on most days*

	2019		2017	
Agree	48	29%	52	28%
Tend to Agree	64	39%	81	44%
Tend to Disagree	28	17%	29	16%
Disagree	25	15%	24	13%
Total:	**165**		**186**	

Q8-9   *I feel stressed at work*

	2019		2017	
Always	12	7%	17	9%
Frequently	57	34%	48	26%
Occasionally	88	53%	106	57%
Never	10	6%	16	9%
Total:	**167**		**187**	

Q8-10   *Has your stress had an impact on your ability to cope with the work demands placed on you? (Based on people feeling stressed at work 'Always', 'Frequently' or 'Occasionally' – from Q8-9)*

	2019		2017	
Yes	52	33%	55	32%
No	104	67%	115	68%
Total:	**156**		**170**	

CAPITA

Area of Work: School of Chemistry

Question Block 9: Dignity at Work

		2019		**2017**	

Q9-1 *Are you aware of the University's Dignity at Work and Study Policy?*

		2019		2017	
Yes		109	65%	128	68%
No		58	35%	60	32%
	Total:	**167**		**188**	

Q9-2 *Are you aware of the zero tolerance to bullying and harassment campaigns ('We Get it', 'Speak Up, Stand Up')?*

Yes		128	77%	141	75%
No		39	23%	46	25%
	Total:	**167**		**187**	

Q9-3 *I am aware of my responsibilities within the University's Dignity at Work and Study Policy on bullying, harassment and discrimination*

Agree		103	62%	103	55%
Tend to Agree		40	24%	53	28%
Tend to Disagree		16	10%	22	12%
Disagree		7	4%	8	4%
	Total:	**166**		**186**	

Q9-4 *I believe the University is committed to equality of opportunity for all of its staff*

Agree		92	56%	107	58%
Tend to Agree		45	27%	59	32%
Tend to Disagree		19	12%	10	5%
Disagree		8	5%	10	5%
	Total:	**164**		**186**	

Q9-5a *I feel the University acts fairly with regard to recruitment*

Agree		66	40%	72	40%
Tend to Agree		65	40%	82	45%
Tend to Disagree		21	13%	19	10%
Disagree		12	7%	9	5%
	Total:	**164**		**182**	

Q9-5b *I feel the University acts fairly with regard to career progression/promotion*

Agree		48	29%	38	21%
Tend to Agree		56	34%	71	40%
Tend to Disagree		33	20%	47	26%
Disagree		26	16%	23	13%
	Total:	**163**		**179**	

Q9-5c *I feel the University acts fairly with regard to rewarding exceptional performance*

Agree		45	27%	36	20%
Tend to Agree		57	35%	73	41%
Tend to Disagree		33	20%	41	23%
Disagree		29	18%	28	16%
	Total:	**164**		**178**	

Percentages may not add up to 100% due to rounding

Area of Work: School of Chemistry

Question Block 9: Dignity at Work

		2019		**2017**	

Q9-5d   *I feel the University acts fairly with regard to training and development*

		2019		2017	
Agree		65	39%	62	34%
Tend to Agree		69	42%	89	49%
Tend to Disagree		20	12%	23	13%
Disagree		11	7%	8	4%
Total:		**165**		**182**	

Q9-6   *Do you believe you are currently being harassed or bullied at work?*

Yes		6	4%	13	7%
No		161	96%	173	93%
Total:		**167**		**186**	

Q9-11   *Have you felt discriminated against at work in the last 12 months?*

Yes		12	7%	11	6%
No		154	93%	177	94%
Total:		**166**		**188**	

Area of Work: School of Chemistry

Question Block 10: Physical Environment

		2019		**2017**	

Q10-1   *I feel safe and secure at the University*

		2019		2017	
Agree		104	63%	124	66%
Tend to Agree		47	28%	50	27%
Tend to Disagree		8	5%	9	5%
Disagree		6	4%	4	2%
	Total:	**165**		**187**	

Q10-2   *I have a comfortable work space (including temperature, lighting, etc.)*

Agree		77	46%	93	49%
Tend to Agree		54	33%	62	33%
Tend to Disagree		25	15%	25	13%
Disagree		10	6%	8	4%
	Total:	**166**		**188**	

Q10-3   *I have a place I can go for a break at work*

Agree		104	63%	112	60%
Tend to Agree		44	27%	49	26%
Tend to Disagree		10	6%	16	9%
Disagree		8	5%	11	6%
	Total:	**166**		**188**	

Q10-4   *Facilities for teaching students are good*

Agree		74	46%	81	45%
Tend to Agree		64	40%	80	44%
Tend to Disagree		20	12%	17	9%
Disagree		3	2%	2	1%
	Total:	**161**		**180**	

Q10-5   *Facilities for research are good*

Agree		92	58%	109	59%
Tend to Agree		54	34%	66	36%
Tend to Disagree		9	6%	8	4%
Disagree		3	2%	1	1%
	Total:	**158**		**184**	

Q10-6   *I am aware of the services the University provides to support my well-being*

Agree		80	48%	76	41%
Tend to Agree		54	33%	67	36%
Tend to Disagree		21	13%	30	16%
Disagree		10	6%	11	6%
	Total:	**165**		**184**	

Q10-7   *Do you know how to report accidents and incidents?*

Yes		151	90%	169	90%
No		3	2%	6	3%
Not Sure		13	8%	13	7%
	Total:	**167**		**188**	

Area of Work: School of Chemistry

Question Block 11: Managing Change

			2019		**2017**	

Q11-1   *Generally, change within the University is managed well*

		2019		2017	
Agree		26	16%	20	11%
Tend to Agree		56	35%	87	48%
Tend to Disagree		50	31%	50	28%
Disagree		30	19%	24	13%
Total:		**162**		**181**	

Q11-2   *Generally, I am consulted about changes that affect my team/School/Directorate*

		2019		2017	
Agree		28	18%	29	16%
Tend to Agree		56	35%	75	40%
Tend to Disagree		45	28%	50	27%
Disagree		30	19%	32	17%
Total:		**159**		**186**	

Q11-3   *Generally, more could be done to help staff prepare for and cope with change*

		2019		2017	
Agree		54	34%	56	30%
Tend to Agree		84	53%	88	48%
Tend to Disagree		19	12%	38	21%
Disagree		3	2%	2	1%
Total:		**160**		**184**	

Q11-4   *Generally, I have seen some positive changes in the last 12 months*

		2019		2017	
Agree		23	15%	26	14%
Tend to Agree		52	33%	81	45%
Tend to Disagree		51	32%	51	28%
Disagree		31	20%	22	12%
Total:		**157**		**180**	

Q11-5   *Generally, I believe positive action will be taken as a result of this survey*

		2019		2017	
Agree		30	19%	30	16%
Tend to Agree		51	31%	76	42%
Tend to Disagree		51	31%	44	24%
Disagree		30	19%	33	18%
Total:		**162**		**183**	

CAPITA

Area of Work: School of Chemistry

Question Block 12: Acting upon the Survey

2019

Q12-1   I intend to stay working for the University for at least the next three years

Agree	74	46%
Tend to Agree	50	31%
Tend to Disagree	13	8%
Disagree	23	14%
Total:	**160**	

Q12-2   I am confident results of the staff survey will be acted upon

Agree	37	22%
Tend to Agree	54	33%
Tend to Disagree	44	27%
Disagree	30	18%
Total:	**165**	

Q12-3   I have seen improvements since the last survey

Agree	25	17%
Tend to Agree	39	26%
Tend to Disagree	56	38%
Disagree	28	19%
Total:	**148**	

Q12-4   I have taken part in discussions within my School/Directorate/Department/cultural institution about our staff survey results

Agree	27	18%
Tend to Agree	19	13%
Tend to Disagree	35	23%
Disagree	68	46%
Total:	**149**	

Q12-5   I feel my views are listened to

Agree	26	17%
Tend to Agree	45	29%
Tend to Disagree	56	36%
Disagree	28	18%
Total:	**155**	

Q12-6   I have had the opportunity to contribute to action planning activities

Agree	23	15%
Tend to Agree	34	23%
Tend to Disagree	44	29%
Disagree	50	33%
Total:	**151**	

CAPITA

Area of Work: School of Chemistry

Question Block 13: Comments

2019

Q13-1 *Please note below the main thing that you feel could be improved at the University: What theme would you say your comment is related to?*

Pay & Benefits	3	3%
Job Security	4	4%
Job Satisfaction	1	1%
Communication	9	10%
Relationships/Co-operation	2	2%
Feeling Valued/Supported	10	11%
Training, Development & Progression	12	13%
Facilities/Environment	9	10%
Role & Responsibilities	5	6%
Management - Immediate/Local	5	6%
Senior Leadership	17	19%
Equality, Diversity and Inclusion	3	3%
Other	10	11%
Total:	**90**	

Q13-2 *Please note below the main thing that you think is good about working for the University: What theme would you say your comment is related to?*

Pay & Benefits	7	9%
Job Security	2	3%
Job Satisfaction	12	16%
Relationships/Co-operation	15	19%
Feeling Valued/Supported	5	6%
Training, Development & Progression	5	6%
Facilities/Environment	18	23%
Role & Responsibilities	3	4%
Management - Immediate/Local	1	1%
Senior Leadership	1	1%
Equality, Diversity and Inclusion	3	4%
Other	5	6%
Total:	**77**	