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Area of Work Report
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School of Computer Science
Staff Survey 2019

June 2019

Project Number: 8383

CAPITA

Organisational Contact Information

Address:
Capita Surveys and Research
Spa House
Hookstone Park
Harrogate
North Yorkshire
HG2 7DB

Tel: 01423 818700
Fax: 01423 818777
Web: www.capitasurveys.co.uk

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The University of Manchester
School of Computer Science

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 Computer Science achieved a response rate of 59% i.e. 100 out of 170 employees responded to the survey.

Presentation of results

This report presents a summary of the results for the School of Computer Science, 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 Computer Science 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%

<u>Note</u>

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.

<u>Notes</u>

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 Computer Science

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: 15
■ 51% - 74% = Opportunity for improvement	No change: 10
■ 50% or lower = Needs improvement	Deteriorations: 55

Question	Total number of responses: 100	114	Per
	2019 %	2017 %	Diff +/-
Q10-1 I feel safe and secure at the University	96	96	0
Q2-4 I agree with the University Core Goal to make a positive contribution to society	94	95	-1
Q2-2 I agree with the University Core Goal to support world-leading research	93	95	-2
Q2-3 I agree with the University Core Goal to deliver outstanding teaching, learning and student experience	93	95	-2
Q7-1d I have a clear understanding about expected standards of behaviour	91	91	0
Q9-11 I have not felt discriminated against at work in the last 12 months	91	91	0
Q10-3 I have a place I can go for a break at work	91	88	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)	90	93	-3
Q9-6 I am not currently being harassed or bullied at work	90	94	-4
Q10-4 Facilities for teaching students are good	89	92	-3
Q8-3 I am satisfied with the support I get from my work colleagues	87	87	0
Q1-6 I am interested in the University; to me it's not just a job	86	86	0
Q7-1c I have a clear understanding about expected standards of performance	86	85	1
Q8-1 I can decide on my own how to go about doing my work	86	94	-8
Q9-2 Are you aware of the zero tolerance to bullying and harassment campaigns ('We Get it', 'Speak Up, Stand Up')?	86	74	12
Q7-1a I have a clear understanding about my role within the University	85	89	-4
Q8-2 I am satisfied with the support I get from my immediate manager	84	81	3
Q7-1b I have a clear understanding about what I am expected to achieve in my job	83	86	-3
Q10-5 Facilities for research are good	82	87	-5
Q2-1 I understand what the core goals of the University are	81	81	0
Q1-4 I feel valued by the people I work with	80	84	-4
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)	80	80	0
Q5-1 My immediate line manager gives me recognition for work done well	79	75	4
Q4-2 My local School or Department or Division is managed well	78		
Q9-3 I am aware of my responsibilities within the University's Dignity at Work and Study Policy on bullying, harassment and discrimination	78	77	1
Q1-1 The University is a good place to work	77	86	-9
Q1-8 Research staff are valued as part of the University community	77	80	-3
Q2-5 I feel proud to work for the University	77	80	-3

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Area of Work: School of Computer Science

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

Improvements:	15
No change:	10
Deteriorations:	55

Question	Total number of responses: 100 2019 %	114 2017 %	Per Diff +/-
Q9-5d I feel the University acts fairly with regard to training and development	77	83	-6
Q5-2 My immediate line manager provides me with feedback about my performance	76	71	5
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)	76	78	-2
Q10-6 I am aware of the services the University provides to support my well-being	76	69	7
Q2-9 Would you recommend the University to a friend as a place to study?	75		
Q5-3 My immediate line manager keeps me informed about things I should know about	75	76	-1
Q5-4 My immediate line manager communicates effectively with me and my team	74	74	0
Q7-2 I have the information I need to do my job well	74	86	-12
Q9-4 I believe the University is committed to equality of opportunity for all of its staff	74	83	-9
Q9-5a I feel the University acts fairly with regard to recruitment	74	85	-11
Q1-7 Teaching staff are valued as part of the University community	73	74	-1
Q10-2 I have a comfortable work space (including temperature, lighting, etc.)	73	66	7
Q1-3 I feel part of my School/PS Directorate/cultural institution	72	81	-9
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	72	75	-3
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)	72	48	24
Q6-7 I am satisfied with my current level of learning and development	72	76	-4
Q6-8 Overall, I feel there are sufficient learning and development opportunities available to me to do my job more effectively	72	72	0
Q5-7 My immediate line manager deals with poor performance effectively	71	63	8
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)	71	62	9
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)?	71	44	27
Q8-7 Relationships at work are not strained	71	78	-7
Q9-1 Are you aware of the University's Dignity at Work and Study Policy?	70	62	8
Q12-1 I intend to stay working for the University for at least the next three years	69		
Q1-10 Overall, I am satisfied with my job	67	73	-6
Q5-8 My immediate line manager helps me develop in my role	67		
Q7-3 I am well informed about what is happening in the team/section I work in	67	81	-14
Q10-7 Do you know how to report accidents and incidents?	67	53	14
Q1-2 I feel part of the University	65	75	-10
Q8-4 Communications between teams/sections are effective	63	70	-7
Q1-9 Professional services staff are valued as part of the University community	62	75	-13
Q2-8 Would you recommend the University to a friend as a place to work?	58	83	-25
Q5-6 My immediate line manager helps me find a good work-life balance	58	59	-1
Q8-8 I am able to take regular breaks on most days	56	63	-7
Q1-5 I feel I have a good work life balance	54	61	-7
Q7-4 I feel fairly paid for the work I do	54	61	-7

Area of Work: School of Computer Science

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

Improvements:	15
No change:	10
Deteriorations:	55

Question	Total number of responses: 100 2019 %	114 2017 %	Per Diff +/-
Q6-1 Have you had an individual Performance and Development Review (P&DR) or probation review in the last 12 months?	53	65	-12
Q7-5 My job security at the University is good	53	72	-19
Q8-6 I am able to handle all the conflicting demands on my time at work	53	53	0
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)	51	61	-10
Q9-5b I feel the University acts fairly with regard to career progression/promotion	51	61	-10
Q7-6 Overall, I feel the University offers a good pay and benefits package	49	67	-18
Q3-2 The President's Senior Leadership Team set out a clear vision of where the organisation is headed	45	66	-21
Q9-5c I feel the University acts fairly with regard to rewarding exceptional performance	44	56	-12
Q12-2 I am confident results of the staff survey will be acted upon	40		
Q12-6 I have had the opportunity to contribute to action planning activities	40		
Q2-6 On the whole, communication in the University is effective	39	56	-17
Q2-7 There are effective channels for me to feed my views upwards in the University	39	47	-8
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	39	49	-10
Q12-4 I have taken part in discussions within my School/ Directorate/Department/cultural institution about our staff survey results	37		
Q12-5 I feel my views are listened to	37		
Q11-5 Generally, I believe positive action will be taken as a result of this survey	35	49	-14
Q3-1 The President's Senior Leadership Team manage and lead the University well	34	60	-26
Q3-5 The President's Senior Leadership Team communicate well and keep staff informed on important issues	34	55	-21
Q4-1 My Faculty or Professional Service Directorate or cultural institution is managed well	34		
Q3-3 The President's Senior Leadership Team support new ideas for improving services	27	52	-25
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	26	33	-7
Q11-4 Generally, I have seen some positive changes in the last 12 months	25	39	-14
Q12-3 I have seen improvements since the last survey	24		
Q11-1 Generally, change within the University is managed well	21	38	-17
Q6-10 In the past 12 months, have you received any work-related mentoring?	19		
Q3-4 The President's Senior Leadership Team listen to and respond to the views of staff	16	42	-26
Q6-11 In the past 12 months, have you received any work-related coaching?	14		
Q11-3 Generally, more could not be done to help staff prepare for and cope with change	9	15	-6
Q8-9 I never feel stressed at work	2	6	-4

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	32
	Total Ambers	4	27
	Total Greens	0	0

		The University of Manchester 2019	The University of Manchester 2017	+/- Difference		Faculty of Science and Engineering	School of Computer Science
Total number of respondents		**7424**	**7658**			**1539**	100
Question		%	%	%		%	%
1: Job Satisfaction	Q1-1 The University is a good place to work	92	93	-1		92	77
	Q1-2 I feel part of the University	81	82	-1		82	65
	Q1-3 I feel part of my School/PS Directorate/cultural institution	77	79	-2		78	72
	Q1-4 I feel valued by the people I work with	81	81	0		82	80
	Q1-5 I feel I have a good work life balance	70	70	0		67	54
	Q1-6 I am interested in the University; to me it's not just a job	87	87	0		88	86
	Q1-7 Teaching staff are valued as part of the University community	81	83	-2		81	73
	Q1-8 Research staff are valued as part of the University community	87	88	-1		86	77
	Q1-9 Professional services staff are valued as part of the University community	70	72	-2		71	62
	Q1-10 Overall, I am satisfied with my job	80	81	-1		81	67
2: University Goals and Values	Q2-1 I understand what the core goals of the University are	87	90	-3		87	81
	Q2-2 I agree with the University Core Goal to support world-leading research	97	97	0		96	93
	Q2-3 I agree with the University Core Goal to deliver outstanding teaching, learning and student experience	98	98	0		97	93
	Q2-4 I agree with the University Core Goal to make a positive contribution to society	97	97	0		96	94
	Q2-5 I feel proud to work for the University	89	91	-2		89	77
	Q2-6 On the whole, communication in the University is effective	56	62	-6		52	39
	Q2-7 There are effective channels for me to feed my views upwards in the University	51	54	-3		49	39
	Q2-8 Would you recommend the University to a friend as a place to work?	76	78	-2		75	58
	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	32
Total Ambers	4	27
Total Greens	0	0

	Total number of respondents	7424	7658		1539	100
	Question	**The University of Manchester 2019**	**The University of Manchester 2017**	**+/- Difference**	**Faculty of Science and Engineering**	**School of Computer Science**
		%	%	%	%	%
3: Senior Leadership	Q3-1 The President's Senior Leadership Team manage and lead the University well	59	65	-6	56	34
	Q3-2 The President's Senior Leadership Team set out a clear vision of where the organisation is headed	63	71	-8	61	45
	Q3-3 The President's Senior Leadership Team support new ideas for improving services	50	54	-4	46	27
	Q3-4 The President's Senior Leadership Team listen to and respond to the views of staff	42	47	-5	39	16
	Q3-5 The President's Senior Leadership Team communicate well and keep staff informed on important issues	56	63	-7	54	34
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	34
	Q4-2 My local School or Department or Division is managed well	70			74	78
5: My Manager	Q5-1 My immediate line manager gives me recognition for work done well	80	78	2	76	79
	Q5-2 My immediate line manager provides me with feedback about my performance	76	76	0	72	76
	Q5-3 My immediate line manager keeps me informed about things I should know about	80	79	1	76	75
	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	72
	Q5-6 My immediate line manager helps me find a good work-life balance	72	70	2	66	58
	Q5-7 My immediate line manager deals with poor performance effectively	68	67	1	65	71
	Q5-8 My immediate line manager helps me develop in my role	73			69	67

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Total Reds	0	32
Total Ambers	4	27
Total Greens	0	0

Question	The University of Manchester 2019	The University of Manchester 2017	+/- Difference		Faculty of Science and Engineering	School of Computer Science
Total number of respondents	7424	7658			1539	100
	%	%	%		%	%
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	53
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	90
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	76
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	72
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	71
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	80
Q6-7 I am satisfied with my current level of learning and development	75	78	-3		76	72
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	72
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	71
Q6-10 In the past 12 months, have you received any work-related mentoring?	23				25	19
Q6-11 In the past 12 months, have you received any work-related coaching?	17				19	14
7: My Role						
Q7-1a I have a clear understanding about my role within the University	90	91	-1		89	85
Q7-1b I have a clear understanding about what I am expected to achieve in my job	89	89	0		87	83
Q7-1c I have a clear understanding about expected standards of performance	90	91	-1		89	86
Q7-1d I have a clear understanding about expected standards of behaviour	95	96	-1		95	91
Q7-2 I have the information I need to do my job well	83	84	-1		82	74
Q7-3 I am well informed about what is happening in the team/section I work in	77	77	0		74	67
Q7-4 I feel fairly paid for the work I do	67	67	0		64	54
Q7-5 My job security at the University is good	62	70	-8		62	53
Q7-6 Overall, I feel the University offers a good pay and benefits package	75	78	-3		71	49

	Total Reds	0	32
	Total Ambers	4	27
	Total Greens	0	0

	Total number of respondents	7424	7658		1539	100
	Question	The University of Manchester 2019	The University of Manchester 2017	+/- Difference	Faculty of Science and Engineering	School of Computer Science
		%	%	%	%	%
8: My Work Experience	Q8-1 I can decide on my own how to go about doing my work	93	92	1	94	86
	Q8-2 I am satisfied with the support I get from my immediate manager	81	82	-1	79	84
	Q8-3 I am satisfied with the support I get from my work colleagues	89	89	0	86	87
	Q8-4 Communications between teams/sections are effective	63	64	-1	62	63
	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	26
	Q8-6 I am able to handle all the conflicting demands on my time at work	64	64	0	61	53
	Q8-7 Relationships at work are not strained	74	74	0	76	71
	Q8-8 I am able to take regular breaks on most days	67	67	0	67	56
	Q8-9 I never feel stressed at work	8	9	-1	6	2
	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	51
9: Dignity at Work	Q9-1 Are you aware of the University's Dignity at Work and Study Policy?	74	71	3	74	70
	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	86
	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	78
	Q9-4 I believe the University is committed to equality of opportunity for all of its staff	83	87	-4	83	74
	Q9-5a I feel the University acts fairly with regard to recruitment	81	82	-1	81	74
	Q9-5b I feel the University acts fairly with regard to career progression/promotion	60	62	-2	59	51
	Q9-5c I feel the University acts fairly with regard to rewarding exceptional performance	58	60	-2	57	44
	Q9-5d I feel the University acts fairly with regard to training and development	80	83	-3	82	77
	Q9-6 I am not currently being harassed or bullied at work	95	95	0	95	90
	Q9-11 I have not felt discriminated against at work in the last 12 months	91	91	0	91	91
10: Physical Environment	Q10-1 I feel safe and secure at the University	94	95	-1	93	96
	Q10-2 I have a comfortable work space (including temperature, lighting, etc.)	78	79	-1	80	73
	Q10-3 I have a place I can go for a break at work	83	81	2	86	91
	Q10-4 Facilities for teaching students are good	88	86	2	84	89
	Q10-5 Facilities for research are good	91	91	0	87	82
	Q10-6 I am aware of the services the University provides to support my well-being	85	82	3	81	76
	Q10-7 Do you know how to report accidents and incidents?	75	73	2	80	67

CAPITA

Total Reds	0	32
Total Ambers	4	27
Total Greens	0	0

		Total number of respondents	7424	7658		1539	100
	Question		The University of Manchester 2019 %	The University of Manchester 2017 %	+/- Difference %	Faculty of Science and Engineering %	School of Computer Science %
11: Managing Change	Q11-1 Generally, change within the University is managed well		48	54	-6	45	21
	Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate		53	56	-3	55	39
	Q11-3 Generally, more could not be done to help staff prepare for and cope with change		17	20	-3	19	9
	Q11-4 Generally, I have seen some positive changes in the last 12 months		53	56	-3	50	25
	Q11-5 Generally, I believe positive action will be taken as a result of this survey		55	59	-4	54	35
12: Acting upon the Survey	Q12-1 I intend to stay working for the University for at least the next three years		81			79	69
	Q12-2 I am confident results of the staff survey will be acted upon		56			56	40
	Q12-3 I have seen improvements since the last survey		45			45	24
	Q12-4 I have taken part in discussions within my School/Directorate/Department/cultural institution about our staff survey results		36			34	37
	Q12-5 I feel my views are listened to		51			50	37
	Q12-6 I have had the opportunity to contribute to action planning activities		45			44	40

CAPITA

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 Computer Science

Question Block 1: Job Satisfaction

		2019		**2017**	

Q1-1   *The University is a good place to work*

	2019		2017	
Agree	39	39%	58	51%
Tend to Agree	37	37%	40	35%
Tend to Disagree	13	13%	12	11%
Disagree	10	10%	4	4%
Total:	**99**		**114**	

Q1-2   *I feel part of the University*

	2019		2017	
Agree	24	25%	41	36%
Tend to Agree	39	40%	44	39%
Tend to Disagree	23	24%	21	18%
Disagree	11	11%	8	7%
Total:	**97**		**114**	

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

	2019		2017	
Agree	42	44%	58	51%
Tend to Agree	27	28%	34	30%
Tend to Disagree	18	19%	11	10%
Disagree	9	9%	10	9%
Total:	**96**		**113**	

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

	2019		2017	
Agree	49	49%	58	51%
Tend to Agree	30	30%	38	33%
Tend to Disagree	9	9%	8	7%
Disagree	11	11%	10	9%
Total:	**99**		**114**	

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

	2019		2017	
Agree	22	22%	32	28%
Tend to Agree	31	31%	37	33%
Tend to Disagree	19	19%	25	22%
Disagree	27	27%	19	17%
Total:	**99**		**113**	

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

	2019		2017	
Agree	8	8%	6	5%
Tend to Agree	6	6%	10	9%
Tend to Disagree	41	41%	38	33%
Disagree	44	44%	60	53%
Total:	**99**		**114**	

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

	2019		2017	
Agree	23	24%	39	36%
Tend to Agree	47	49%	40	37%
Tend to Disagree	18	19%	20	19%
Disagree	8	8%	8	7%
Total:	**96**		**107**	

Area of Work: School of Computer Science

Question Block 1: Job Satisfaction

		2019		2017	

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

	2019		2017	
Agree	32	34%	55	50%
Tend to Agree	41	43%	34	31%
Tend to Disagree	14	15%	11	10%
Disagree	8	8%	11	10%
Total:	**95**		**111**	

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

	2019		2017	
Agree	24	26%	32	30%
Tend to Agree	34	36%	48	45%
Tend to Disagree	26	28%	17	16%
Disagree	10	11%	10	9%
Total:	**94**		**107**	

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

	2019		2017	
Agree	30	30%	41	36%
Tend to Agree	36	36%	42	37%
Tend to Disagree	20	20%	22	19%
Disagree	13	13%	8	7%
Total:	**99**		**113**	

CAPITA

Area of Work: School of Computer Science

Question Block 2: University Goals and Values

		2019		**2017**	

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

		2019		2017	
	Agree	32	33%	50	44%
	Tend to Agree	47	48%	42	37%
	Tend to Disagree	8	8%	15	13%
	Disagree	11	11%	7	6%
	Total:	**98**		**114**	

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

	Agree	65	66%	83	75%
	Tend to Agree	26	27%	23	21%
	Tend to Disagree	2	2%	4	4%
	Disagree	5	5%	1	1%
	Total:	**98**		**111**	

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

	Agree	64	66%	86	79%
	Tend to Agree	26	27%	18	17%
	Tend to Disagree	3	3%	4	4%
	Disagree	4	4%	1	1%
	Total:	**97**		**109**	

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

	Agree	66	67%	77	71%
	Tend to Agree	26	27%	27	25%
	Tend to Disagree	3	3%	4	4%
	Disagree	3	3%	1	1%
	Total:	**98**		**109**	

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

	Agree	35	37%	51	46%
	Tend to Agree	38	40%	39	35%
	Tend to Disagree	10	11%	17	15%
	Disagree	12	13%	5	4%
	Total:	**95**		**112**	

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

	Agree	6	6%	16	14%
	Tend to Agree	33	33%	46	41%
	Tend to Disagree	29	29%	35	32%
	Disagree	32	32%	14	13%
	Total:	**100**		**111**	

Area of Work: School of Computer Science

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	2	2%	18	16%
	Tend to Agree	37	37%	34	31%
	Tend to Disagree	27	27%	31	28%
	Disagree	33	33%	27	25%
	Total:	**99**		**110**	

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

		2019		2017	
	Yes	58	58%	83	83%
	No	26	26%	17	17%
	Don't Know	16	16%	0	0%
	Total:	**100**		**100**	

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

		2019	
	Yes	75	75%
	No	13	13%
	Don't Know	12	12%
	Total:	**100**	

CAPITA

Area of Work: School of Computer Science

Question Block 3: Senior Leadership

		2019		**2017**	

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

		2019		2017	
Agree		0	0%	22	24%
Tend to Agree		33	34%	33	36%
Tend to Disagree		26	27%	17	19%
Disagree		23	24%	19	21%
Don't Know		15	15%	0	0%
	Total:	**97**		**91**	

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

		2019		2017	
Agree		3	3%	19	20%
Tend to Agree		41	42%	43	46%
Tend to Disagree		23	24%	20	21%
Disagree		19	20%	12	13%
Don't Know		11	11%	0	0%
	Total:	**97**		**94**	

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

		2019		2017	
Agree		2	2%	15	19%
Tend to Agree		24	25%	26	33%
Tend to Disagree		28	29%	24	30%
Disagree		24	25%	14	18%
Don't Know		19	20%	0	0%
	Total:	**97**		**79**	

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

		2019		2017	
Agree		0	0%	13	15%
Tend to Agree		16	16%	23	27%
Tend to Disagree		29	30%	29	34%
Disagree		38	39%	21	24%
Don't Know		15	15%	0	0%
	Total:	**98**		**86**	

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

		2019		2017	
Agree		6	6%	18	18%
Tend to Agree		27	28%	38	38%
Tend to Disagree		25	26%	30	30%
Disagree		29	30%	15	15%
Don't Know		9	9%	0	0%
	Total:	**96**		**101**	

Area of Work: School of Computer Science

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***

Agree		3	3%
Tend to Agree		31	31%
Tend to Disagree		21	21%
Disagree		33	33%
Don't Know		11	11%
	Total:	**99**	

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

Agree		40	40%
Tend to Agree		38	38%
Tend to Disagree		8	8%
Disagree		13	13%
Don't Know		1	1%
	Total:	**100**	

CAPITA

Area of Work: School of Computer Science

Question Block 5: My Manager

		2019		**2017**	

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

	2019		2017	
Agree	52	53%	54	48%
Tend to Agree	26	26%	30	27%
Tend to Disagree	10	10%	16	14%
Disagree	11	11%	12	11%
Total:	**99**		**112**	

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

	2019		2017	
Agree	46	46%	51	47%
Tend to Agree	29	29%	26	24%
Tend to Disagree	13	13%	20	18%
Disagree	11	11%	12	11%
Total:	**99**		**109**	

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

	2019		2017	
Agree	44	44%	57	51%
Tend to Agree	30	30%	28	25%
Tend to Disagree	13	13%	18	16%
Disagree	12	12%	9	8%
Total:	**99**		**112**	

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

	2019		2017	
Agree	47	47%	52	47%
Tend to Agree	26	26%	30	27%
Tend to Disagree	15	15%	19	17%
Disagree	11	11%	10	9%
Total:	**99**		**111**	

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

	2019		2017	
Agree	49	49%	51	46%
Tend to Agree	23	23%	33	29%
Tend to Disagree	15	15%	15	13%
Disagree	13	13%	13	12%
Total:	**100**		**112**	

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

	2019		2017	
Agree	32	33%	39	36%
Tend to Agree	25	26%	25	23%
Tend to Disagree	18	18%	22	20%
Disagree	23	23%	23	21%
Total:	**98**		**109**	

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

	2019		2017	
Agree	32	34%	32	31%
Tend to Agree	35	37%	33	32%
Tend to Disagree	13	14%	20	19%
Disagree	15	16%	18	17%
Total:	**95**		**103**	

Area of Work: School of Computer Science

Question Block 5: My Manager

		2019		**2017**

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

		2019		2017
Agree		40	41%	
Tend to Agree		26	27%	
Tend to Disagree		17	17%	
Disagree		15	15%	
Total:		**98**		

CAPITA

Area of Work: School of Computer Science

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		51	53%	73	65%
No		45	47%	40	35%
	Total:	**96**		**113**	

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)*

Yes		46	90%	66	93%
No		5	10%	5	7%
	Total:	**51**		**71**	

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)*

Yes		39	76%	56	78%
No		12	24%	16	22%
	Total:	**51**		**72**	

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)*

Yes		28	72%	26	48%
No		1	3%	4	7%
Too Early To Say		10	26%	24	44%
	Total:	**39**		**54**	

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)*

Yes		27	71%	34	62%
No		1	3%	6	11%
Too Early To Say		10	26%	15	27%
	Total:	**38**		**55**	

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)*

Agree		24	47%	35	49%
Tend to Agree		17	33%	22	31%
Tend to Disagree		5	10%	9	13%
Disagree		5	10%	5	7%
	Total:	**51**		**71**	

Area of Work: School of Computer Science

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		38	38%	43	39%
Tend to Agree		34	34%	41	37%
Tend to Disagree		14	14%	16	14%
Disagree		14	14%	11	10%
Total:		**100**		**111**	

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

		2019		2017	
Agree		29	30%	38	34%
Tend to Agree		42	43%	42	38%
Tend to Disagree		12	12%	14	13%
Disagree		15	15%	17	15%
Total:		**98**		**111**	

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		68	71%	49	44%
No		28	29%	63	56%
Total:		**96**		**112**	

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

		2019	
Yes		18	19%
No		77	81%
Total:		**95**	

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

		2019	
Yes		13	14%
No		83	86%
Total:		**96**	

CAPITA

Area of Work: School of Computer Science

Question Block 7: My Role

		2019		**2017**	

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

	2019		2017	
Agree	59	60%	76	67%
Tend to Agree	25	25%	26	23%
Tend to Disagree	9	9%	9	8%
Disagree	6	6%	3	3%
Total:	99		114	

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

	2019		2017	
Agree	54	55%	71	62%
Tend to Agree	28	28%	27	24%
Tend to Disagree	10	10%	11	10%
Disagree	7	7%	5	4%
Total:	99		114	

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

	2019		2017	
Agree	53	54%	66	59%
Tend to Agree	32	32%	29	26%
Tend to Disagree	5	5%	12	11%
Disagree	9	9%	5	4%
Total:	99		112	

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

	2019		2017	
Agree	61	62%	79	70%
Tend to Agree	29	29%	24	21%
Tend to Disagree	3	3%	5	4%
Disagree	6	6%	5	4%
Total:	99		113	

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

	2019		2017	
Agree	34	35%	55	48%
Tend to Agree	39	40%	43	38%
Tend to Disagree	13	13%	10	9%
Disagree	12	12%	6	5%
Total:	98		114	

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

	2019		2017	
Agree	32	33%	59	53%
Tend to Agree	34	35%	32	29%
Tend to Disagree	17	17%	16	14%
Disagree	15	15%	5	4%
Total:	98		112	

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

	2019		2017	
Agree	24	24%	34	30%
Tend to Agree	30	30%	35	31%
Tend to Disagree	20	20%	22	19%
Disagree	26	26%	22	19%
Total:	100		113	

Area of Work: School of Computer Science

Question Block 7: My Role

		2019		**2017**	

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

		2019		2017	
	Agree	21	21%	32	28%
	Tend to Agree	31	31%	49	43%
	Tend to Disagree	21	21%	18	16%
	Disagree	26	26%	14	12%
	Total:	**99**		**113**	

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

		2019		2017	
	Agree	15	15%	29	26%
	Tend to Agree	34	34%	47	42%
	Tend to Disagree	24	24%	22	19%
	Disagree	27	27%	15	13%
	Total:	**100**		**113**	

Area of Work: School of Computer Science

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	50	51%	76	67%
Tend to Agree	34	35%	31	27%
Tend to Disagree	9	9%	4	4%
Disagree	5	5%	3	3%
Total:	**98**		**114**	

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

	2019		2017	
Agree	51	53%	63	56%
Tend to Agree	30	31%	28	25%
Tend to Disagree	5	5%	13	12%
Disagree	11	11%	9	8%
Total:	**97**		**113**	

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

	2019		2017	
Agree	41	42%	66	58%
Tend to Agree	44	45%	33	29%
Tend to Disagree	7	7%	10	9%
Disagree	6	6%	5	4%
Total:	**98**		**114**	

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

	2019		2017	
Agree	21	22%	34	31%
Tend to Agree	39	41%	42	39%
Tend to Disagree	22	23%	17	16%
Disagree	14	15%	16	15%
Total:	**96**		**109**	

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	48	49%	50	45%
Tend to Agree	24	25%	24	22%
Tend to Disagree	20	21%	23	21%
Disagree	5	5%	14	13%
Total:	**97**		**111**	

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

	2019		2017	
Agree	23	23%	30	27%
Tend to Agree	23	23%	22	20%
Tend to Disagree	36	37%	31	28%
Disagree	16	16%	28	25%
Total:	**98**		**111**	

Area of Work: School of Computer Science

Question Block 8: My Work Experience

		2019		**2017**	

Q8-7   *Relationships at work are strained*

	2019		2017	
Agree	10	10%	11	10%
Tend to Agree	18	18%	14	13%
Tend to Disagree	37	38%	37	33%
Disagree	33	34%	50	45%
Total:	**98**		**112**	

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

	2019		2017	
Agree	28	29%	36	32%
Tend to Agree	27	28%	34	31%
Tend to Disagree	19	19%	22	20%
Disagree	24	24%	19	17%
Total:	**98**		**111**	

Q8-9   *I feel stressed at work*

	2019		2017	
Always	18	18%	17	15%
Frequently	35	35%	24	21%
Occasionally	44	44%	65	58%
Never	2	2%	7	6%
Total:	**99**		**113**	

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	47	49%	41	39%
No	48	51%	63	61%
Total:	**95**		**104**	

CAPITA

Area of Work: School of Computer Science

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		70	70%	71	62%
No		30	30%	43	38%
	Total:	100		114	

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

		2019		2017	
Yes		85	86%	84	74%
No		14	14%	30	26%
	Total:	99		114	

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

		2019		2017	
Agree		53	54%	47	42%
Tend to Agree		24	24%	38	34%
Tend to Disagree		13	13%	14	13%
Disagree		9	9%	12	11%
	Total:	99		111	

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

		2019		2017	
Agree		34	35%	57	52%
Tend to Agree		39	40%	34	31%
Tend to Disagree		8	8%	11	10%
Disagree		17	17%	8	7%
	Total:	98		110	

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

		2019		2017	
Agree		29	31%	47	44%
Tend to Agree		41	44%	45	42%
Tend to Disagree		15	16%	10	9%
Disagree		9	10%	6	6%
	Total:	94		108	

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

		2019		2017	
Agree		13	14%	26	24%
Tend to Agree		34	37%	39	36%
Tend to Disagree		25	27%	22	21%
Disagree		21	23%	20	19%
	Total:	93		107	

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

		2019		2017	
Agree		12	13%	22	21%
Tend to Agree		30	32%	37	35%
Tend to Disagree		29	31%	28	27%
Disagree		24	25%	18	17%
	Total:	95		105	

Area of Work: School of Computer Science

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	21	22%	40	37%
Tend to Agree	52	55%	50	46%
Tend to Disagree	13	14%	12	11%
Disagree	9	9%	6	6%
Total:	**95**		**108**	

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

	2019		2017	
Yes	10	10%	7	6%
No	88	90%	107	94%
Total:	**98**		**114**	

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

	2019		2017	
Yes	9	9%	10	9%
No	87	91%	104	91%
Total:	**96**		**114**	

Area of Work: School of Computer Science

Question Block 9: Dignity at Work

Area of Work: School of Computer Science

Question Block 10: Physical Environment

		2019		**2017**	

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

	Agree	58	59%	69	61%
	Tend to Agree	37	37%	39	35%
	Tend to Disagree	1	1%	4	4%
	Disagree	3	3%	1	1%
	Total:	**99**		**113**	

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

	Agree	33	33%	38	33%
	Tend to Agree	40	40%	37	32%
	Tend to Disagree	16	16%	23	20%
	Disagree	11	11%	16	14%
	Total:	**100**		**114**	

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

	Agree	53	54%	68	60%
	Tend to Agree	37	37%	31	27%
	Tend to Disagree	6	6%	12	11%
	Disagree	3	3%	2	2%
	Total:	**99**		**113**	

Q10-4   *Facilities for teaching students are good*

	Agree	28	30%	42	39%
	Tend to Agree	55	59%	56	52%
	Tend to Disagree	5	5%	8	7%
	Disagree	5	5%	1	1%
	Total:	**93**		**107**	

Q10-5   *Facilities for research are good*

	Agree	26	27%	38	36%
	Tend to Agree	52	55%	55	51%
	Tend to Disagree	11	12%	10	9%
	Disagree	6	6%	4	4%
	Total:	**95**		**107**	

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

	Agree	28	29%	41	37%
	Tend to Agree	44	46%	36	32%
	Tend to Disagree	17	18%	23	21%
	Disagree	6	6%	12	11%
	Total:	**95**		**112**	

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

	Yes	66	67%	60	53%
	No	9	9%	14	12%
	Not Sure	24	24%	39	35%
	Total:	**99**		**113**	

Area of Work: School of Computer Science

Question Block 11: Managing Change

		2019		**2017**	

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

		2019		2017	
	Agree	6	6%	10	10%
	Tend to Agree	14	15%	30	29%
	Tend to Disagree	35	37%	47	45%
	Disagree	40	42%	18	17%
	Total:	**95**		**105**	

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

		2019		2017	
	Agree	11	12%	22	21%
	Tend to Agree	26	27%	30	28%
	Tend to Disagree	30	32%	39	36%
	Disagree	28	29%	16	15%
	Total:	**95**		**107**	

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

		2019		2017	
	Agree	38	40%	35	34%
	Tend to Agree	48	51%	52	51%
	Tend to Disagree	6	6%	12	12%
	Disagree	3	3%	3	3%
	Total:	**95**		**102**	

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

		2019		2017	
	Agree	5	5%	14	14%
	Tend to Agree	19	20%	26	25%
	Tend to Disagree	33	35%	43	42%
	Disagree	38	40%	20	19%
	Total:	**95**		**103**	

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

		2019		2017	
	Agree	10	10%	20	19%
	Tend to Agree	25	25%	31	30%
	Tend to Disagree	27	27%	29	28%
	Disagree	37	37%	24	23%
	Total:	**99**		**104**	

CAPITA

Area of Work: School of Computer Science

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	39	41%
Tend to Agree	27	28%
Tend to Disagree	12	13%
Disagree	17	18%
Total:	**95**	

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

Agree	8	8%
Tend to Agree	30	31%
Tend to Disagree	26	27%
Disagree	32	33%
Total:	**96**	

Q12-3   *I have seen improvements since the last survey*

Agree	2	2%
Tend to Agree	20	22%
Tend to Disagree	29	32%
Disagree	39	43%
Total:	**90**	

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

Agree	13	14%
Tend to Agree	22	23%
Tend to Disagree	22	23%
Disagree	37	39%
Total:	**94**	

Q12-5   *I feel my views are listened to*

Agree	5	5%
Tend to Agree	30	32%
Tend to Disagree	27	28%
Disagree	33	35%
Total:	**95**	

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

Agree	6	6%
Tend to Agree	32	34%
Tend to Disagree	23	24%
Disagree	33	35%
Total:	**94**	

Area of Work: School of Computer Science

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	4	6%
Job Security	4	6%
Job Satisfaction	4	6%
Communication	3	4%
Relationships/Co-operation	3	4%
Feeling Valued/Supported	7	10%
Training, Development & Progression	3	4%
Facilities/Environment	3	4%
Role & Responsibilities	2	3%
Management - Immediate/Local	3	4%
Senior Leadership	23	34%
Other	9	13%
Total:	**68**	

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	2	4%
Job Security	1	2%
Job Satisfaction	13	27%
Relationships/Co-operation	11	22%
Feeling Valued/Supported	4	8%
Training, Development & Progression	1	2%
Facilities/Environment	2	4%
Role & Responsibilities	3	6%
Management - Immediate/Local	4	8%
Senior Leadership	2	4%
Other	6	12%
Total:	**49**	