

# Staff pulse survey

(March 2021)

## Results pack

### Faculty Professional Services

Biology, Medicine and Health (Faculty) + Professional Services (Staff Group) Cancer Research UK Manchester Institute (School) Faculty Office - Biology, Med and Health (School) FBMH Research and Innovation (School) School of Biological Sciences (School) School of Health Sciences (School) School of Medical Sciences (School)	Humanities (Faculty) + Professional Services (Staff Group) Alliance Manchester Business School (School) Faculty Office - Humanities (School) School of Arts, Languages and Cultures (School) School of Environ, Education and Develop (School) School of Social Sciences (School)	Science and Engineering (Faculty) + Professional Services (Staff Group) Faculty Office - Science and Engineering (School) FSE Research Institutes (School) School of Engineering (School) School of Natural Sciences (School)
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Analysis Type

Overall University level results

Complete	Not Complete	Sample	Response Rate
5700	6307	12007	47%

Theme	HEI benchmark	Russell Group benchmark	UoM
<b>Health &amp; Wellbeing</b>			
I am able to manage my current workload	<div><div></div></div> 52%		<div><div></div></div> 62%
I am aware that the University has health and wellbeing support services			<div><div></div></div> 93%
If I was experiencing poor mental health I would feel confident to raise it at work			<div><div></div></div> 50%
In the last 12 months I have often had to put in extra time to meet the demands of my workload			<div><div></div></div> 85%
The University cares about my health and wellbeing	<div><div></div></div> 55%		<div><div></div></div> 53%
<b>Leadership</b>			
Senior leaders at the University are open and honest in their communications with staff			<div><div></div></div> 52%
Senior leaders manage and lead the University well	<div><div></div></div> 44%	<div><div></div></div> 40%	<div><div></div></div> 44%
The University does a good job of keeping me informed about matters affecting me	<div><div></div></div> 60%	<div><div></div></div> 61%	<div><div></div></div> 72%
<b>Support &amp; Recognition</b>			
I feel valued and recognised for the work I do	<div><div></div></div> 56%		<div><div></div></div> 52%
<b>Support During Lockdown</b>			
I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	<div><div></div></div> 57%	<div><div></div></div> 59%	<div><div></div></div> 69%
My manager makes an effort to keep in touch with me when I am working from home/on furlough leave			<div><div></div></div> 75%
My manager supports my health and wellbeing			<div><div></div></div> 75%
<b>Working From Home</b>			
I have found on-line meetings to be more efficient than meeting in-person			<div><div></div></div> 46%
While working from home, I have appreciated the ability to work flexible hours			<div><div></div></div> 76%
While working from home, I have appreciated the time saved on commuting			<div><div></div></div> 80%
While working from home, I have felt more productive			<div><div></div></div> 50%

Overall (Analysis Type) + **Biology, Medicine and Health (Faculty) + Professional Services (Staff Group)**

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Faculty	Complete	Not Complete	Sample	Response Rate
Biology, Medicine and Health	716	556	1272	56%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	716	72%	<div><div></div></div> 10%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	716	96%	<div><div></div></div> 3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	716	57%	<div><div></div></div> 7%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	716	79%	<div><div></div></div> -6%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	716	63%	<div><div></div></div> 10%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	716	60%	<div><div></div></div> 8%	Yes
Leadership	Senior leaders manage and lead the University well	716	53%	<div><div></div></div> 9%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	716	79%	<div><div></div></div> 7%	Yes
Support & Recognition	I feel valued and recognised for the work I do	716	56%	<div><div></div></div> 4%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	716	77%	<div><div></div></div> 8%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	716	78%	<div><div></div></div> 3%	No
Support During Lockdown	My manager supports my health and wellbeing	716	78%	<div><div></div></div> 3%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	716	52%	<div><div></div></div> 6%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	716	89%	<div><div></div></div> 13%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	716	91%	<div><div></div></div> 11%	Yes
Working From Home	While working from home, I have felt more productive	716	64%	<div><div></div></div> 14%	Yes

School	Complete	Not Complete	Sample	Response Rate
Cancer Research UK Manchester Institute	64	148	212	30%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	64	86%	24%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	64	92%	-1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	64	52%	2%	No
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	64	75%	-10%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	64	62%	9%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	64	64%	12%	Yes
Leadership	Senior leaders manage and lead the University well	64	59%	15%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	64	78%	6%	Yes
Support & Recognition	I feel valued and recognised for the work I do	64	53%	1%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	64	80%	11%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	64	73%	-2%	No
Support During Lockdown	My manager supports my health and wellbeing	64	75%	0%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	64	47%	1%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	64	81%	5%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	64	88%	8%	Yes
Working From Home	While working from home, I have felt more productive	64	53%	3%	No



Biology, Medicine and Health (Faculty) + **Faculty Office - Biology, Med and Health (School)** + Professional Services (Staff Group) 

School	Complete	Not Complete	Sample	Response Rate
Faculty Office - Biology, Med and Health	227	177	404	56%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	227	72%	 10%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	227	96%	 3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	227	59%	 9%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	227	79%	 -6%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	227	62%	 9%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	227	59%	 7%	Yes
Leadership	Senior leaders manage and lead the University well	227	53%	 9%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	227	80%	 8%	Yes
Support & Recognition	I feel valued and recognised for the work I do	227	56%	 4%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	227	79%	 10%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	227	79%	 4%	Yes
Support During Lockdown	My manager supports my health and wellbeing	227	79%	 4%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	227	49%	 3%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	227	91%	 15%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	227	91%	 11%	Yes
Working From Home	While working from home, I have felt more productive	227	61%	 11%	Yes

Biology, Medicine and Health (Faculty) + **FBMH Research and Innovation (School)** + Professional Services (Staff Group)

School	Complete	Not Complete	Sample	Response Rate
FBMH Research and Innovation	27	37	64	42%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	27	63%	1%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	27	89%	-4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	27	48%	-2%	No
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	27	93%	8%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	27	48%	-5%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	27	41%	-11%	Yes
Leadership	Senior leaders manage and lead the University well	27	37%	-7%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	27	56%	-16%	Yes
Support & Recognition	I feel valued and recognised for the work I do	27	22%	-30%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	27	63%	-6%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	27	32%	-43%	Yes
Support During Lockdown	My manager supports my health and wellbeing	27	52%	-23%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	27	50%	4%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	27	86%	10%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	27	79%	-1%	No
Working From Home	While working from home, I have felt more productive	27	36%	-14%	Yes

Biology, Medicine and Health (Faculty) + **School of Biological Sciences (School)** + Professional Services (Staff Group) ▼

School	Complete	Not Complete	Sample	Response Rate
School of Biological Sciences	99	50	149	66%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▼					
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	99	63%	<div><div></div></div> 17%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	99	92%	<div><div></div></div> 16%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	99	92%	<div><div></div></div> 12%	Yes
Working From Home	While working from home, I have felt more productive	99	68%	<div><div></div></div> 18%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	99	79%	<div><div></div></div> 10%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	99	81%	<div><div></div></div> 6%	Yes
Support During Lockdown	My manager supports my health and wellbeing	99	78%	<div><div></div></div> 3%	No
Support & Recognition	I feel valued and recognised for the work I do	99	68%	<div><div></div></div> 16%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	99	71%	<div><div></div></div> 19%	Yes
Leadership	Senior leaders manage and lead the University well	99	65%	<div><div></div></div> 21%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	99	90%	<div><div></div></div> 18%	Yes
Health & Wellbeing	I am able to manage my current workload	99	78%	<div><div></div></div> 16%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	99	98%	<div><div></div></div> 5%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	99	64%	<div><div></div></div> 14%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	99	71%	<div><div></div></div> -14%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	99	75%	<div><div></div></div> 22%	Yes



Biology, Medicine and Health (Faculty) + **School of Health Sciences (School)** + Professional Services (Staff Group)

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School	Complete	Not Complete	Sample	Response Rate
School of Health Sciences	183	106	289	63%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	183	72%	10%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	183	98%	5%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	183	57%	7%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	183	78%	-7%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	183	65%	12%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	183	62%	10%	Yes
Leadership	Senior leaders manage and lead the University well	183	55%	11%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	183	76%	4%	Yes
Support & Recognition	I feel valued and recognised for the work I do	183	58%	6%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	183	75%	6%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	183	83%	8%	Yes
Support During Lockdown	My manager supports my health and wellbeing	183	81%	6%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	183	52%	6%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	183	87%	11%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	183	90%	10%	Yes
Working From Home	While working from home, I have felt more productive	183	65%	15%	Yes



Biology, Medicine and Health (Faculty) + **School of Medical Sciences (School)** + Professional Services (Staff Group)

▼

School	Complete	Not Complete	Sample	Response Rate
School of Medical Sciences	105	36	141	74%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	105	64%	<div></div> 2%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	105	94%	<div></div> 1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	105	53%	<div></div> 3%	No
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	105	86%	<div></div> 1%	No
Health & Wellbeing	The University cares about my health and wellbeing	105	53%	<div></div> 0%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	105	51%	<div></div> -1%	No
Leadership	Senior leaders manage and lead the University well	105	41%	<div></div> -3%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	105	80%	<div></div> 8%	Yes
Support & Recognition	I feel valued and recognised for the work I do	105	47%	<div></div> -5%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	105	75%	<div></div> 6%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	105	79%	<div></div> 4%	Yes
Support During Lockdown	My manager supports my health and wellbeing	105	74%	<div></div> -1%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	105	53%	<div></div> 7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	105	88%	<div></div> 12%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	105	94%	<div></div> 14%	Yes
Working From Home	While working from home, I have felt more productive	105	74%	<div></div> 24%	Yes

Overall (Analysis Type) + Humanities (Faculty) + Professional Services (Staff Group)

Faculty	Complete	Not Complete	Sample	Response Rate
Humanities	400	220	620	65%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	400	68%	<div></div> 6%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	400	96%	<div></div> 3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	400	57%	<div></div> 7%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	400	87%	<div></div> 2%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	400	56%	<div></div> 3%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	400	54%	<div></div> 2%	No
Leadership	Senior leaders manage and lead the University well	400	46%	<div></div> 2%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	400	77%	<div></div> 5%	Yes
Support & Recognition	I feel valued and recognised for the work I do	400	54%	<div></div> 2%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	400	74%	<div></div> 5%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	400	88%	<div></div> 13%	Yes
Support During Lockdown	My manager supports my health and wellbeing	400	84%	<div></div> 9%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	400	54%	<div></div> 8%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	400	87%	<div></div> 11%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	400	90%	<div></div> 10%	Yes
Working From Home	While working from home, I have felt more productive	400	66%	<div></div> 16%	Yes

Humanities (Faculty) + Alliance Manchester Business School (School) + Professional Services (Staff Group)

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School	Complete	Not Complete	Sample	Response Rate
Alliance Manchester Business School	117	68	185	63%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	117	68%	<div></div> 6%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	117	97%	<div></div> 4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	117	57%	<div></div> 7%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	117	86%	<div></div> 1%	No
Health & Wellbeing	The University cares about my health and wellbeing	117	62%	<div></div> 9%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	117	63%	<div></div> 11%	Yes
Leadership	Senior leaders manage and lead the University well	117	53%	<div></div> 9%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	117	79%	<div></div> 7%	Yes
Support & Recognition	I feel valued and recognised for the work I do	117	54%	<div></div> 2%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	117	74%	<div></div> 5%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	117	87%	<div></div> 12%	Yes
Support During Lockdown	My manager supports my health and wellbeing	117	85%	<div></div> 10%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	117	50%	<div></div> 4%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	117	90%	<div></div> 14%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	117	89%	<div></div> 9%	Yes
Working From Home	While working from home, I have felt more productive	117	72%	<div></div> 22%	Yes



Humanities (Faculty) + **Faculty Office - Humanities (School)** + Professional Services (Staff Group)



School	Complete	Not Complete	Sample	Response Rate
Faculty Office - Humanities	97	66	163	60%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	97	63%	<div><div></div></div> 1%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	97	97%	<div><div></div></div> 4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	97	54%	<div><div></div></div> 4%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	97	86%	<div><div></div></div> 1%	No
Health & Wellbeing	The University cares about my health and wellbeing	97	58%	<div><div></div></div> 5%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	97	52%	<div><div></div></div> 0%	No
Leadership	Senior leaders manage and lead the University well	97	46%	<div><div></div></div> 2%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	97	74%	<div><div></div></div> 2%	No
Support & Recognition	I feel valued and recognised for the work I do	97	55%	<div><div></div></div> 3%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	97	73%	<div><div></div></div> 4%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	97	82%	<div><div></div></div> 7%	Yes
Support During Lockdown	My manager supports my health and wellbeing	97	78%	<div><div></div></div> 3%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	97	58%	<div><div></div></div> 12%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	97	87%	<div><div></div></div> 11%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	97	90%	<div><div></div></div> 10%	Yes
Working From Home	While working from home, I have felt more productive	97	68%	<div><div></div></div> 18%	Yes



Humanities (Faculty) + **School of Arts, Languages and Cultures (School)** + Professional Services (Staff Group) ▼

School	Complete	Not Complete	Sample	Response Rate
School of Arts, Languages and Culture	73	29	102	72%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	73	74%	<div><div></div></div> 12%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	73	99%	<div><div></div></div> 6%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	73	58%	<div><div></div></div> 8%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	73	86%	<div><div></div></div> 1%	No
Health & Wellbeing	The University cares about my health and wellbeing	73	58%	<div><div></div></div> 5%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	73	53%	<div><div></div></div> 1%	No
Leadership	Senior leaders manage and lead the University well	73	45%	<div><div></div></div> 1%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	73	84%	<div><div></div></div> 12%	Yes
Support & Recognition	I feel valued and recognised for the work I do	73	52%	<div><div></div></div> 0%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	73	86%	<div><div></div></div> 17%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	73	92%	<div><div></div></div> 17%	Yes
Support During Lockdown	My manager supports my health and wellbeing	73	88%	<div><div></div></div> 13%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	73	60%	<div><div></div></div> 14%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	73	92%	<div><div></div></div> 16%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	73	93%	<div><div></div></div> 13%	Yes
Working From Home	While working from home, I have felt more productive	73	59%	<div><div></div></div> 9%	Yes

School	Complete	Not Complete	Sample	Response Rate
School of Environ, Education and Develop	53	26	79	67%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	53	74%	<div><div></div></div> 12%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	53	92%	<div><div></div></div> -1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	53	64%	<div><div></div></div> 14%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	53	96%	<div><div></div></div> 11%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	53	55%	<div><div></div></div> 2%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	53	62%	<div><div></div></div> 10%	Yes
Leadership	Senior leaders manage and lead the University well	53	51%	<div><div></div></div> 7%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	53	87%	<div><div></div></div> 15%	Yes
Support & Recognition	I feel valued and recognised for the work I do	53	53%	<div><div></div></div> 1%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	53	68%	<div><div></div></div> -1%	No
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	53	87%	<div><div></div></div> 12%	Yes
Support During Lockdown	My manager supports my health and wellbeing	53	87%	<div><div></div></div> 12%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	53	53%	<div><div></div></div> 7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	53	84%	<div><div></div></div> 8%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	53	90%	<div><div></div></div> 10%	Yes
Working From Home	While working from home, I have felt more productive	53	61%	<div><div></div></div> 11%	Yes

Humanities (Faculty) + **School of Social Sciences (School)** + Professional Services (Staff Group)



School	Complete	Not Complete	Sample	Response Rate
School of Social Sciences	60	31	91	66%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	60	61%	-1%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	60	92%	-1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	60	51%	1%	No
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	60	80%	-5%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	60	37%	-16%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	60	31%	-21%	Yes
Leadership	Senior leaders manage and lead the University well	60	25%	-19%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	60	64%	-8%	Yes
Support & Recognition	I feel valued and recognised for the work I do	60	54%	2%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	60	66%	-3%	No
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	60	93%	18%	Yes
Support During Lockdown	My manager supports my health and wellbeing	60	81%	6%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	60	47%	1%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	60	81%	5%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	60	88%	8%	Yes
Working From Home	While working from home, I have felt more productive	60	61%	11%	Yes



Overall (Analysis Type) + **Science and Engineering (Faculty)+ Professional Services (Staff Group)**

Faculty	Complete	Not Complete	Sample	Response Rate
Science and Engineering	494	384	878	56%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	494	68%	<div></div> 6%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	494	94%	<div></div> 1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	494	53%	<div></div> 3%	No
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	494	85%	<div></div> 0%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	494	60%	<div></div> 7%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	494	57%	<div></div> 5%	Yes
Leadership	Senior leaders manage and lead the University well	494	45%	<div></div> 1%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	494	75%	<div></div> 3%	No
Support & Recognition	I feel valued and recognised for the work I do	494	54%	<div></div> 2%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	494	76%	<div></div> 7%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	494	79%	<div></div> 4%	Yes
Support During Lockdown	My manager supports my health and wellbeing	494	77%	<div></div> 2%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	494	48%	<div></div> 2%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	494	85%	<div></div> 9%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	494	88%	<div></div> 8%	Yes
Working From Home	While working from home, I have felt more productive	494	58%	<div></div> 8%	Yes



Science and Engineering (Faculty) + **Faculty Office - Science and Engineering (School)** + Professional Services (Staff Group) ▼

School	Complete	Not Complete	Sample	Response Rate
Faculty Office - Science and Engineering	141	69	210	67%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	141	72%	<div><div></div></div> 10%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	141	97%	<div><div></div></div> 4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	141	54%	<div><div></div></div> 4%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	141	88%	<div><div></div></div> 3%	No
Health & Wellbeing	The University cares about my health and wellbeing	141	70%	<div><div></div></div> 17%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	141	64%	<div><div></div></div> 12%	Yes
Leadership	Senior leaders manage and lead the University well	141	50%	<div><div></div></div> 6%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	141	79%	<div><div></div></div> 7%	Yes
Support & Recognition	I feel valued and recognised for the work I do	141	64%	<div><div></div></div> 12%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	141	84%	<div><div></div></div> 15%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	141	87%	<div><div></div></div> 12%	Yes
Support During Lockdown	My manager supports my health and wellbeing	141	86%	<div><div></div></div> 11%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	141	57%	<div><div></div></div> 11%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	141	89%	<div><div></div></div> 13%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	141	93%	<div><div></div></div> 13%	Yes
Working From Home	While working from home, I have felt more productive	141	70%	<div><div></div></div> 20%	Yes

Science and Engineering (Faculty) + **FSE Research Institutes (School)** + Professional Services (Staff Group)

▼

School	Complete	Not Complete	Sample	Response Rate
FSE Research Institutes	56	59	115	49%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	56	71%	<div><div></div></div> 9%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	56	95%	<div><div></div></div> 2%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	56	64%	<div><div></div></div> 14%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	56	80%	<div><div></div></div> -5%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	56	68%	<div><div></div></div> 15%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	56	58%	<div><div></div></div> 6%	Yes
Leadership	Senior leaders manage and lead the University well	56	57%	<div><div></div></div> 13%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	56	79%	<div><div></div></div> 7%	Yes
Support & Recognition	I feel valued and recognised for the work I do	56	64%	<div><div></div></div> 12%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	56	82%	<div><div></div></div> 13%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	56	84%	<div><div></div></div> 9%	Yes
Support During Lockdown	My manager supports my health and wellbeing	56	82%	<div><div></div></div> 7%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	56	45%	<div><div></div></div> -1%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	56	79%	<div><div></div></div> 3%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	56	89%	<div><div></div></div> 9%	Yes
Working From Home	While working from home, I have felt more productive	56	62%	<div><div></div></div> 12%	Yes

Science and Engineering (Faculty) + **School of Engineering (School)** + Professional Services (Staff Group)

School	Complete	Not Complete	Sample	Response Rate
School of Engineering	129	81	210	61%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	129	61%	-1%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	129	92%	-1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	129	45%	-5%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	129	88%	3%	No
Health & Wellbeing	The University cares about my health and wellbeing	129	47%	-6%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	129	52%	0%	No
Leadership	Senior leaders manage and lead the University well	129	40%	-4%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	129	70%	-2%	No
Support & Recognition	I feel valued and recognised for the work I do	129	48%	-4%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	129	67%	-2%	No
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	129	84%	9%	Yes
Support During Lockdown	My manager supports my health and wellbeing	129	78%	3%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	129	50%	4%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	129	85%	9%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	129	83%	3%	No
Working From Home	While working from home, I have felt more productive	129	57%	7%	Yes



Science and Engineering (Faculty) + **School of Natural Sciences (School)** + Professional Services (Staff Group)

School	Complete	Not Complete	Sample	Response Rate
School of Natural Sciences	168	175	343	49%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	168	68%	6%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	168	93%	0%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	168	53%	3%	No
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	168	82%	-3%	No
Health & Wellbeing	The University cares about my health and wellbeing	168	59%	6%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	168	55%	3%	No
Leadership	Senior leaders manage and lead the University well	168	42%	-2%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	168	73%	1%	No
Support & Recognition	I feel valued and recognised for the work I do	168	48%	-4%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	168	74%	5%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	168	67%	-8%	Yes
Support During Lockdown	My manager supports my health and wellbeing	168	68%	-7%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	168	39%	-7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	168	85%	9%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	168	86%	6%	Yes
Working From Home	While working from home, I have felt more productive	168	47%	-3%	No