

Staff pulse survey

(March 2021)

Results pack

Teaching/Teaching and Research

Teaching and T&R (Staff Group)
Biology, Medicine and Health (Faculty)
School of Biological Sciences (School)
School of Health Sciences (School)
School of Medical Sciences (School)
Humanities (Faculty)
Alliance Manchester Business School (School)

School of Arts, Languages and Cultures (School)
School of Environ, Education and Develop (School)
School of Social Sciences (School)
Science and Engineering (Faculty)
School of Engineering (School)
School of Natural Sciences (School)

Analysis Type

Overall University level results

Complete	Not Complete	Sample	Response Rate
5700	6307	12007	47%

Theme	HEI benchmark	Russell Group benchmark	UoM
Health & Wellbeing			
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%
Leadership			
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%
Support & Recognition			
I feel valued and recognised for the work I do	<div><div></div></div> 56%		<div><div></div></div> 52%
Support During Lockdown			
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%
Working From Home			
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 (Faculty) + Overall (Result Type) + **Teaching and T&R (Staff Group)**

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Complete	Not Complete	Sample	Response Rate
1696	2579	4275	40%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	1699	43%	-19%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	1699	89%	-4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	1699	37%	-13%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	1699	93%	8%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	1699	35%	-18%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	1699	36%	-16%	Yes
Leadership	Senior leaders manage and lead the University well	1699	29%	-15%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	1699	58%	-14%	Yes
Support & Recognition	I feel valued and recognised for the work I do	1699	41%	-11%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	1699	57%	-12%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	1699	63%	-12%	Yes
Support During Lockdown	My manager supports my health and wellbeing	1699	63%	-12%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	1699	39%	-7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	1699	57%	-19%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	1699	68%	-12%	Yes
Working From Home	While working from home, I have felt more productive	1699	32%	-18%	Yes

Biology, Medicine and Health (Faculty) + Overall (School) + Teaching and T&R (Staff Group) 

Faculty	Complete	Not Complete	Sample	Response Rate
Biology, Medicine and Health	543	786	1329	41%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	543	48%	-14%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	543	93%	0%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	543	42%	-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	543	93%	8%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	543	43%	-10%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	543	47%	-5%	Yes
Leadership	Senior leaders manage and lead the University well	543	36%	-8%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	543	69%	-3%	No
Support & Recognition	I feel valued and recognised for the work I do	543	46%	-6%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	543	60%	-9%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	543	63%	-12%	Yes
Support During Lockdown	My manager supports my health and wellbeing	543	65%	-10%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	543	44%	-2%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	543	67%	-9%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	543	78%	-2%	No
Working From Home	While working from home, I have felt more productive	543	43%	-7%	Yes

Biology, Medicine and Health (Faculty) + **School of Biological Sciences (School)** + Teaching and T&R (Staff Group)

School	Complete	Not Complete	Sample	Response Rate
School of Biological Sciences	133	209	342	39%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	133	36%	-26%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	133	90%	-3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	133	27%	-23%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	133	95%	10%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	133	32%	-21%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	133	42%	-10%	Yes
Leadership	Senior leaders manage and lead the University well	133	30%	-14%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	133	59%	-13%	Yes
Support & Recognition	I feel valued and recognised for the work I do	133	27%	-25%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	133	51%	-18%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	133	48%	-27%	Yes
Support During Lockdown	My manager supports my health and wellbeing	133	51%	-24%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	133	41%	-5%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	133	62%	-14%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	133	78%	-2%	No
Working From Home	While working from home, I have felt more productive	133	38%	-12%	Yes

Biology, Medicine and Health (Faculty) + **School of Health Sciences (School)** + Teaching and T&R (Staff Group) 

School	Complete	Not Complete	Sample	Response Rate
School of Health Sciences	258	330	588	44%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	258	51%	-1%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	258	96%	3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	258	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	258	90%	5%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	258	50%	-3%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	258	48%	-4%	Yes
Leadership	Senior leaders manage and lead the University well	258	41%	-3%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	258	74%	2%	No
Support & Recognition	I feel valued and recognised for the work I do	258	58%	6%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	258	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	258	72%	-3%	No
Support During Lockdown	My manager supports my health and wellbeing	258	78%	3%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	258	50%	4%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	258	72%	-4%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	258	78%	-2%	No
Working From Home	While working from home, I have felt more productive	258	46%	-4%	Yes

Biology, Medicine and Health (Faculty) + **School of Medical Sciences (School)** + Teaching and T&R (Staff Group)

School	Complete	Not Complete	Sample	Response Rate
School of Medical Sciences	152	246	398	38%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	152	53%	-9%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	152	89%	-4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	152	39%	-11%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	152	96%	11%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	152	40%	-13%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	152	50%	-2%	No
Leadership	Senior leaders manage and lead the University well	152	35%	-9%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	152	71%	-1%	No
Support & Recognition	I feel valued and recognised for the work I do	152	43%	-9%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	152	61%	-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	152	61%	-14%	Yes
Support During Lockdown	My manager supports my health and wellbeing	152	57%	-18%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	152	36%	-10%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	152	62%	-14%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	152	78%	-2%	No
Working From Home	While working from home, I have felt more productive	152	42%	-8%	Yes

Humanities (Faculty) + Overall (School) + Teaching and T&R (Staff Group)



Faculty	Complete	Not Complete	Sample	Response Rate
Humanities	685	762	1447	47%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	685	38%	-24%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	685	88%	-5%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	685	32%	-18%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	685	94%	9%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	685	26%	-27%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	685	26%	-26%	Yes
Leadership	Senior leaders manage and lead the University well	685	22%	-22%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	685	49%	-23%	Yes
Support & Recognition	I feel valued and recognised for the work I do	685	35%	-17%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	685	52%	-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	685	61%	-14%	Yes
Support During Lockdown	My manager supports my health and wellbeing	685	60%	-15%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	685	39%	-7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	685	49%	-27%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	685	62%	-18%	Yes
Working From Home	While working from home, I have felt more productive	685	29%	-21%	Yes

Faculty, School, Staff Group

Humanities (Faculty) + Alliance Manchester Business School (School) + Teaching and T&R (Staff Group)



School Complete Not Complete Sample Response Rate

Alliance Manchester Business School 114 180 294 39%

Theme Question Responses % Strongly agree/ agree Variance to UoM Significance

Health & Wellbeing	I am able to manage my current workload	114	40%	-22%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	114	85%	-8%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	114	28%	-22%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	114	94%	9%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	114	38%	-15%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	114	36%	-16%	Yes
Leadership	Senior leaders manage and lead the University well	114	34%	-10%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	114	61%	-11%	Yes
Support & Recognition	I feel valued and recognised for the work I do	114	44%	-8%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	114	45%	-24%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	114	63%	-12%	Yes
Support During Lockdown	My manager supports my health and wellbeing	114	58%	-17%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	114	39%	-7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	114	53%	-23%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	114	64%	-16%	Yes
Working From Home	While working from home, I have felt more productive	114	30%	-20%	Yes

Faculty, School, Staff Group

Humanities (Faculty) + **School of Arts, Languages and Cultures (School)** + Teaching and T&R (Staff Group)


School Complete Not Complete Sample Response Rate

School of Arts, Languages and Culture 204 150 354 58%

Theme Question Responses % Strongly agree/ agree Variance to UoM Significance

Health & Wellbeing	I am able to manage my current workload	204	31%	-31%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	204	84%	-9%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	204	26%	-24%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	204	93%	8%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	204	13%	-40%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	204	12%	-40%	Yes
Leadership	Senior leaders manage and lead the University well	204	9%	-35%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	204	35%	-37%	Yes
Support & Recognition	I feel valued and recognised for the work I do	204	21%	-31%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	204	49%	-20%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	204	57%	-18%	Yes
Support During Lockdown	My manager supports my health and wellbeing	204	51%	-24%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	204	41%	-5%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	204	44%	-32%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	204	64%	-16%	Yes
Working From Home	While working from home, I have felt more productive	204	28%	-22%	Yes

Humanities (Faculty) + **School of Environ, Education and Develop (School)** + Teaching and T&R (Staff Group)

School	Complete	Not Complete	Sample	Response Rate
School of Environ, Education and Develop	152	208	360	42%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	152	42%	-20%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	152	91%	-2%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	152	40%	-10%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	152	95%	10%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	152	36%	-17%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	152	40%	-12%	Yes
Leadership	Senior leaders manage and lead the University well	152	34%	-10%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	152	64%	-8%	Yes
Support & Recognition	I feel valued and recognised for the work I do	152	46%	-6%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	152	53%	-16%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	152	57%	-18%	Yes
Support During Lockdown	My manager supports my health and wellbeing	152	61%	-14%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	152	39%	-7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	152	54%	-22%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	152	62%	-18%	Yes
Working From Home	While working from home, I have felt more productive	152	30%	-20%	Yes

Faculty, School, Staff Group

Humanities (Faculty) + **School of Social Sciences (School)** + Teaching and T&R (Staff Group)


School	Complete	Not Complete	Sample	Response Rate
School of Social Sciences	214	223	437	49%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	214	39%	-23%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	214	91%	-2%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	214	34%	-16%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	214	94%	9%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	214	26%	-27%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	214	24%	-28%	Yes
Leadership	Senior leaders manage and lead the University well	214	18%	-26%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	214	45%	-27%	Yes
Support & Recognition	I feel valued and recognised for the work I do	214	36%	-16%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	214	57%	-12%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	214	67%	-8%	Yes
Support During Lockdown	My manager supports my health and wellbeing	214	69%	-6%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	214	37%	-9%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	214	47%	-29%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	214	59%	-21%	Yes
Working From Home	While working from home, I have felt more productive	214	27%	-23%	Yes

Science and Engineering (Faculty) + Overall (School) + Teaching and T&R (Staff Group)

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Faculty	Complete	Not Complete	Sample	Response Rate
Science and Engineering	468	1031	1499	31%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	468	46%	-16%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	468	86%	-7%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	468	39%	-11%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	468	92%	7%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	468	38%	-15%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	468	38%	-14%	Yes
Leadership	Senior leaders manage and lead the University well	468	29%	-15%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	468	57%	-15%	Yes
Support & Recognition	I feel valued and recognised for the work I do	468	42%	-10%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	468	61%	-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	468	64%	-11%	Yes
Support During Lockdown	My manager supports my health and wellbeing	468	66%	-9%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	468	33%	-13%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	468	56%	-20%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	468	65%	-15%	Yes
Working From Home	While working from home, I have felt more productive	468	26%	-24%	Yes

Science and Engineering (Faculty) + **School of Engineering (School)** + Teaching and T&R (Staff Group)



School	Complete	Not Complete	Sample	Response Rate
School of Engineering	209	460	669	31%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	209	47%	-15%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	209	85%	-8%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	209	38%	-12%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	209	92%	7%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	209	39%	-14%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	209	46%	-6%	Yes
Leadership	Senior leaders manage and lead the University well	209	37%	-7%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	209	61%	-11%	Yes
Support & Recognition	I feel valued and recognised for the work I do	209	41%	-11%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	209	59%	-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	209	65%	-10%	Yes
Support During Lockdown	My manager supports my health and wellbeing	209	66%	-9%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	209	36%	-10%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	209	60%	-16%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	209	68%	-12%	Yes
Working From Home	While working from home, I have felt more productive	209	34%	-16%	Yes

Science and Engineering (Faculty) + **School of Natural Sciences (School)** + Teaching and T&R (Staff Group)

School	Complete	Not Complete	Sample	Response Rate
School of Natural Sciences	254	563	817	31%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	254	45%	-17%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	254	87%	-6%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	254	39%	-11%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	254	93%	8%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	254	38%	-15%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	254	32%	-20%	Yes
Leadership	Senior leaders manage and lead the University well	254	24%	-20%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	254	54%	-18%	Yes
Support & Recognition	I feel valued and recognised for the work I do	254	43%	-9%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	254	61%	-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	254	63%	-12%	Yes
Support During Lockdown	My manager supports my health and wellbeing	254	66%	-9%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	254	30%	-16%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	254	53%	-23%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	254	62%	-18%	Yes
Working From Home	While working from home, I have felt more productive	254	19%	-31%	Yes