

Staff pulse survey

(March 2021)

Results pack

Disability

No known disability (Category)
Yes - Has a disability (Category)

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%

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	4644	63%	<div></div> 1%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	4644	92%	<div></div> -1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	4644	51%	<div></div> 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	4644	86%	<div></div> 1%	No
Health & Wellbeing	The University cares about my health and wellbeing	4644	54%	<div></div> 1%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	4644	54%	<div></div> 2%	No
Leadership	Senior leaders manage and lead the University well	4644	45%	<div></div> 1%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	4644	73%	<div></div> 1%	No
Support & Recognition	I feel valued and recognised for the work I do	4644	53%	<div></div> 1%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	4644	70%	<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	4644	76%	<div></div> 1%	No
Support During Lockdown	My manager supports my health and wellbeing	4644	75%	<div></div> 0%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	4644	45%	<div></div> -1%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	4644	75%	<div></div> -1%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	4644	81%	<div></div> 1%	No
Working From Home	While working from home, I have felt more productive	4644	49%	<div></div> -1%	No

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	993	58%	<div></div>	-4% Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	993	93%	<div></div>	0% No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	993	49%	<div></div>	-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	993	83%	<div></div>	-2% No
Health & Wellbeing	The University cares about my health and wellbeing	993	48%	<div></div>	-5% Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	993	44%	<div></div>	-8% Yes
Leadership	Senior leaders manage and lead the University well	993	37%	<div></div>	-7% Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	993	66%	<div></div>	-6% Yes
Support & Recognition	I feel valued and recognised for the work I do	993	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	993	66%	<div></div>	-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	993	72%	<div></div>	-3% No
Support During Lockdown	My manager supports my health and wellbeing	993	74%	<div></div>	-1% No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	993	51%	<div></div>	5% Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	993	77%	<div></div>	1% No
Working From Home	While working from home, I have appreciated the time saved on commuting	993	80%	<div></div>	0% No
Working From Home	While working from home, I have felt more productive	993	54%	<div></div>	4% Yes

Staff pulse survey

(March 2021)

Results pack

Biology, Medicine and Health Disability

No known disability (Category)
Yes - Has a disability (Category)

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	1364	64%	<div></div> 2%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	1364	93%	<div></div> 0%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	1364	49%	<div></div> -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	1364	85%	<div></div> 0%	No
Health & Wellbeing	The University cares about my health and wellbeing	1364	54%	<div></div> 1%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	1364	55%	<div></div> 3%	No
Leadership	Senior leaders manage and lead the University well	1364	46%	<div></div> 2%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	1364	75%	<div></div> 3%	No
Support & Recognition	I feel valued and recognised for the work I do	1364	51%	<div></div> -1%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	1364	71%	<div></div> 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	1364	75%	<div></div> 0%	No
Support During Lockdown	My manager supports my health and wellbeing	1364	74%	<div></div> -1%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	1364	45%	<div></div> -1%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	1364	79%	<div></div> 3%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	1364	83%	<div></div> 3%	No
Working From Home	While working from home, I have felt more productive	1364	50%	<div></div> 0%	No

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	295	60%	<div></div>	-2% No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	295	94%	<div></div>	1% No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	295	47%	<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	295	83%	<div></div>	-2% No
Health & Wellbeing	The University cares about my health and wellbeing	295	49%	<div></div>	-4% Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	295	51%	<div></div>	-1% No
Leadership	Senior leaders manage and lead the University well	295	43%	<div></div>	-1% No
Leadership	The University does a good job of keeping me informed about matters affecting me	295	68%	<div></div>	-4% Yes
Support & Recognition	I feel valued and recognised for the work I do	295	49%	<div></div>	-3% No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	295	67%	<div></div>	-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	295	63%	<div></div>	-12% Yes
Support During Lockdown	My manager supports my health and wellbeing	295	71%	<div></div>	-4% Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	295	54%	<div></div>	8% Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	295	81%	<div></div>	5% Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	295	84%	<div></div>	4% Yes
Working From Home	While working from home, I have felt more productive	295	57%	<div></div>	7% Yes

Staff pulse survey

(March 2021)

Results pack

Cultural Institutions Disability

No known disability (Category)
Yes - Has a disability (Category)

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	82	66%	<div></div> 4%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	82	96%	<div></div> 3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	82	59%	<div></div> 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	82	78%	<div></div> -7%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	82	68%	<div></div> 15%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	82	73%	<div></div> 21%	Yes
Leadership	Senior leaders manage and lead the University well	82	62%	<div></div> 18%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	82	88%	<div></div> 16%	Yes
Support & Recognition	I feel valued and recognised for the work I do	82	67%	<div></div> 15%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	82	66%	<div></div> -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	82	91%	<div></div> 16%	Yes
Support During Lockdown	My manager supports my health and wellbeing	82	78%	<div></div> 3%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	82	32%	<div></div> -14%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	82	88%	<div></div> 12%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	82	87%	<div></div> 7%	Yes
Working From Home	While working from home, I have felt more productive	82	59%	<div></div> 9%	Yes

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	19	68%	<div></div> 6%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	19	100%	<div></div> 7%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	19	47%	<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	19	63%	<div></div> -22%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	19	68%	<div></div> 15%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	19	47%	<div></div> -5%	Yes
Leadership	Senior leaders manage and lead the University well	19	42%	<div></div> -2%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	19	84%	<div></div> 12%	Yes
Support & Recognition	I feel valued and recognised for the work I do	19	53%	<div></div> 1%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	19	63%	<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	19	84%	<div></div> 9%	Yes
Support During Lockdown	My manager supports my health and wellbeing	19	74%	<div></div> -1%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	19	47%	<div></div> 1%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	19	95%	<div></div> 19%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	19	95%	<div></div> 15%	Yes
Working From Home	While working from home, I have felt more productive	19	68%	<div></div> 18%	Yes

Staff pulse survey

(March 2021)

Results pack

Humanities Disability

No known disability (Category)
Yes - Has a disability (Category)

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	948	51%	<div></div> -11%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	948	90%	<div></div> -3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	948	42%	<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	948	91%	<div></div> 6%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	948	38%	<div></div> -15%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	948	37%	<div></div> -15%	Yes
Leadership	Senior leaders manage and lead the University well	948	31%	<div></div> -13%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	948	61%	<div></div> -11%	Yes
Support & Recognition	I feel valued and recognised for the work I do	948	44%	<div></div> -8%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	948	61%	<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	948	71%	<div></div> -4%	Yes
Support During Lockdown	My manager supports my health and wellbeing	948	69%	<div></div> -6%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	948	44%	<div></div> -2%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	948	63%	<div></div> -13%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	948	73%	<div></div> -7%	Yes
Working From Home	While working from home, I have felt more productive	948	41%	<div></div> -9%	Yes

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	206	45%	-17%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	206	92%	-1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	206	41%	-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	206	89%	4%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	206	32%	-21%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	206	33%	-19%	Yes
Leadership	Senior leaders manage and lead the University well	206	24%	-20%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	206	56%	-16%	Yes
Support & Recognition	I feel valued and recognised for the work I do	206	36%	-16%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	206	58%	-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	206	71%	-4%	Yes
Support During Lockdown	My manager supports my health and wellbeing	206	70%	-5%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	206	47%	1%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	206	64%	-12%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	206	71%	-9%	Yes
Working From Home	While working from home, I have felt more productive	206	49%	-1%	No

Staff pulse survey

(March 2021)

Results pack

Professional Services Disability

No known disability (Category)
Yes - Has a disability (Category)

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	1155	72%	<div></div> 10%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	1155	96%	<div></div> 3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	1155	61%	<div></div> 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	1155	82%	<div></div> -3%	No
Health & Wellbeing	The University cares about my health and wellbeing	1155	65%	<div></div> 12%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	1155	65%	<div></div> 13%	Yes
Leadership	Senior leaders manage and lead the University well	1155	58%	<div></div> 14%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	1155	82%	<div></div> 10%	Yes
Support & Recognition	I feel valued and recognised for the work I do	1155	63%	<div></div> 11%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	1155	77%	<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	1155	82%	<div></div> 7%	Yes
Support During Lockdown	My manager supports my health and wellbeing	1155	81%	<div></div> 6%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	1155	53%	<div></div> 7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	1155	85%	<div></div> 9%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	1155	88%	<div></div> 8%	Yes
Working From Home	While working from home, I have felt more productive	1155	64%	<div></div> 14%	Yes

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	293	65%	<div></div> 3%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	293	95%	<div></div> 2%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	293	60%	<div></div> 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	293	77%	<div></div> -8%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	293	56%	<div></div> 3%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	293	48%	<div></div> -4%	Yes
Leadership	Senior leaders manage and lead the University well	293	43%	<div></div> -1%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	293	70%	<div></div> -2%	No
Support & Recognition	I feel valued and recognised for the work I do	293	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	293	71%	<div></div> 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	293	78%	<div></div> 3%	No
Support During Lockdown	My manager supports my health and wellbeing	293	76%	<div></div> 1%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	293	55%	<div></div> 9%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	293	81%	<div></div> 5%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	293	86%	<div></div> 6%	Yes
Working From Home	While working from home, I have felt more productive	293	64%	<div></div> 14%	Yes

Staff pulse survey

(March 2021)

Results pack

Science and Engineering Disability

No known disability (Category)
Yes - Has a disability (Category)

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	1051	61%	-1%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	1051	90%	-3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	1051	49%	-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	1051	88%	3%	No
Health & Wellbeing	The University cares about my health and wellbeing	1051	52%	-1%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	1051	52%	0%	No
Leadership	Senior leaders manage and lead the University well	1051	42%	-2%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	1051	69%	-3%	No
Support & Recognition	I feel valued and recognised for the work I do	1051	52%	0%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	1051	70%	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	1051	74%	-1%	No
Support During Lockdown	My manager supports my health and wellbeing	1051	74%	-1%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	1051	37%	-9%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	1051	71%	-5%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	1051	76%	-4%	Yes
Working From Home	While working from home, I have felt more productive	1051	40%	-10%	Yes

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	172	55%	-7%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	172	90%	-3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	172	41%	-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	172	87%	2%	No
Health & Wellbeing	The University cares about my health and wellbeing	172	47%	-6%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	172	40%	-12%	Yes
Leadership	Senior leaders manage and lead the University well	172	29%	-15%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	172	67%	-5%	Yes
Support & Recognition	I feel valued and recognised for the work I do	172	42%	-10%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	172	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	172	76%	1%	No
Support During Lockdown	My manager supports my health and wellbeing	172	77%	2%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	172	43%	-3%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	172	78%	2%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	172	75%	-5%	Yes
Working From Home	While working from home, I have felt more productive	172	40%	-10%	Yes