Staff pulse survey
(March 2021)

Results pack

Gender

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

Analysis Type, Dimension, Category

EDI (Analysis Type) + Gender (Dimension) **+ Female (Category)**

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	3245	63%	1%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	3245	95%	2%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	3245	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	3245	84%	-1%	No
Health & Wellbeing	The University cares about my health and wellbeing	3245	56%	3%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	3245	55%	3%	No
Leadership	Senior leaders manage and lead the University well	3245	48%	4%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	3245	75%	3%	No
Support & Recognition	I feel valued and recognised for the work I do	3245	54%	2%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	3245	71%	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	3245	78%	3%	No
Support During Lockdown	My manager supports my health and wellbeing	3245	77%	2%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	3245	50%	4%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	3245	80%	4%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	3245	85%	5%	Yes
Working From Home	While working from home, I have felt more productive	3245	56%	6%	Yes

Analysis Type, Dimension, Category

EDI (Analysis Type) + Gender (Dimension) + Male (Category)	⌄

Theme ▲	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	2392	61%	-1%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	2392	90%	-3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	2392	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	2392	87%	2%	No
Health & Wellbeing	The University cares about my health and wellbeing	2392	49%	-4%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	2392	48%	-4%	Yes
Leadership	Senior leaders manage and lead the University well	2392	38%	-6%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	2392	67%	-5%	Yes
Support & Recognition	I feel valued and recognised for the work I do	2392	49%	-3%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	2392	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	2392	71%	-4%	Yes
Support During Lockdown	My manager supports my health and wellbeing	2392	72%	-3%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	2392	39%	-7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	2392	69%	-7%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	2392	75%	-5%	Yes
Working From Home	While working from home, I have felt more productive	2392	41%	-9%	Yes

Analysis Type, Dimension, Category

EDI (Analysis Type) + Gender (Dimension) **+ Other gender identity (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	31	61%	-1%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	31	74%	-19%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	31	35%	-15%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	31	90%	5%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	31	29%	-24%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	31	32%	-20%	Yes
Leadership	Senior leaders manage and lead the University well	31	23%	-21%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	31	35%	-37%	Yes
Support & Recognition	I feel valued and recognised for the work I do	31	39%	-13%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	31	42%	-27%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	31	68%	-7%	Yes
Support During Lockdown	My manager supports my health and wellbeing	31	58%	-17%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	31	25%	-21%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	31	57%	-19%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	31	43%	-37%	Yes
Working From Home	While working from home, I have felt more productive	31	32%	-18%	Yes

Staff pulse survey
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Results pack

Biology, Medicine and Health Gender

Felmale (Gender)

Male (Gender)

Other gender identity (Gender)

Faculty, School, Gender

Biology, Medicine and Health (Faculty) + Overall (School) **+ Female (Gender)** ⌄

Theme ▲	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	1129	64%	2%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	1129	95%	2%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	1129	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	1129	83%	-2%	No
Health & Wellbeing	The University cares about my health and wellbeing	1129	57%	4%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	1129	57%	5%	Yes
Leadership	Senior leaders manage and lead the University well	1129	49%	5%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	1129	77%	5%	Yes
Support & Recognition	I feel valued and recognised for the work I do	1129	53%	1%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	1129	71%	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	1129	75%	0%	No
Support During Lockdown	My manager supports my health and wellbeing	1129	75%	0%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	1129	49%	3%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	1129	82%	6%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	1129	86%	6%	Yes
Working From Home	While working from home, I have felt more productive	1129	54%	4%	Yes

Faculty, School, Gender

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	528	62%	0%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	528	90%	-3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	528	44%	-6%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	528	87%	2%	No
Health & Wellbeing	The University cares about my health and wellbeing	528	46%	-7%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	528	49%	-3%	No
Leadership	Senior leaders manage and lead the University well	528	39%	-5%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	528	68%	-4%	Yes
Support & Recognition	I feel valued and recognised for the work I do	528	48%	-4%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	528	68%	-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	528	68%	-7%	Yes
Support During Lockdown	My manager supports my health and wellbeing	528	70%	-5%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	528	40%	-6%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	528	73%	-3%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	528	78%	-2%	No
Working From Home	While working from home, I have felt more productive	528	45%	-5%	Yes

Faculty, School, Gender

Biology, Medicine and Health (Faculty) + Overall (School) **+ Other gender identity (Gender)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	11	45%	-17%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	11	82%	-11%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	11	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	11	82%	-3%	No
Health & Wellbeing	The University cares about my health and wellbeing	11	36%	-17%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	11	36%	-16%	Yes
Leadership	Senior leaders manage and lead the University well	11	9%	-35%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	11	36%	-36%	Yes
Support & Recognition	I feel valued and recognised for the work I do	11	27%	-25%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	11	27%	-42%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	11	55%	-20%	Yes
Support During Lockdown	My manager supports my health and wellbeing	11	36%	-39%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	11	27%	-19%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	11	55%	-21%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	11	36%	-44%	Yes
Working From Home	While working from home, I have felt more productive	11	45%	-5%	Yes

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Results pack

Cultural Institutions Gender

Felmale (Gender)

Male (Gender)

Faculty, School, Gender

Cultural Institutions (Faculty) + Overall (School) **+ Female (Gender)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	66	67%	5%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	66	98%	5%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	66	64%	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	66	77%	-8%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	66	71%	18%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	66	73%	21%	Yes
Leadership	Senior leaders manage and lead the University well	66	65%	21%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	66	89%	17%	Yes
Support & Recognition	I feel valued and recognised for the work I do	66	66%	14%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	66	65%	-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	66	92%	17%	Yes
Support During Lockdown	My manager supports my health and wellbeing	66	82%	7%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	66	38%	-8%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	66	89%	13%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	66	89%	9%	Yes
Working From Home	While working from home, I have felt more productive	66	64%	14%	Yes

Faculty, School, Gender

Cultural Institutions (Faculty) + Overall (School) **+ Male (Gender)**   ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	31	68%	6%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	31	97%	4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	31	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	31	70%	-15%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	31	65%	12%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	31	58%	6%	Yes
Leadership	Senior leaders manage and lead the University well	31	42%	-2%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	31	84%	12%	Yes
Support & Recognition	I feel valued and recognised for the work I do	31	61%	9%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	31	68%	-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	31	90%	15%	Yes
Support During Lockdown	My manager supports my health and wellbeing	31	71%	-4%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	31	29%	-17%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	31	90%	14%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	31	84%	4%	Yes
Working From Home	While working from home, I have felt more productive	31	58%	8%	Yes

Staff pulse survey
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Results pack

Humanities Gender

Felmale (Gender)
Male (Gender)

Faculty, School, Gender

Humanities (Faculty) + Overall (School) **+ Female (Gender)**

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	690	51%	-11%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	690	92%	1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	690	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	690	89%	4%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	690	41%	-12%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	690	39%	-13%	Yes
Leadership	Senior leaders manage and lead the University well	690	35%	9%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	690	63%	9%	Yes
Support & Recognition	I feel valued and recognised for the work I do	690	43%	9%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	690	64%	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	690	74%	1%	No
Support During Lockdown	My manager supports my health and wellbeing	690	71%	4%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	690	49%	3%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	690	69%	7%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	690	76%	4%	Yes
Working From Home	While working from home, I have felt more productive	690	48%	2%	No

Faculty, School, Gender

Humanities (Faculty) + Overall (School) **+ Male (Gender)**

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	463	48%	-14%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	463	89%	-4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	463	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	463	93%	8%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	463	33%	-20%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	463	32%	-20%	Yes
Leadership	Senior leaders manage and lead the University well	463	23%	-21%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	463	55%	-17%	Yes
Support & Recognition	I feel valued and recognised for the work I do	463	41%	-11%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	463	55%	-14%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	463	69%	-6%	Yes
Support During Lockdown	My manager supports my health and wellbeing	463	67%	-8%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	463	38%	-8%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	463	56%	-20%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	463	68%	-12%	Yes
Working From Home	While working from home, I have felt more productive	463	32%	-18%	Yes

Staff pulse survey
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Results pack

Professional Services Gender

Felmale (Gender)

Male (Gender)

Faculty, School, Gender

Professional Services (Faculty) + Overall (School) **+ Female (Gender)**

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM		Significance
Health & Wellbeing	I am able to manage my current workload	860	69%		7%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	860	97%		4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	860	62%		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	860	81%		-4%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	860	66%		13%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	860	64%		12%	Yes
Leadership	Senior leaders manage and lead the University well	860	58%		14%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	860	82%		10%	Yes
Support & Recognition	I feel valued and recognised for the work I do	860	63%		11%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	860	76%		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	860	83%		8%	Yes
Support During Lockdown	My manager supports my health and wellbeing	860	82%		7%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	860	56%		10%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	860	86%		10%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	860	90%		10%	Yes
Working From Home	While working from home, I have felt more productive	860	69%		19%	Yes

Faculty, School, Gender

Professional Services (Faculty) + Overall (School) **+ Male (Gender)**   ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	591	72%	10%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	591	94%	1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	591	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	591	80%	-5%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	591	61%	8%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	591	57%	5%	Yes
Leadership	Senior leaders manage and lead the University well	591	50%	6%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	591	77%	5%	Yes
Support & Recognition	I feel valued and recognised for the work I do	591	58%	6%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	591	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	591	78%	3%	No
Support During Lockdown	My manager supports my health and wellbeing	591	78%	3%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	591	49%	3%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	591	80%	4%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	591	83%	3%	No
Working From Home	While working from home, I have felt more productive	591	56%	6%	Yes

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Results pack

Science and Engineering Gender

Felmale (Gender)

Male (Gender)

Faculty, School, Gender

Theme ▲	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	470	62%	0%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	470	94%	1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	470	50%	0%	No
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	470	86%	1%	No
Health & Wellbeing	The University cares about my health and wellbeing	470	55%	2%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	470	54%	2%	No
Leadership	Senior leaders manage and lead the University well	470	44%	0%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	470	72%	0%	No
Support & Recognition	I feel valued and recognised for the work I do	470	55%	3%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	470	73%	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	470	82%	7%	Yes
Support During Lockdown	My manager supports my health and wellbeing	470	78%	3%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	470	45%	-1%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	470	79%	3%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	470	83%	3%	No
Working From Home	While working from home, I have felt more productive	470	50%	0%	No

Faculty, School, Gender

Science and Engineering (Faculty) + Overall (School) **+ Male (Gender)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	757	59%	-3%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	757	87%	-6%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	757	46%	-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	757	88%	3%	No
Health & Wellbeing	The University cares about my health and wellbeing	757	50%	-3%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	757	48%	-4%	Yes
Leadership	Senior leaders manage and lead the University well	757	37%	-7%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	757	66%	-6%	Yes
Support & Recognition	I feel valued and recognised for the work I do	757	48%	-4%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	757	68%	-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	757	69%	-6%	Yes
Support During Lockdown	My manager supports my health and wellbeing	757	72%	-3%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	757	33%	-13%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	757	67%	-9%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	757	71%	-9%	Yes
Working From Home	While working from home, I have felt more productive	757	33%	-17%	Yes