Staff pulse survey
(March 2021)

Results pack

Ethnicity

Asian or Asian British (Category)
Black or Black British (Category)
Mixed (Category)
Other Ethnic background (Category)
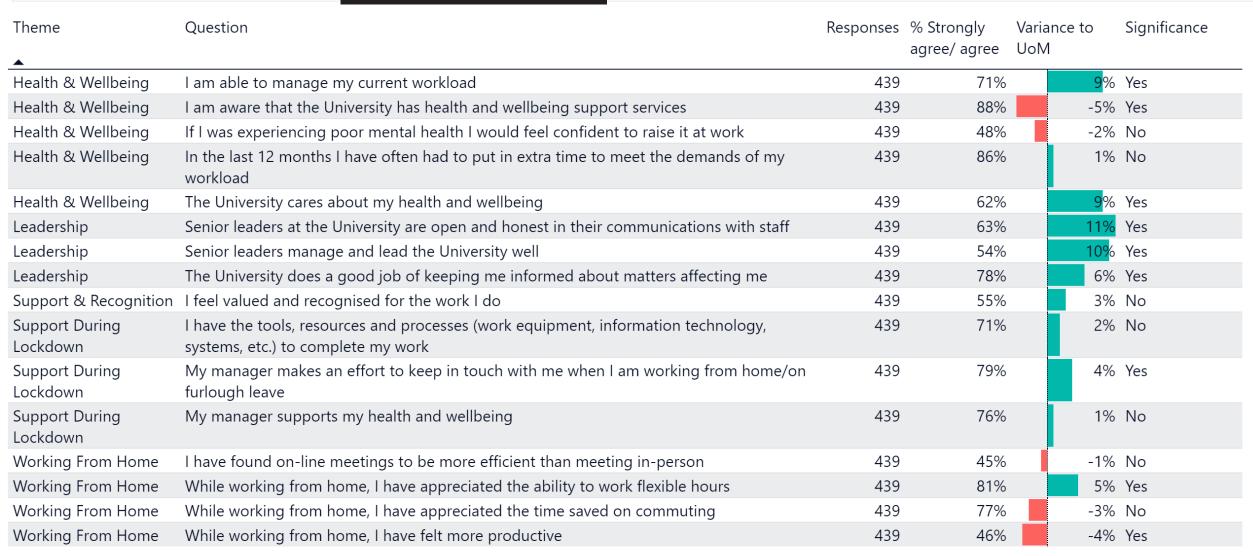White (Category)

Analysis Type

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) + Ethnicity (Dimension) **+ Asian or Asian British (Category)**

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	439	71%	9%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	439	88%	-5%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	439	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	439	86%	1%	No
Health & Wellbeing	The University cares about my health and wellbeing	439	62%	9%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	439	63%	11%	Yes
Leadership	Senior leaders manage and lead the University well	439	54%	10%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	439	78%	6%	Yes
Support & Recognition	I feel valued and recognised for the work I do	439	55%	3%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	439	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	439	79%	4%	Yes
Support During Lockdown	My manager supports my health and wellbeing	439	76%	1%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	439	45%	-1%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	439	81%	5%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	439	77%	-3%	No
Working From Home	While working from home, I have felt more productive	439	46%	-4%	Yes

Analysis Type, Dimension, Category

EDI (Analysis Type) + Ethnicity (Dimension) **+ Black or Black British (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	86	79%	17%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	86	82%	-11%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	86	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	86	78%	-7%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	86	72%	19%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	86	61%	9%	Yes
Leadership	Senior leaders manage and lead the University well	86	58%	14%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	86	80%	8%	Yes
Support & Recognition	I feel valued and recognised for the work I do	86	56%	4%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	86	77%	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	86	76%	1%	No
Support During Lockdown	My manager supports my health and wellbeing	86	79%	4%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	86	43%	-3%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	86	70%	-6%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	86	74%	-6%	Yes
Working From Home	While working from home, I have felt more productive	86	43%	-7%	Yes

Analysis Type, Dimension, Category

EDI (Analysis Type) + Ethnicity (Dimension) **+ Mixed (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	141	61%	-1%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	141	94%	1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	141	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	141	85%	0%	No
Health & Wellbeing	The University cares about my health and wellbeing	141	46%	-7%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	141	42%	-10%	Yes
Leadership	Senior leaders manage and lead the University well	141	36%	-8%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	141	64%	-8%	Yes
Support & Recognition	I feel valued and recognised for the work I do	141	45%	-7%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	141	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	141	80%	5%	Yes
Support During Lockdown	My manager supports my health and wellbeing	141	76%	1%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	141	41%	-5%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	141	65%	-11%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	141	76%	-4%	Yes
Working From Home	While working from home, I have felt more productive	141	39%	-11%	Yes

Analysis Type, Dimension, Category

EDI (Analysis Type) + Ethnicity (Dimension) **+ Other Ethnic background (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	234	51%	-11%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	234	84%	-9%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	234	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	234	89%	4%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	234	42%	-11%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	234	43%	-9%	Yes
Leadership	Senior leaders manage and lead the University well	234	42%	-2%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	234	61%	-11%	Yes
Support & Recognition	I feel valued and recognised for the work I do	234	41%	-11%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	234	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	234	65%	-10%	Yes
Support During Lockdown	My manager supports my health and wellbeing	234	70%	-5%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	234	45%	1%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	234	65%	-11%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	234	73%	7%	Yes
Working From Home	While working from home, I have felt more productive	234	44%	6%	Yes

Analysis Type, Dimension, Category

EDI (Analysis Type) + Ethnicity (Dimension) **+ White (Category)** ⌄

Theme ▲	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	4736	62%	0%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	4736	93%	0%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	4736	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	4736	85%	0%	No
Health & Wellbeing	The University cares about my health and wellbeing	4736	52%	-1%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	4736	52%	0%	No
Leadership	Senior leaders manage and lead the University well	4736	43%	-1%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	4736	72%	0%	No
Support & Recognition	I feel valued and recognised for the work I do	4736	52%	0%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	4736	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	4736	75%	0%	No
Support During Lockdown	My manager supports my health and wellbeing	4736	75%	0%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	4736	46%	0%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	4736	76%	0%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	4736	82%	2%	No
Working From Home	While working from home, I have felt more productive	4736	51%	1%	No

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Results pack

Biology, Medicine and Health Ethnicity

Asian or Asian British (Category)

Black or Black British (Category)

Mixed (Category)

Other Ethnic background (Category)

White (Category)

Faculty/PS, School/Directorate, Category

Biology, Medicine and Health (Faculty/PS) + Overall (School/Directorate) **+ Asian or Asian British (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM		Significance
Health & Wellbeing	I am able to manage my current workload	127	73%		11%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	127	89%		-4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	127	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	127	86%		1%	No
Health & Wellbeing	The University cares about my health and wellbeing	127	66%		13%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	127	66%		14%	Yes
Leadership	Senior leaders manage and lead the University well	127	56%		12%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	127	87%		15%	Yes
Support & Recognition	I feel valued and recognised for the work I do	127	57%		5%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	127	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	127	80%		5%	Yes
Support During Lockdown	My manager supports my health and wellbeing	127	80%		5%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	127	52%		6%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	127	87%		11%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	127	83%		3%	No
Working From Home	While working from home, I have felt more productive	127	49%		-1%	No

Faculty/PS, School/Directorate, Category

Biology, Medicine and Health (Faculty/PS) + Overall (School/Directorate) **+ Black or Black British (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	18	83%	21%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	18	61%	-32%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	18	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	18	78%	-7%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	18	67%	14%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	18	67%	15%	Yes
Leadership	Senior leaders manage and lead the University well	18	61%	17%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	18	83%	11%	Yes
Support & Recognition	I feel valued and recognised for the work I do	18	47%	-5%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	18	83%	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	18	83%	8%	Yes
Support During Lockdown	My manager supports my health and wellbeing	18	83%	8%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	18	31%	-15%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	18	63%	-13%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	18	75%	-5%	Yes
Working From Home	While working from home, I have felt more productive	18	50%	0%	No

Faculty/PS, School/Directorate, Category

Biology, Medicine and Health (Faculty/PS) + Overall (School/Directorate) **+ Mixed (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	46	61%	-1%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	46	89%	-4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	46	43%	-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	46	85%	0%	No
Health & Wellbeing	The University cares about my health and wellbeing	46	41%	-12%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	46	50%	-2%	No
Leadership	Senior leaders manage and lead the University well	46	39%	-5%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	46	63%	-9%	Yes
Support & Recognition	I feel valued and recognised for the work I do	46	33%	-19%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	46	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	46	72%	-3%	No
Support During Lockdown	My manager supports my health and wellbeing	46	67%	-8%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	46	41%	-5%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	46	72%	-4%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	46	80%	0%	No
Working From Home	While working from home, I have felt more productive	46	41%	-9%	Yes

Faculty/PS, School/Directorate, Category

Biology, Medicine and Health (Faculty/PS) + Overall (School/Directorate) **+ Other Ethnic background (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM		Significance
Health & Wellbeing	I am able to manage my current workload	57	58%		-4%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	57	82%		-11%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	57	30%		-20%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	57	89%		4%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	57	46%		-7%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	57	49%		-3%	No
Leadership	Senior leaders manage and lead the University well	57	47%		3%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	57	56%		-16%	Yes
Support & Recognition	I feel valued and recognised for the work I do	57	49%		-3%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	57	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	57	74%		-1%	No
Support During Lockdown	My manager supports my health and wellbeing	57	72%		-3%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	57	42%		-4%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	57	73%		-3%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	57	77%		-3%	No
Working From Home	While working from home, I have felt more productive	57	51%		1%	No

Faculty/PS, School/Directorate, Category

Biology, Medicine and Health (Faculty/PS) + Overall (School/Directorate) **+ White (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM		Significance
Health & Wellbeing	I am able to manage my current workload	1414	62%		0%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	1414	95%		2%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	1414	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	1414	84%		-1%	No
Health & Wellbeing	The University cares about my health and wellbeing	1414	52%		-1%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	1414	54%		2%	No
Leadership	Senior leaders manage and lead the University well	1414	45%		1%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	1414	74%		2%	No
Support & Recognition	I feel valued and recognised for the work I do	1414	51%		-1%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	1414	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	1414	72%		-3%	No
Support During Lockdown	My manager supports my health and wellbeing	1414	72%		-3%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	1414	46%		0%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	1414	79%		3%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	1414	84%		4%	Yes
Working From Home	While working from home, I have felt more productive	1414	52%		2%	No

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Results pack

Cultural Institutions Ethnicity

BAME (Category)

White (Category)

Faculty/PS, School/Directorate, Category

Cultural Institutions (Faculty/PS) + Overall (School/Directorate) **+ BAME (Category)**

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	13	62%	0%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	13	92%	-1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	13	54%	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	13	85%	0%	No
Health & Wellbeing	The University cares about my health and wellbeing	13	77%	24%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	13	46%	-6%	Yes
Leadership	Senior leaders manage and lead the University well	13	54%	10%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	13	62%	-10%	Yes
Support & Recognition	I feel valued and recognised for the work I do	13	38%	-14%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	13	46%	-23%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	13	85%	10%	Yes
Support During Lockdown	My manager supports my health and wellbeing	13	69%	-6%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	13	31%	-15%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	13	77%	1%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	13	85%	5%	Yes
Working From Home	While working from home, I have felt more productive	13	62%	12%	Yes

Faculty/PS, School/Directorate, Category

Cultural Institutions (Faculty/PS) + Overall (School/Directorate) **+ White (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM		Significance
Health & Wellbeing	I am able to manage my current workload	87	67%		5%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	87	98%		5%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	87	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	87	74%		-11%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	87	67%		14%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	87	71%		19%	Yes
Leadership	Senior leaders manage and lead the University well	87	59%		15%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	87	91%		19%	Yes
Support & Recognition	I feel valued and recognised for the work I do	87	67%		15%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	87	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	87	91%		16%	Yes
Support During Lockdown	My manager supports my health and wellbeing	87	78%		3%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	87	34%		-12%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	87	91%		15%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	87	89%		9%	Yes
Working From Home	While working from home, I have felt more productive	87	60%		10%	Yes

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Results pack

Humanities Ethnicity

Asian or Asian British (Category)
Black or Black British (Category)
Mixed (Category)
Other Ethnic background (Category)
White (Category)

Faculty/PS, School/Directorate, Category

Humanities (Faculty/PS) + Overall (School/Directorate) **+ Asian or Asian British (Category)** ∨

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	89	57%	5%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	89	87%	6%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	89	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	89	91%	6%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	89	52%	1%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	89	49%	3%	No
Leadership	Senior leaders manage and lead the University well	89	44%	0%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	89	70%	2%	No
Support & Recognition	I feel valued and recognised for the work I do	89	45%	7%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	89	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	89	70%	5%	Yes
Support During Lockdown	My manager supports my health and wellbeing	89	74%	1%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	89	40%	6%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	89	74%	2%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	89	65%	-15%	Yes
Working From Home	While working from home, I have felt more productive	89	33%	-17%	Yes

Faculty/PS, School/Directorate, Category

Humanities (Faculty/PS) + Overall (School/Directorate) **+ Black or Black British (Category)**

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	17	65%	3%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	17	94%	1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	17	47%	-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	17	88%	3%	No
Health & Wellbeing	The University cares about my health and wellbeing	17	65%	12%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	17	65%	13%	Yes
Leadership	Senior leaders manage and lead the University well	17	71%	27%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	17	82%	10%	Yes
Support & Recognition	I feel valued and recognised for the work I do	17	59%	7%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	17	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	17	76%	1%	No
Support During Lockdown	My manager supports my health and wellbeing	17	71%	-4%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	17	35%	-11%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	17	65%	-11%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	17	53%	-27%	Yes
Working From Home	While working from home, I have felt more productive	17	24%	-26%	Yes

Faculty/PS, School/Directorate, Category

Humanities (Faculty/PS) + Overall (School/Directorate) **+ Mixed (Category)** ⌄

Theme ▲	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	29	45%	-17%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	29	97%	4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	29	29%	-21%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	29	100%	15%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	29	31%	-22%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	29	24%	-28%	Yes
Leadership	Senior leaders manage and lead the University well	29	21%	-23%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	29	48%	-24%	Yes
Support & Recognition	I feel valued and recognised for the work I do	29	41%	-11%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	29	48%	-21%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	29	83%	8%	Yes
Support During Lockdown	My manager supports my health and wellbeing	29	83%	8%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	29	45%	-1%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	29	59%	-17%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	29	72%	-8%	Yes
Working From Home	While working from home, I have felt more productive	29	32%	-18%	Yes

Faculty/PS, School/Directorate, Category

Humanities (Faculty/PS) + Overall (School/Directorate) **+ Other Ethnic background (Category)** ⌄

Theme ▲	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	69	42%	-20%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	69	81%	-12%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	69	36%	-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	69	90%	5%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	69	27%	-26%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	69	29%	-23%	Yes
Leadership	Senior leaders manage and lead the University well	69	28%	-16%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	69	52%	-20%	Yes
Support & Recognition	I feel valued and recognised for the work I do	69	29%	-23%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	69	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	69	60%	-15%	Yes
Support During Lockdown	My manager supports my health and wellbeing	69	69%	-6%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	69	42%	-4%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	69	51%	-25%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	69	62%	-18%	Yes
Working From Home	While working from home, I have felt more productive	69	38%	-12%	Yes

Faculty/PS, School/Directorate, Category

Humanities (Faculty/PS) + Overall (School/Directorate) **+ White (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM		Significance
Health & Wellbeing	I am able to manage my current workload	950	50%		-12%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	950	91%		-2%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	950	43%		-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	950	91%		6%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	950	36%		-17%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	950	35%		-17%	Yes
Leadership	Senior leaders manage and lead the University well	950	29%		-15%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	950	59%		-13%	Yes
Support & Recognition	I feel valued and recognised for the work I do	950	43%		-9%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	950	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	950	72%		-3%	No
Support During Lockdown	My manager supports my health and wellbeing	950	69%		-6%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	950	45%		-1%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	950	64%		-12%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	950	74%		-6%	Yes
Working From Home	While working from home, I have felt more productive	950	44%		-6%	Yes

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Professional Services Ethnicity

Asian or Asian British (Category)

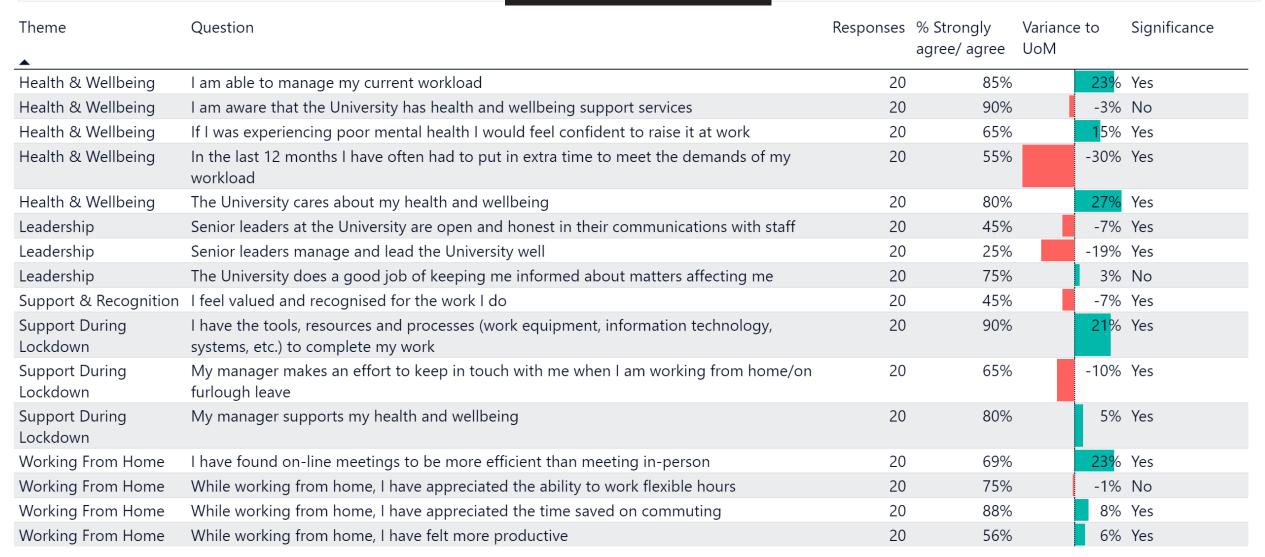Black or Black British (Category)

Mixed (Category)

Other Ethnic background (Category)

White (Category)

Faculty/PS, School/Directorate, Category

Professional Services (Faculty/PS) + Overall (School/Directorate) **+ Asian or Asian British (Category)**

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	71	79%	17%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	71	90%	-3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	71	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	71	89%	4%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	71	61%	8%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	71	64%	12%	Yes
Leadership	Senior leaders manage and lead the University well	71	54%	10%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	71	77%	5%	Yes
Support & Recognition	I feel valued and recognised for the work I do	71	59%	7%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	71	77%	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	71	79%	4%	Yes
Support During Lockdown	My manager supports my health and wellbeing	71	76%	1%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	71	61%	15%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	71	93%	17%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	71	94%	14%	Yes
Working From Home	While working from home, I have felt more productive	71	76%	26%	Yes

Faculty/PS, School/Directorate, Category

Professional Services (Faculty/PS) + Overall (School/Directorate) **+ Black or Black British (Category)**

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	20	85%	23%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	20	90%	-3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	20	65%	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	20	55%	-30%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	20	80%	27%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	20	45%	-7%	Yes
Leadership	Senior leaders manage and lead the University well	20	25%	-19%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	20	75%	3%	No
Support & Recognition	I feel valued and recognised for the work I do	20	45%	-7%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	20	90%	21%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	20	65%	-10%	Yes
Support During Lockdown	My manager supports my health and wellbeing	20	80%	5%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	20	69%	23%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	20	75%	-1%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	20	88%	8%	Yes
Working From Home	While working from home, I have felt more productive	20	56%	6%	Yes

Faculty/PS, School/Directorate, Category

Professional Services (Faculty/PS) + Overall (School/Directorate) **+ Mixed (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	30	73%	11%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	30	100%	7%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	30	60%	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	30	77%	-8%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	30	52%	-1%	No
Leadership	Senior leaders at the University are open and honest in their communications with staff	30	37%	-15%	Yes
Leadership	Senior leaders manage and lead the University well	30	43%	-1%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	30	77%	5%	Yes
Support & Recognition	I feel valued and recognised for the work I do	30	60%	8%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	30	83%	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	30	97%	22%	Yes
Support During Lockdown	My manager supports my health and wellbeing	30	87%	12%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	30	48%	2%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	30	69%	-7%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	30	83%	3%	No
Working From Home	While working from home, I have felt more productive	30	48%	-2%	No

Faculty/PS, School/Directorate, Category

Professional Services (Faculty/PS) + Overall (School/Directorate) **+ Other Ethnic background (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	28	57%	-5%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	28	89%	-4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	28	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	28	86%	1%	No
Health & Wellbeing	The University cares about my health and wellbeing	28	57%	4%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	28	54%	2%	No
Leadership	Senior leaders manage and lead the University well	28	54%	10%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	28	68%	-4%	Yes
Support & Recognition	I feel valued and recognised for the work I do	28	39%	-13%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	28	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	28	68%	-7%	Yes
Support During Lockdown	My manager supports my health and wellbeing	28	68%	-7%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	28	56%	10%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	28	72%	-4%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	28	84%	4%	Yes
Working From Home	While working from home, I have felt more productive	28	68%	18%	Yes

Faculty/PS, School/Directorate, Category

Professional Services (Faculty/PS) + Overall (School/Directorate) **+ White (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM		Significance
Health & Wellbeing	I am able to manage my current workload	1296	70%		8%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	1296	96%		3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	1296	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	1296	81%		-4%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	1296	64%		11%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	1296	62%		10%	Yes
Leadership	Senior leaders manage and lead the University well	1296	56%		12%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	1296	80%		8%	Yes
Support & Recognition	I feel valued and recognised for the work I do	1296	62%		10%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	1296	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	1296	82%		7%	Yes
Support During Lockdown	My manager supports my health and wellbeing	1296	81%		6%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	1296	53%		7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	1296	84%		8%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	1296	87%		7%	Yes
Working From Home	While working from home, I have felt more productive	1296	64%		14%	Yes

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Science and Engineering Ethnicity

Asian or Asian British (Category)

Black or Black British (Category)

Mixed (Category)
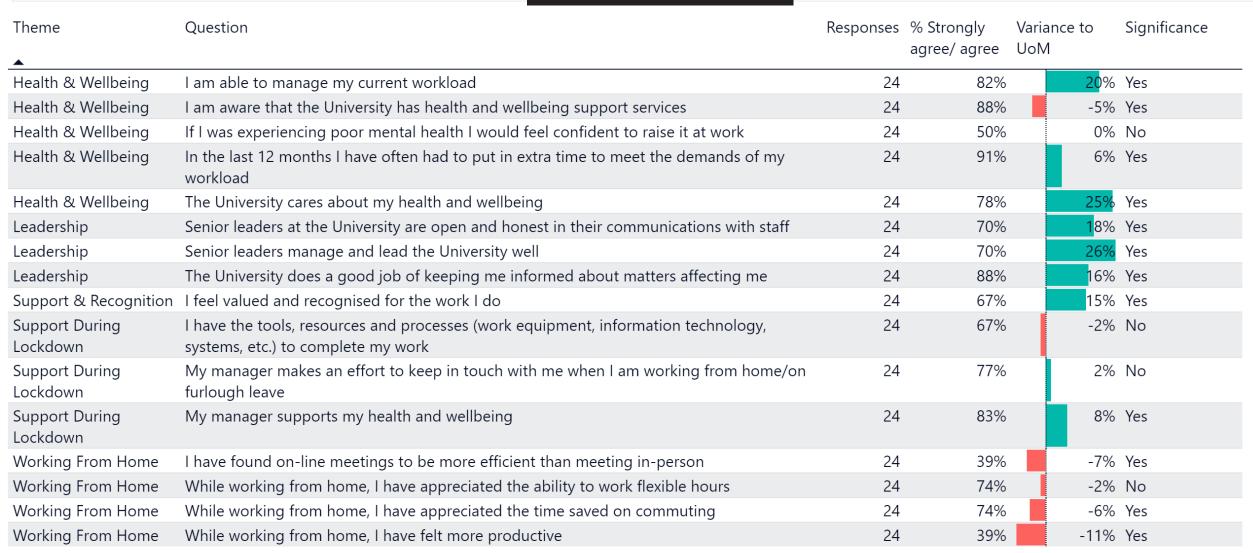
Other Ethnic background (Category)

White (Category)

Faculty/PS, School/Directorate, Category

Science and Engineering (Faculty/PS) + Overall (School/Directorate) **+ Asian or Asian British (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	147	73%	11%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	147	88%	-5%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	147	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	147	83%	-2%	No
Health & Wellbeing	The University cares about my health and wellbeing	147	64%	11%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	147	67%	15%	Yes
Leadership	Senior leaders manage and lead the University well	147	59%	15%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	147	77%	5%	Yes
Support & Recognition	I feel valued and recognised for the work I do	147	58%	6%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	147	69%	0%	No
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	147	82%	7%	Yes
Support During Lockdown	My manager supports my health and wellbeing	147	75%	0%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	147	35%	-11%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	147	74%	-2%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	147	69%	-11%	Yes
Working From Home	While working from home, I have felt more productive	147	35%	-15%	Yes

Faculty/PS, School/Directorate, Category

Science and Engineering (Faculty/PS) + Overall (School/Directorate) **+ Black or Black British (Category)** ▽

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	24	82%	20%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	24	88%	-5%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	24	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	24	91%	6%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	24	78%	25%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	24	70%	18%	Yes
Leadership	Senior leaders manage and lead the University well	24	70%	26%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	24	88%	16%	Yes
Support & Recognition	I feel valued and recognised for the work I do	24	67%	15%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	24	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	24	77%	2%	No
Support During Lockdown	My manager supports my health and wellbeing	24	83%	8%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	24	39%	-7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	24	74%	-2%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	24	74%	-6%	Yes
Working From Home	While working from home, I have felt more productive	24	39%	-11%	Yes

Faculty/PS, School/Directorate, Category

Science and Engineering (Faculty/PS) + Overall (School/Directorate) **+ Mixed (Category)** ⌄

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	33	64%	2%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	33	94%	1%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	33	55%	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	33	79%	-6%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	33	61%	8%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	33	48%	-4%	Yes
Leadership	Senior leaders manage and lead the University well	33	41%	-3%	No
Leadership	The University does a good job of keeping me informed about matters affecting me	33	64%	-8%	Yes
Support & Recognition	I feel valued and recognised for the work I do	33	52%	0%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	33	72%	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	33	76%	1%	No
Support During Lockdown	My manager supports my health and wellbeing	33	75%	0%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	33	35%	-11%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	33	59%	-17%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	33	69%	-11%	Yes
Working From Home	While working from home, I have felt more productive	33	29%	-21%	Yes

Faculty/PS, School/Directorate, Category

Science and Engineering (Faculty/PS) + Overall (School/Directorate) **+ Other Ethnic background (Category)** ▼

Theme ▲	Question	Responses	% Strongly agree/ agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	76	53%	9%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	76	86%	7%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	76	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	76	89%	4%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	76	48%	5%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	76	49%	3%	No
Leadership	Senior leaders manage and lead the University well	76	48%	4%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	76	72%	0%	No
Support & Recognition	I feel valued and recognised for the work I do	76	47%	5%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	76	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	76	64%	-11%	Yes
Support During Lockdown	My manager supports my health and wellbeing	76	71%	4%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	76	46%	0%	No
Working From Home	While working from home, I have appreciated the ability to work flexible hours	76	69%	7%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	76	75%	5%	Yes
Working From Home	While working from home, I have felt more productive	76	38%	-12%	Yes

Faculty/PS, School/Directorate, Category

Science and Engineering (Faculty/PS) + Overall (School/Directorate) **+ White (Category)** ▾

Theme	Question	Responses	% Strongly agree/ agree	Variance to UoM		Significance
Health & Wellbeing	I am able to manage my current workload	943	59%		3%	No
Health & Wellbeing	I am aware that the University has health and wellbeing support services	943	90%		3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	943	47%		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	943	88%		3%	No
Health & Wellbeing	The University cares about my health and wellbeing	943	49%		4%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	943	47%		5%	Yes
Leadership	Senior leaders manage and lead the University well	943	36%		8%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	943	67%		5%	Yes
Support & Recognition	I feel valued and recognised for the work I do	943	50%		2%	No
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	943	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	943	73%		2%	No
Support During Lockdown	My manager supports my health and wellbeing	943	75%		0%	No
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	943	38%		8%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	943	72%		4%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	943	77%		3%	No
Working From Home	While working from home, I have felt more productive	943	41%		9%	Yes