

University of Manchester Survey 2025

Survey closed: 22 April 2025

Filter selection: Humanities/School of Arts,
Languages and Cultures

Responses: 280

Response Rate: 48%

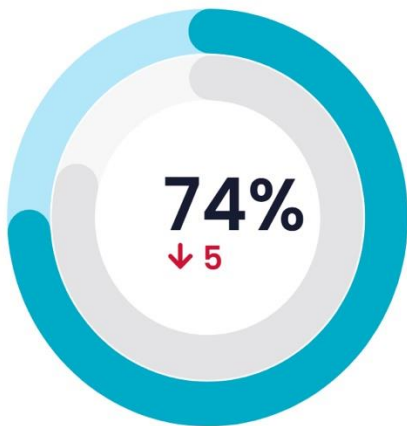
Partial results: Excluded

Comparator: Survey Overall



What is our Engagement score?

The Engagement score is 74%, which is low when compared with the norms for Survey Overall



● Your score ● Survey Overall norm

Items comprising the Engagement score

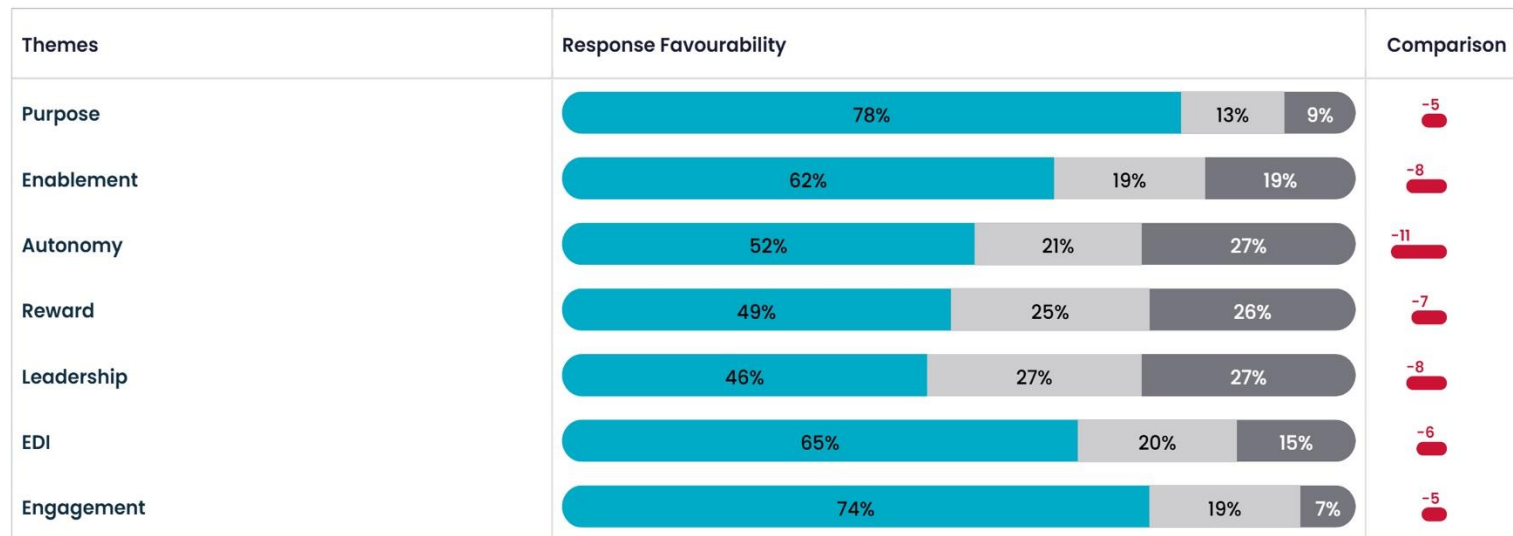
Question	Response Favourability	Comparison
I am proud to say I work for the University	71% 22% 7%	-8
I care about the future of the University	89% 9% 2%	-1
I would recommend the University as a good place to work	59% 29% 13%	-14
I would still like to be working at the University in two years' time	75% 16% 9%	0
Working at the University makes me want to do the best work I can	74% 19% 7%	-2

● Favourable ● Neutral ● Unfavourable

What are our Theme scores?



Average scores for questions grouped by a common theme



● Favourable ● Neutral ● Unfavourable

What is driving our Engagement score?

Key drivers

These 5 items have the strongest relationship with Engagement. Improvements in these are likely to have the biggest impact.



Some items have a stronger relationship with Engagement. These items provide a good focus for action as improvements in these are likely to drive improvements in Engagement.

What are our comparative strengths?



These 5 results are the strongest when compared to Survey Overall

Question	Impact	Theme	Response Favourability	Comparison
My work is interesting and challenging	🎯	Reward	<div><div>76%</div><div>16%</div><div>7%</div></div>	0
I would still like to be working at the University in two years' time	🎯	Engagement	<div><div>75%</div><div>16%</div><div>9%</div></div>	0
I care about the future of the University	🎯	Engagement	<div><div>89%</div><div>9%</div><div>2%</div></div>	-1
In the last year at this University I have experienced bullying or harassment at work	🎯	EDI	<div><div>89%</div><div>11%</div><div></div></div>	-1
My manager treats me fairly and with respect	🎯	Leadership	<div><div>86%</div><div>9%</div><div>5%</div></div>	-1

● Favourable ● Neutral ● Unfavourable

What are our comparative weaknesses?



These 5 results are the weakest (or least strong) when compared with Survey Overall

Question	Impact	Theme	Response Favourability	Comparison
I am satisfied with the balance between the time I spend at work and the time I spend on other aspects of my life		Autonomy	<div><div>39%</div><div>19%</div><div>42%</div></div>	-23
I have a manageable workload		Autonomy	<div><div>39%</div><div>16%</div><div>45%</div></div>	-19
My job security at the University is good		Reward	<div><div>47%</div><div>25%</div><div>28%</div></div>	-15
My opinion is sought on decisions that affect my work		Autonomy	<div><div>46%</div><div>20%</div><div>33%</div></div>	-15
I would recommend the University as a good place to work		Engagement	<div><div>59%</div><div>29%</div><div>13%</div></div>	-14

Favourable Neutral Unfavourable

Best compared to history










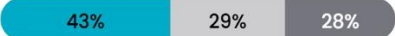





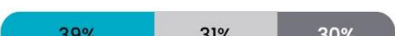

These 5 results are the strongest when compared to University of Manchester Autumn 2022, 16 Oct 2022

Question	Impact	Theme	Response Favourability	Vs Previous
My manager takes time to support me and develop my skills		Leadership	<div><div>59%</div><div>22%</div><div>19%</div></div>	<div><div>+19</div></div>
I believe the University is doing a good job of advancing education, knowledge and wisdom for the good of society		Purpose	<div><div>73%</div><div>15%</div><div>12%</div></div>	<div><div>+18</div></div>
Working at the University makes me want to do the best work I can		Engagement	<div><div>74%</div><div>19%</div><div>7%</div></div>	<div><div>+14</div></div>
I feel like I belong at the University		EDI	<div><div>68%</div><div>19%</div><div>14%</div></div>	<div><div>+12</div></div>
My manager treats me fairly and with respect		Leadership	<div><div>86%</div><div>9%</div><div>5%</div></div>	<div><div>+9</div></div>

Favourable Neutral Unfavourable

Weakest compared to history

These results are the weakest (or least strong) when compared to University of Manchester Autumn 2022, 16 Oct 2022

Question	Impact	Theme	Response Favourability	Vs Previous
The reasons for change are well communicated to me		Leadership		-10 
My work is interesting and challenging		Reward		-8 
My career aspirations are being met here		Reward		-7 
The University manages change effectively		Leadership		-6 
Everyone here is given an equal opportunity to develop and progress		EDI		-5 

 Favourable  Neutral  Unfavourable

What are our highest scoring questions?
















These 5 items are the highest scoring in the survey

Question	Impact	Theme	Response Favourability	Comparison
In the last year at this University I have experienced bullying or harassment at work	🌊	EDI	<div><div>89%</div><div>11%</div></div>	-1
I care about the future of the University	🌊	Engagement	<div><div>89%</div><div>9%</div><div>2%</div></div>	-1
My manager treats me fairly and with respect	🎯	Leadership	<div><div>86%</div><div>9%</div><div>5%</div></div>	-1
Have you felt discriminated against at work at this University in the last 12 months?	🌊	EDI	<div><div>86%</div><div>14%</div></div>	-4
I am clear about how my work makes a positive contribution to the success of the University	🎯	Purpose	<div><div>83%</div><div>11%</div><div>6%</div></div>	-1

● Favourable ● Neutral ● Unfavourable

What are our lowest scoring questions?

These 5 items are the lowest scoring in the survey

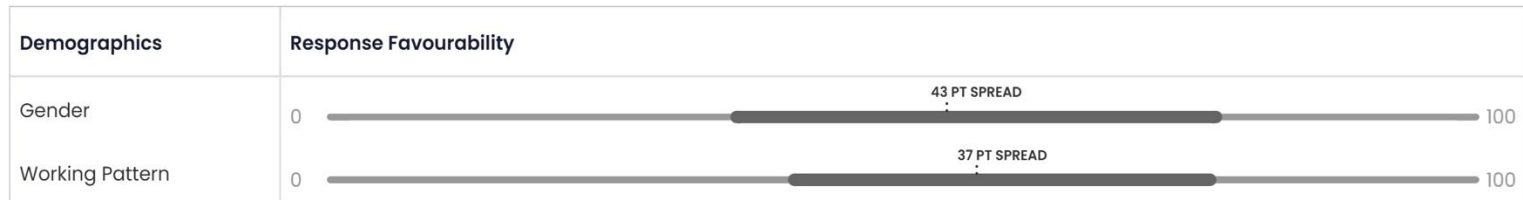
Question	Impact	Theme	Response Favourability	Comparison
How frequently do you feel stressed at work?		Autonomy		-9 
The University manages change effectively		Leadership		-9 
The reasons for change are well communicated to me		Leadership		-10 
I believe action will be taken as a result of this survey		Leadership		-11 
The University Executive Team leads the University well		Leadership		-11 

 Favourable  Neutral  Unfavourable

Which demographics affect our Engagement score?



The 2 demographics most impacting Engagement are:



Snapshot:

Gender - has an overall variation in Engagement of 43 PTs, with the highest scoring item being Woman with 78% and the lowest scoring item being Prefer not to say with 35%.

Working Pattern - has an overall variation in Engagement of 37 PTs, with the highest scoring item being I have a hybrid working pattern with 77% and the lowest scoring item being Prefer not to say with 40%.

From an action planning perspective, consider what lessons can be learnt, for example by comparing the highest scoring areas with the lowest scoring areas. What are the key differences that people are talking about? What best practice can be identified and shared?

Multiple Choice Question



Did you report it? (bullying or harassment)



Multiple Choice Question



Were you satisfied with how it was dealt with? (bullying or harassment)



Multiple Choice Question



Did you report the discrimination you experienced?



Multiple Choice Question



Were you satisfied with how it was dealt with? (discrimination)

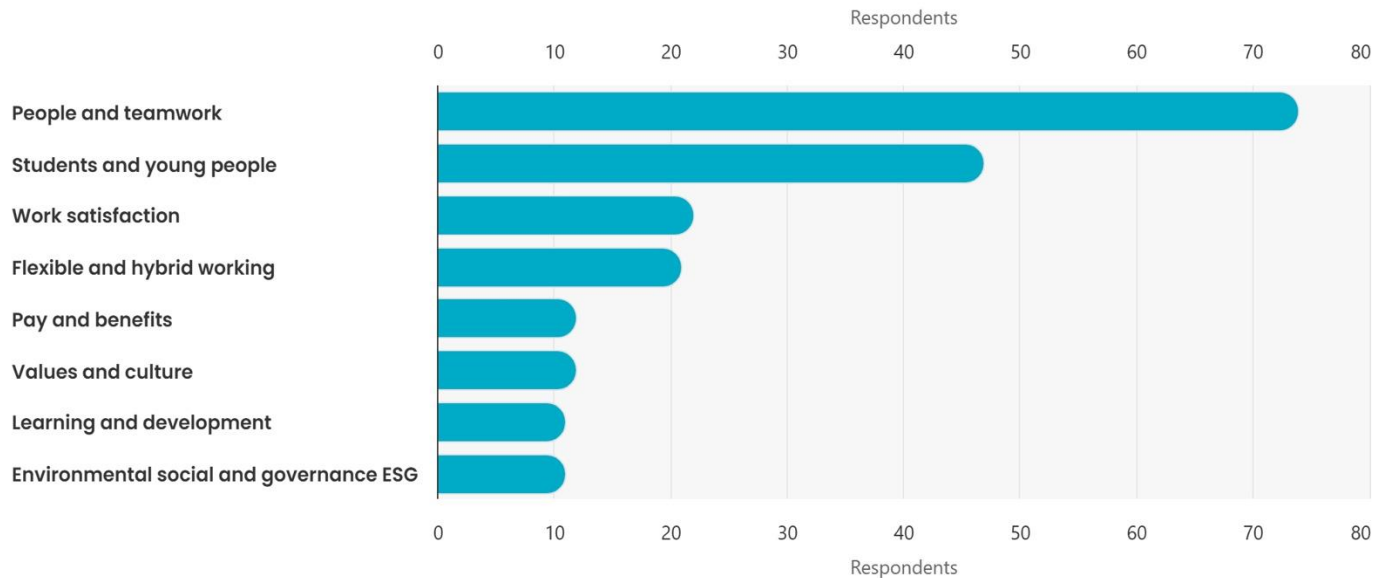
No n/a

Yes n/a

What are our people saying?



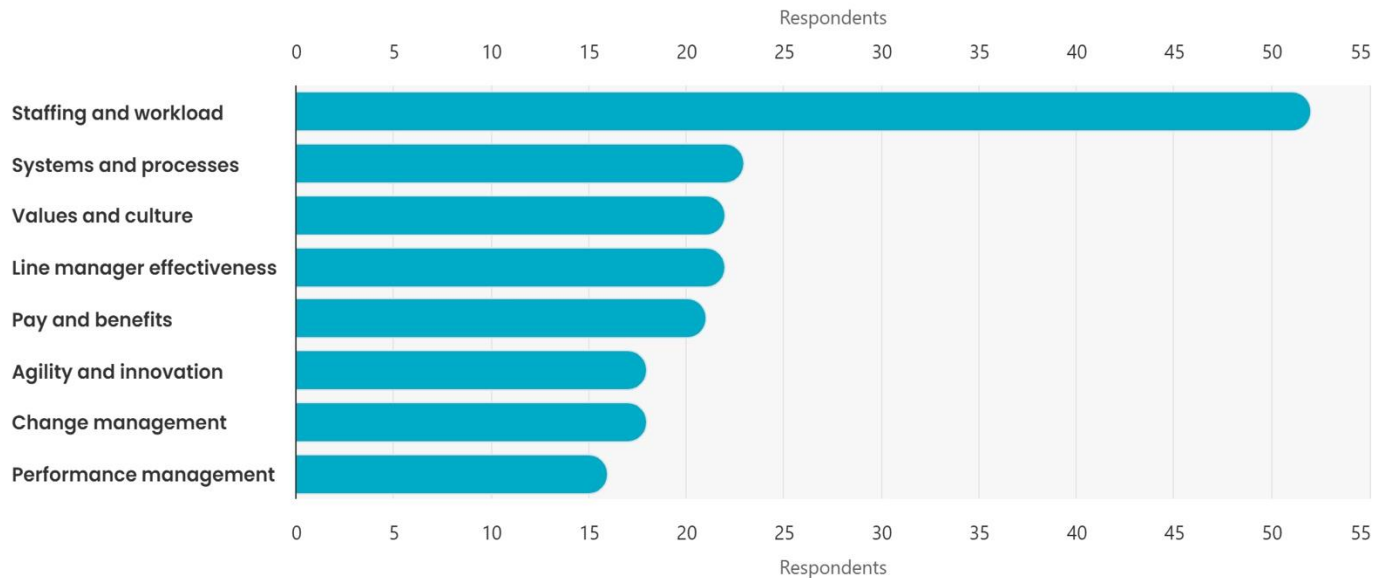
What is the best thing about working for the University? (Max 2000 characters)



What are our people saying?



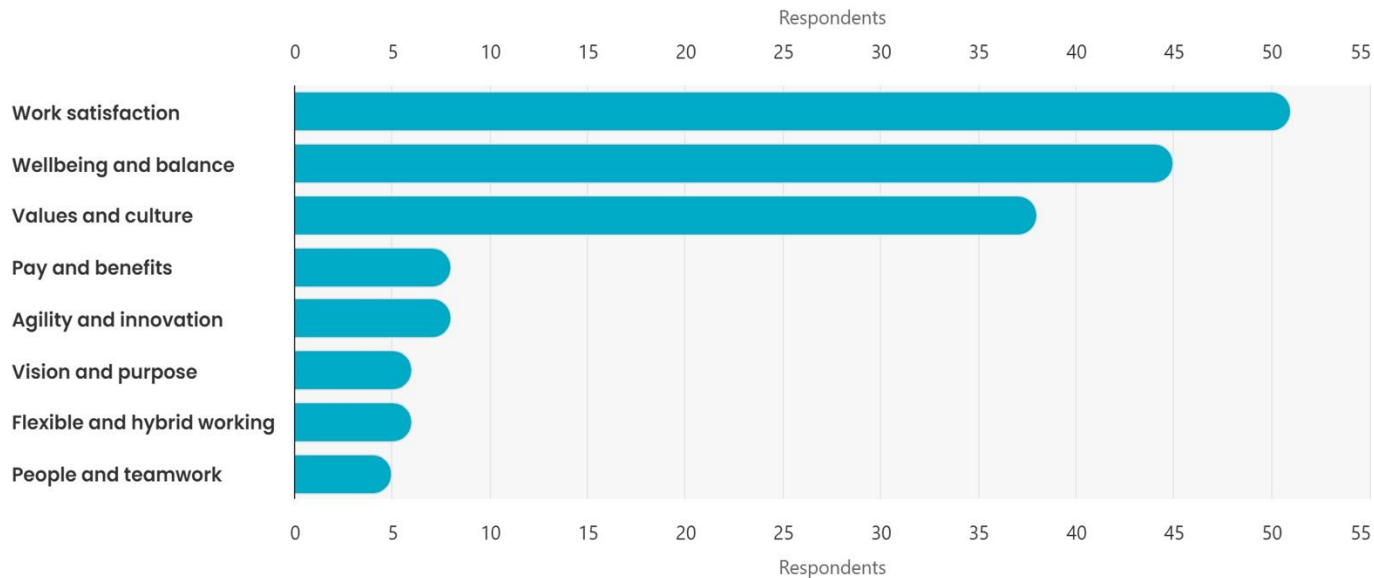
What single thing most needs to change about working at the University? (Max 2000 characters)



What are our people saying?



Which three words would you use to describe what it's like to work at the University? (Max 200 characters)



What are our people saying?

Which three words would you use to describe what it's like to work at the University? (Max 200 characters)

The wordcloud shows the words most frequently used by your people in response to this question, with their font size corresponding to their frequency of use. The 5 words most frequently used are also shown below.

Top 5 keywords

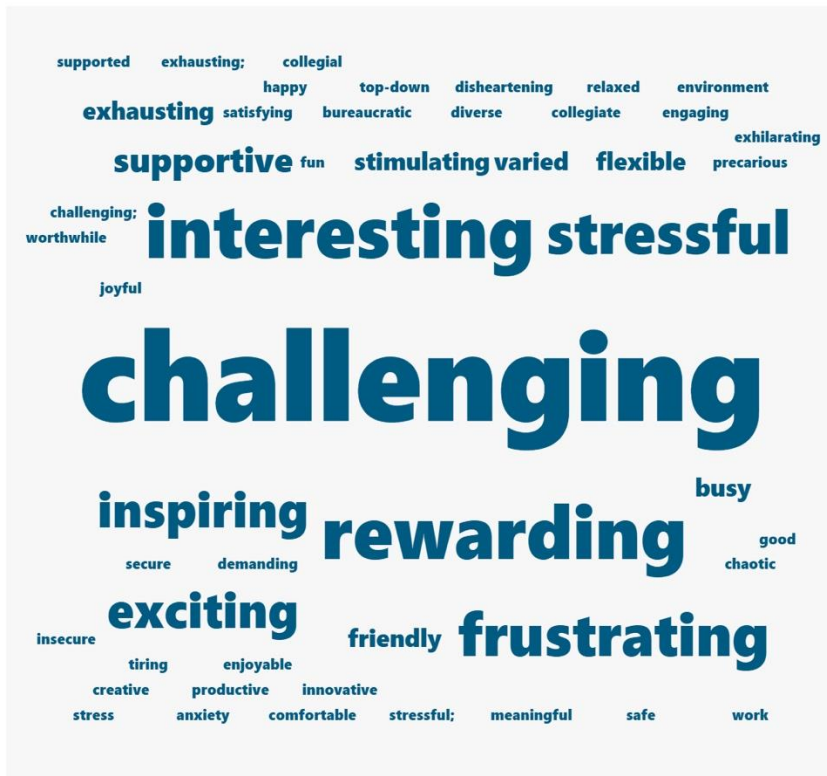
challenging

rewarding

interesting

stressful

frustrating



How many people responded?



Response Rate



Taking action is key!

280 people have responded to this survey, which is 48% of those invited to respond. 25% of those responding believe that action will take place as a result.

Visible action planning and continuous communication of how you are responding to the survey is vital in order to support and improve Engagement from this point forward.

Do they think anything will happen?

Question	Impact	Theme	Response Favourability	Comparison
I believe action will be taken as a result of this survey		Leadership	<div><div>25%</div><div>38%</div><div>38%</div></div>	<div><div>-11</div></div>

Where to focus for action planning

1. **The Key drivers of Engagement are the best focus for action**, especially where they are low scoring compared to other items or the comparator norms, or have declined since a previous survey.
2. **If the key drivers are high scoring**, then other questions that are below the comparator norms should be considered as action areas.
3. **Review how Engagement varies by demographic.** Identify whether lessons can be learned and shared from the higher performing areas.
4. **Look at what your people are talking about.** What are they saying should be changed or improved? Comments provide rich detail to support action planning.
5. **Finally, from your perspective:**
 - What are you most pleased about that you want to celebrate and maintain (for example, your absolute best results, or best compared to elsewhere)?
 - What stands out or concerns you the most?
 - What do you want to focus on now?

We recommend identifying 3-5 action areas.

Scorecard appendix



All scores - highest to lowest: page 1



Question	Theme	Response Favourability	Comparator
I care about the future of the University	Engagement	89%	-1
In the last year at this University I have experienced bullying or harassment at work	EDI	89%	-1
My manager treats me fairly and with respect	Leadership	86%	-1
Have you felt discriminated against at work at this University in the last 12 months?	EDI	86%	-4
I am clear about how my work makes a positive contribution to the success of the University	Purpose	83%	-1
I am clear about my work priorities and what I need to do to achieve them	Leadership	80%	-2
The part of the University I work in enables flexible working	Autonomy	79%	-4
I am trusted to get on with my job	Autonomy	78%	-11
The people I work with help and support each other	Enablement	78%	-7
My work is interesting and challenging	Reward	76%	0

All scores - highest to lowest: page 2



Question	Theme	Response Favourability	Comparator
I am aware of how to access wellbeing support at the University	Autonomy	76%	-6
I would still like to be working at the University in two years' time	Engagement	75%	0
Working at the University makes me want to do the best work I can	Engagement	74%	-2
I believe the University is doing a good job of advancing education, knowledge and wisdom for the good of society	Purpose	73%	-9
I am proud to say I work for the University	Engagement	71%	-8
Individual differences (e.g. cultures, backgrounds, ideas) are respected at the University	EDI	70%	-8
I feel like I belong at the University	EDI	68%	-3
I have opportunities to share ideas and feedback to improve the way things are done	Leadership	66%	-6
I am enthusiastic about my job	Autonomy	63%	-3
The University is committed to equality, diversity and inclusion for all staff	EDI	62%	-12

All scores - highest to lowest: page 3



Question	Theme	Response Favourability	Comparator
I have access to the training and development I need to do my job well	Enablement	60%	-8
My manager takes time to support me and develop my skills	Leadership	59%	-6
I would recommend the University as a good place to work	Engagement	59%	-14
I have the information, equipment, technology and resources I need to do my job well	Enablement	55%	-6
Communication and working relationships are good between my team and other teams	Enablement	55%	-12
I am safe to speak up and challenge the way things are done	Autonomy	53%	-11
My manager gives me regular, supportive feedback on the work I do	Leadership	49%	-11
My job security at the University is good	Reward	47%	-15
My opinion is sought on decisions that affect my work	Autonomy	46%	-15
I have regular conversations with my manager about my personal and professional development and what I need to perform at my best	Leadership	46%	-9

All scores - highest to lowest: page 4



Question	Theme	Response Favourability	Comparator
The University offers a good pay and benefits package compared to other employers	Reward	45%	-4
My career aspirations are being met here	Reward	43%	-4
My manager and I regularly have a conversation about my wellbeing	Autonomy	43%	-12
I am satisfied with the balance between the time I spend at work and the time I spend on other aspects of my life	Autonomy	39%	-23
Everyone here is given an equal opportunity to develop and progress	EDI	39%	-12
I am satisfied with how bullying/harassment/discrimination are addressed in the part of the University I work in	EDI	39%	-5
I have a manageable workload	Autonomy	39%	-19
I am recognised or thanked regularly for my contribution to the University	Reward	34%	-12
The University Executive Team makes the effort to listen to staff	Leadership	34%	-11
The University Executive Team leads the University well	Leadership	27%	-11

All scores - highest to lowest: page 5



Question	Theme	Response Favourability	Comparator
I believe action will be taken as a result of this survey	Leadership	25%	-11
The reasons for change are well communicated to me	Leadership	21%	-10
The University manages change effectively	Leadership	13%	-9
How frequently do you feel stressed at work?	Autonomy	9%	-9