

University Of Sussex - Flash Report

University of Sussex Staff Survey 2014
Results for: Uni OF Sussex Overall

My Role

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Responses
1	I am clear about what I am expected to achieve in my role	30%	51%	9%	9%	2%	81%	1532
2	I understand how my work contributes to the success of the University	32%	52%	10%	5%	2%	84%	1532
3	My work is interesting to me	46%	41%	9%	4%	1%	86%	1529
4	My work gives me a feeling of personal accomplishment	36%	44%	12%	6%	2%	80%	1530
5	As long as I get my work done, I have the freedom to work in a way that suits me	30%	45%	13%	8%	4%	75%	1534
6	I have enough information to do my work well	16%	43%	20%	16%	4%	59%	1531
7	I have the resources I need to complete my work effectively	11%	38%	20%	22%	9%	49%	1534

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The Working Environment

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Responses
8	I am kept informed about matters affecting me	8%	41%	22%	21%	9%	49%	1529
9	I have the opportunity to contribute my views before changes are made which affect me	6%	25%	26%	27%	17%	31%	1523
10	I think it is safe to speak up and challenge the way things are done in the University	5%	22%	28%	28%	16%	28%	1521
11	I have good relationships with my colleagues	45%	47%	7%	1%	0%	91%	1528
12	There is good co-operation between different parts of the University with which I work	7%	32%	32%	20%	8%	40%	1516
13	I am satisfied with my physical working environment	13%	43%	19%	18%	8%	56%	1529
14	Health and Safety is taken seriously in my School/Professional Services Division	22%	49%	21%	6%	3%	71%	1524

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Reward and Recognition

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Responses
15	I believe I am valued for what I do at the University	10%	40%	22%	19%	9%	50%	1534
16	Considering my duties and responsibilities, I feel my pay is fair	6%	37%	19%	24%	13%	43%	1535
17	I am satisfied with the total benefits package (e.g. salary, annual leave, pension, maternity/paternity leave)	6%	33%	24%	22%	14%	39%	1529

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Development

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Responses
18	I believe I have the opportunity for personal development and growth in the University	11%	43%	21%	17%	8%	53%	1524
19	I am satisfied with the training and/or professional development available to me	9%	41%	27%	16%	6%	50%	1521
20	I have sufficient opportunities to learn from the skills and experience of colleagues	12%	45%	24%	15%	4%	57%	1523

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Wellbeing and Work/Life balance

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Responses
21	I am satisfied with the support available to help me manage my health and wellbeing	8%	40%	30%	15%	7%	48%	1518
22	I can meet the requirements of my job without regularly working excessive hours	8%	35%	14%	23%	21%	43%	1520
23	I am able to strike the right balance between my work and home life	8%	38%	19%	22%	12%	46%	1519

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Equalities

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Responses
24	I believe that the University is an equal opportunity employer	14%	51%	23%	8%	4%	65%	1533
25	I am familiar with the University's Equality and Diversity Policy	12%	51%	24%	12%	2%	62%	1532
26	My School/Professional Services Division promotes equality and diversity	16%	46%	30%	6%	3%	61%	1534
27	I believe the University has an inclusive environment in which I can be open in relation to my age, disability, gender, gender reassignment, marital or civil partnership status, race, religion or belief, sexual orientation and/or parental or maternity status (i.e. protected characteristics under the Equality Act 2010)	20%	53%	20%	5%	3%	73%	1527

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Dignity at Work

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Responses
28	I am treated with fairness and respect in the University	12%	52%	22%	10%	5%	64%	1531
29	I think the University respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	12%	53%	23%	9%	3%	65%	1526
30	I am familiar with the University's Policy on the Prevention of Bullying and Harassment	9%	37%	25%	25%	4%	46%	1519
		Yes	No				Percent Positive	Responses
31	In the last 12 months, have you felt that you have been bullied or harassed in the workplace?	17%	83%				83%	1524

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Line Management

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Responses
	<i>My immediate line manager (e.g. Head of Department, Head of Research Group, Section Head, etc.)</i>							
32	...recognises and acknowledges when I have done my job well	31%	40%	15%	10%	4%	72%	1503
33	...communicates effectively	26%	41%	16%	12%	5%	67%	1502
34	...is supportive when I need it	35%	40%	15%	7%	4%	75%	1497
35	...is a good role model	29%	34%	23%	9%	6%	62%	1494
36	...provides regular and constructive feedback	21%	34%	24%	15%	6%	55%	1496
37	... deals effectively with poor performance in my School/Professional Services Division	13%	24%	43%	13%	7%	37%	1487
38	It is clear to me who my line manager is	50%	37%	5%	5%	2%	87%	1508

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Senior Management

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Responses
	<i>Senior management (i.e. the Vice-Chancellor's Executive Group, Heads of School and Directors of Professional Services)</i>							
39	...are sufficiently visible in the University	5%	29%	29%	25%	12%	34%	1501
40	...are open in their communication with staff	4%	21%	31%	27%	18%	24%	1501
41	...have a clear vision for the future of the University	7%	34%	37%	14%	9%	40%	1494
42	...provide effective leadership	4%	18%	39%	22%	16%	22%	1493

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University Strategy

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Responses
43	The strategy of the University is clear	6%	38%	31%	19%	6%	44%	1483
44	I understand my role in delivering the University strategy	6%	33%	31%	23%	7%	39%	1486
45	I believe that the University is committed to excellence	10%	40%	29%	13%	7%	50%	1489

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Managing Change

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Responses
46	The University manages change effectively	1%	11%	33%	32%	23%	13%	1474
47	When changes are made they are usually for the better	2%	12%	37%	29%	20%	14%	1473
48	I believe that action will be taken in the University in response to the results of this survey	3%	17%	39%	22%	19%	20%	1476

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Perceptions of the University

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Responses
49	I am proud to work for the University	20%	53%	20%	5%	2%	73%	1492
50	I would recommend the University as a great place to work	14%	39%	31%	12%	4%	53%	1492
51	I feel a strong sense of belonging to the University	16%	38%	30%	13%	4%	54%	1490
52	Working here makes me want to do the best I can	19%	41%	28%	8%	3%	60%	1486

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About You

This information is used to analyse and understand how different groups of employees feel about various subjects. We are not interested in identifying how individuals have responded, and no data will be made available to the University of Southampton for groups of fewer than 10 respondents.

1	Which of the following options best reflects your role?	Total responses:	1444
1	Academic Medical (Clinical Academic)	1%	16
2	Academic Research only (Research Faculty)	7%	106
3	Academic Teaching & Research (Teaching Faculty)	31%	442
4	Academic Teaching only (Teaching Fellow)	4%	51
5	Professional Management (Admin Faculty)	11%	166
6	Professional Support (Clerical)	22%	324
7	Technical Management	2%	30
8	Technical Support (Technician)	4%	62
9	Associate Tutor (who is also a PhD Student or GTA)	5%	73
10	Associate Tutor (who is not also a PhD Student or GTA)	3%	48
11	IT Services Associate (i.e. sessional based staff)	0%	4
12	Sports Tutor	0%	6
13	Other – please specify	8%	116

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About You

2 What is your grade?

Total responses: 1290

1	Grade 1	2%	21
2	Grade 2	2%	30
3	Grade 3	6%	72
4	Grade 4	14%	183
5	Grade 5	9%	117
6	Grade 6	10%	130
7	Grade 7	23%	295
8	Grade 8	15%	197
9	Grade 9	11%	143
10	Grade 10	8%	102

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About You

3	How long have you worked for the University?	Total responses:	1417
1	Less than 6 months	7%	104
2	Over 6 months but less than 1 year	6%	81
3	Over 1 year but less than 3 years	22%	316
4	Over 3 years but less than 5 years	12%	166
5	Over 5 years but less than 10 years	22%	310
6	Over 10 years but less than 20 years	20%	284
7	Over 20 years	11%	156

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About You

4	Are you employed...?	Total responses:	1427
1	On an open contract (i.e. ongoing, indefinite)	71%	1020
2	On a sessional contract e.g. an Associate Tutor	8%	108
3	On a fixed term or temporary contract	18%	258
4	Other	3%	41

5	What is your working pattern?	Total responses:	1436
1	Full time	76%	1085
2	Part-time	16%	229
3	Part-year	1%	8
4	Sessional based, e.g. an Associate Tutor	8%	114

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About You

6 Do you have line management responsibilities?

Total responses: 1413

1	Yes	28%	393
2	No	67%	940
3	Don't know	6%	80

7 Which age group do you fall into?

Total responses: 1429

1	16 - 25	3%	50
2	26-35	22%	313
3	36 - 45	26%	373
4	46 - 55	26%	365
5	56 - 65	12%	165
6	Over 65	2%	25
7	Prefer not to say	10%	138

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About You

8	What gender are you?	Total responses:	1433
1	Female	48%	691
2	Male	39%	563
3	Other	0%	2
4	Prefer not to say	12%	177

9	Is your gender identity the same gender you were assigned at birth?	Total responses:	1437
1	Yes	91%	1305
2	No	0%	4
3	Prefer not to say	9%	128

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About You

The Equality Act 2010 describes a disabled person as: "anyone who has a physical or mental impairment, which has a substantial and long term adverse effect on their ability to perform normal day-to-day activities".

10	Do you consider yourself to have a disability?	Total responses:	1444
1	Yes	6%	80
2	No	86%	1241
3	Prefer not to say	9%	123

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About You

11	What do you consider to be your ethnic group?	Total responses:	1443
1	British	67%	962
2	Irish	2%	25
3	Any other white background	14%	203
4	White and Black Caribbean	0%	1
5	White and Black African	0%	1
6	White and Asian	1%	12
7	Any other mixed background	1%	9
8	Caribbean	0%	3
9	African	0%	5
10	Any other black background	0%	1
11	Indian	1%	14
12	Pakistani	0%	3
13	Bangladeshi	0%	
14	Chinese	1%	8
15	Any other Asian background	1%	11
16	Arab	0%	3
17	Any other ethnic group	0%	6
18	PREFER NOT TO SAY	12%	176

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About You

12	Which of the following best describes your sexuality?	Total responses:	1423
1	Heterosexual	74%	1054
2	Gay or Lesbian	5%	77
3	Bisexual	2%	31
4	Other	1%	11
5	Prefer not to say	18%	250

13	Do you have any caring responsibilities outside of work?	Total responses:	1434
1	Yes, I have childcare responsibilities	29%	423
2	Yes, I have non-childcare caring responsibilities (e.g. for an adult)	6%	86
3	Yes, I have childcare and other caring responsibilities	4%	62
4	No	48%	683
5	Prefer not to say	13%	180

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About You

14	Which of the following options best describes your religion or belief?	Total responses:	1425
1	Agnostic	15%	215
2	Atheist	25%	355
3	Buddhist	1%	10
4	Christian (all denominations)	22%	314
5	Hindu	0%	7
6	Jewish	1%	10
7	Muslim	1%	11
8	Sikh	0%	
9	Other	2%	33
10	None	15%	209
11	Prefer not to say	18%	261