

Staff Engagement Survey 2018		% Positive				
My Role:	Heterosexual	Gay or lesbian	Bisexual	Trans identity	Cis identity	
My work gives me a feeling of personal accomplishment	79%	77%	74%	79%	78%	
My role makes good use of my skills and abilities	76%	76%	72%	82%	75%	
As long as I get the work done, I have the freedom to work in a way that suits me	78%	81%	74%	93%	77%	
Informed and equipped	Heterosexual	Gay or lesbian	Bisexual	Trans identity	Cis identity	
I have the information I need to do my job well	67%	68%	70%	82%	66%	
I am kept informed about matters affecting me	53%	51%	48%	48%	52%	
I think it is safe to speak up and challenge the way things are done in the University	44%	50%	41%	30%	43%	
I have the resources I need to complete my job effectively	58%	57%	56%	70%	57%	
Performance and Development	Heterosexual	Gay or lesbian	Bisexual	Trans identity	Cis identity	
I receive regular and constructive feedback on my performance	47%	47%	44%	57%	46%	
Good performance is recognised and appreciated at the University	38%	45%	35%	39%	37%	
I am satisfied about my opportunities for career development	41%	44%	39%	39%	40%	
Reward and Recognition	Heterosexual	Gay or lesbian	Bisexual	Trans identity	Cis identity	
I feel that my contributions to the University are valued	50%	52%	40%	41%	48%	
Considering my duties and responsibilities, I feel my pay is fair	50%	57%	47%	48%	49%	
My manager recognises and acknowledges when I do my job well	67%	69%	66%	75%	66%	
Environment and Wellbeing	Heterosexual	Gay or lesbian	Bisexual	Trans identity	Cis identity	
I have good relationships with the colleagues I work with	92%	92%	89%	86%	92%	
As an employer the University treats me with respect	68%	67%	63%	67%	71%	
I am treated with fairness and respect by: Manager	83%	83%	81%	89%	82%	
I am treated with fairness and respect by: Colleagues	90%	91%	88%	89%	89%	
I am treated with fairness and respect by: Students	74%	79%	79%	63%	58%	
In the last year, whilst working for the University, I have personally experienced bullying/harassment	10%	11%	13%	13%	11%	
In the last year, whilst working for the University, I have personally experienced discrimination	7%	8%	15%	14%	7%	
Inappropriate behaviour is dealt with effectively where I work	41%	39%	35%	36%	40%	
I feel able to be myself at work	84%	83%	71%	64%	82%	
I am able to strike the right balance between my work and home life	58%	57%	53%	75%	57%	
I am satisfied with the support in place to help me manage my health and wellbeing at work	55%	51%	51%	50%	53%	
My Manager	Heterosexual	Gay or lesbian	Bisexual	Trans identity	Cis identity	
My manager is supportive	78%	78%	74%	89%	77%	
My manager encourages me to come up with new or better ways of doing things	68%	68%	65%	64%	67%	
I am encouraged to take up training and development opportunities	68%	67%	66%	75%	67%	
My manager communicates effectively	65%	62%	60%	68%	64%	
I am supported to progress in my career	54%	59%	48%	54%	53%	
Leadership and Change	Heterosexual	Gay or lesbian	Bisexual	Trans identity	Cis identity	
Senior leaders are sufficiently visible	44%	42%	45%	25%	44%	
I believe the Senior leaders has a clear vision for the future of the University	36%	34%	31%	30%	35%	
I have confidence in the leadership within the University	38%	36%	32%	31%	37%	
When changes are made, they are usually for the better	27%	25%	29%	25%	26%	
The reasons behind decisions are usually explained to me	31%	31%	30%	25%	30%	
Perceptions of the University	Heterosexual	Gay or lesbian	Bisexual	Trans identity	Cis identity	
I am proud to work for the University	84%	82%	76%	79%	82%	
I would recommend the University as a great place to work	68%	70%	67%	68%	67%	
I feel a strong sense of belonging to the University	59%	59%	55%	57%	57%	