

# UNIVERSITY OF WARWICK SURVEY 2015/16

## Physics



### Content

- Guide to using this report
- Tips and Suggestions
- Highlights Breakdown
- Employee Engagement Index
- Headline Scores
- All Questions
- Dignity at Warwick Questions

# GUIDE TO THIS REPORT

## YOUR BENCHMARK DATA

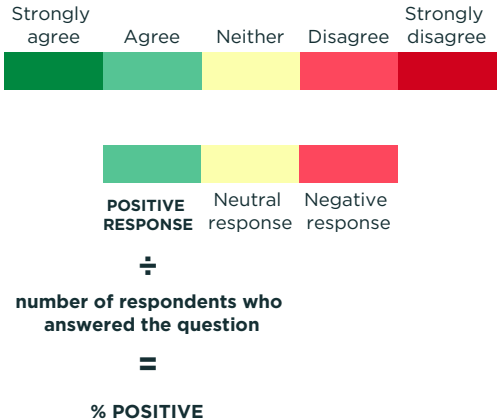
ORC INTERNATIONAL FACILITATES A BENCHMARKING PROGRAMME WHICH ALLOWS ORGANISATIONS TO BENCHMARK THEIR RESULTS AGAINST THE RESULTS OF OTHER ORGANISATIONS IN THEIR SECTOR. IN THIS REPORT, THE EXTERNAL BENCHMARK DATA IS THE AVERAGE % POSITIVE SCORE ACHIEVED FROM RECENT SURVEYS OF ALL OTHER UNIVERSITIES (UK) & RUSSELL GROUP UNIVERSITIES.

## ANONYMITY

IT IS ORC INTERNATIONAL'S PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS FOR TEAMS WITH LESS THAN SIX WILL NOT RECEIVE AN INDIVIDUAL REPORT. HOWEVER, THEIR DATA WILL STILL CONTRIBUTE TO THE SCORES FOR THEIR GROUP AND THE ORGANISATION OVERALL.

## % POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



## ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	151 + 166 = 317					
% POSITIVE	317 ÷ 613 = 52%					



## UNDERSTANDING YOUR REPORT AND GETTING TO ACTION!

- THE SCORES ON THE FRONT PAGE GIVE YOU SOME SUMMARY INFORMATION. FIRST TAKE THE TIME TO FULLY UNDERSTAND THIS REPORT BEFORE SHARING.

- WHAT IS YOUR RESPONSE RATE? IF HIGH, THE RESULTS WILL BE REPRESENTATIVE OF THE VIEWS OF YOUR COLLEAGUES. IF LOW (<20%) TAKE CARE WHEN INTERPRETING THE RESULTS. ENCOURAGE ALL COLLEAGUES TO HELP WITH ACTION PLANNING AND HOPEFULLY THIS WILL ENCOURAGE THEM TO COMPLETE THE SURVEY NEXT TIME.

- HOW DO YOUR SCORES COMPARE TO THE UNIVERSITY OVERALL?

ARE THERE ANY SCORES THAT ARE UNEXPECTED?

### 01.

#### Take the time to digest the scores and identify the areas where you are performing well.

These will tend to be high scores which are notably above any comparative scores. These should be celebrated. Share the good news with employees.

### 02.

#### Identify areas that need improvement.

These will be the lower scores, and/or those which are scoring notably below your comparators. Discuss these areas with your colleagues in focus groups or one-to-ones, gather their thoughts and solutions before deciding actions to take.

### 03.

#### High neutral responses (lots of employees ticking 'neither agree nor disagree')

Ask your colleagues about their views to find out what is causing this uncertainty. More communication and involvement may help to shift them to a positive frame of mind.

### 04.

#### Discuss with your manager.

It may be helpful to discuss with your manager or other colleagues (your peers, HR, subject experts) to share ideas before developing plans for action. There are lots of websites of ideas and case studies to give you further inspiration and top tips.

### 05.

#### What do you want employees to be saying about their working lives and what should be put in place to achieve this?

Some actions may be 'quick wins' and short term. However, in most instances, you will need to think longer term.

### 06.

#### Is there room for improvement?

The 'All questions' pages show every question asked in the survey and the proportion of colleagues responding positively (strongly agree + agree), neutrally (neither agree nor disagree) or negatively (disagree + strongly disagree). Look at how your positive score compares to your last survey's results.

**YOUR  
EMPLOYEE  
ENGAGEMENT  
SCORE:**

**74** %

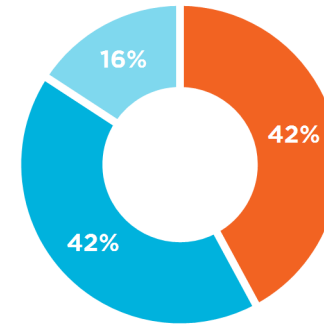
VARIANCE from PREVIOUS SURVEY: **-1**

VARIANCE from SCIENCE **+1**

**Employee engagement** is about more than just satisfaction. It's a mutually beneficial relationship between the employee and organisation. Engagement is a good indicator of how connected they are to the organisation and in helping it to achieve its goals. To see how your employee engagement score was calculated, see page 2.

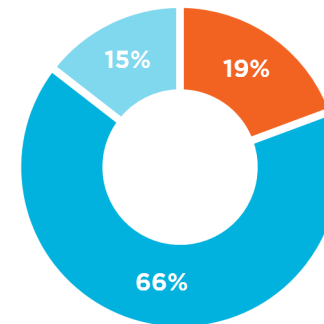
**VARIANCE FROM  
PREVIOUS  
SURVEY**

- 16 questions above
- 16 questions in line
- 6 questions below



**VARIANCE FROM  
SCIENCE**

- 12 questions above
- 41 questions in line
- 9 questions below



**WHAT NOW?**

- 1. TAKE THE TIME TO EXPLORE**

AND UNDERSTAND THE RESULTS IN THIS REPORT.

- 2. DISCUSS THE RESULTS WITH YOUR TEAM**

IDENTIFY THE THINGS TO CELEBRATE (STRENGTHS) OR IMPROVE (ACTION AREAS).



**TOP 3  
HIGHEST SCORING QUESTIONS:**

% POSITIVE

<b>Q3.</b> I understand how my work contributes to the objectives of my department	<b>87%</b>
<b>Q5.</b> I have a choice in deciding how I do my work	<b>86%</b>
<b>Q1.</b> My work gives me a feeling of personal achievement	<b>85%</b>



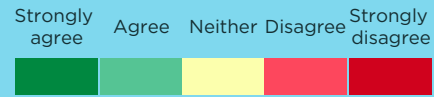
**LOWEST 3  
LOWEST SCORING QUESTIONS:**

% POSITIVE

<b>Q12.</b> I believe that my Development & Performance Review (DPR) assists me with my longer term career	<b>23%</b>
<b>Q55.</b> I am able to speak up and challenge the way things are done in the University	<b>26%</b>
<b>Q60.</b> Senior University Leaders manage change effectively	<b>27%</b>

# EMPLOYEE ENGAGEMENT

## KEY



## YOUR EMPLOYEE ENGAGEMENT SCORE

# 74%

### RESPONSE SCALE

%POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM SCIENCE

VARIANCE FROM UNIVERSITY

VARIANCE FROM UNIVERSITIES BENCHMARK

VARIANCE FROM RUSSELL GROUP BENCHMARK

-1

+1

+1

-

### SAY

Q22. I am satisfied in my job



68%

-2

-4

0

-

-1

Q61. I am proud to work for the University



84%

+8 ↑

+3

+3

+4

-2

Q62. I would recommend the University as a great place to work



81%

+7 ↑

+9 ↑

+9 ↑

+14 ↑

+7 ↑

### STAY

Q63. I feel a strong sense of belonging to the University



63%

+1

+3

+1

+5 ↑

-2

Q66. I would like to be working for the University in 12 months' time



84%

+3

+4

+5 ↑

+9 ↑

0

Q67. Considering everything, I am satisfied with the University at the present time



70%

+4

-2

0

-

-3

### STRIVE

Q64. Working here makes me want to do the best work I can



64%

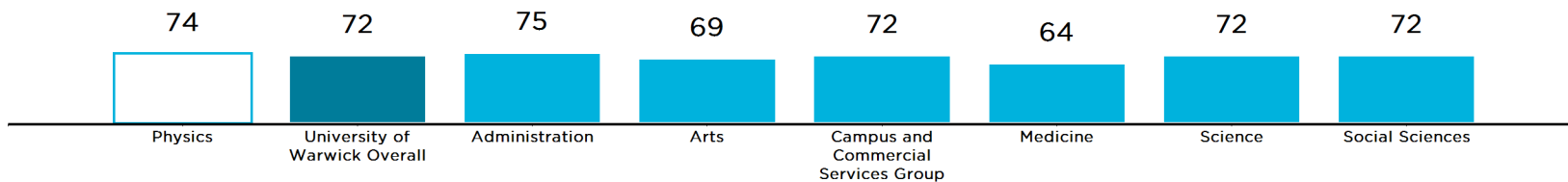
-

-6 ↓
















-8 ↓

-6 ↓

-13 ↓



# HEADLINE SCORES

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
<b>Q3.</b> I understand how my work contributes to the objectives of my department	 <b>87%</b>	<b>Q17.</b> The University's academic promotion procedures are transparent	 <b>50%</b>	<b>Q12.</b> I believe that my Development & Performance Review (DPR) assists me with my longer term career development	 <b>32%</b>
<b>Q5.</b> I have a choice in deciding how I do my work	 <b>86%</b>	<b>Q14.</b> The training and development I have received has helped me to do my job more effectively	 <b>49%</b>	<b>Q20.</b> I am able to strike the right balance between my work and home life	 <b>31%</b>
<b>Q1.</b> My work gives me a feeling of personal achievement	 <b>85%</b>	<b>Q60.</b> Senior University Leaders manage change effectively	 <b>48%</b>	<b>Q55.</b> I am able to speak up and challenge the way things are done in the University	 <b>31%</b>
<b>Q61.</b> I am proud to work for the University	 <b>84%</b>	<b>Q57.</b> Senior University Leaders are open and honest in their communication with staff	 <b>47%</b>	<b>Q21.</b> I am satisfied with the support the University offers to help me balance my work and home life	 <b>29%</b>
<b>Q66.</b> I would like to be working for the University in 12 months' time	 <b>84%</b>	<b>Q59.</b> Senior University Leaders provide effective leadership for the University	 <b>47%</b>	<b>Q9.</b> I feel secure in my job	 <b>27%</b>

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT?  
(STRENGTHS)

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES.  
(AREAS OF POTENTIAL)

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT?  
(AREAS OF CONCERN)

# ALL QUESTIONS

**KEY**

**N** NEW QUESTION SINCE PREVIOUS SURVEY

**R** REVISED QUESTION SINCE PREVIOUS SURVEY

Strongly agree   Agree   Neither   Disagree   Strongly disagree



**↑** AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

**↓** AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

YOUR JOB		69%			RESPONSE SCALE	%POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM SCIENCE	VARIANCE FROM UNIVERSITY	VARIANCE FROM UNIVERSITIES BENCHMARK	VARIANCE FROM RUSSELL GROUP BENCHMARK
	<b>Q1.</b> My work gives me a feeling of personal achievement	37	48	10		85%	-1	0	+6 ↑	+8 ↑	+7 ↑
	<b>Q2.</b> I am clear about what I am expected to achieve in my job	32	50	13		82%	+2	0	-1	-1	-4
	<b>Q3.</b> I understand how my work contributes to the objectives of my department	39	48	10		87%	+6 ↑	+3	+2	+2	+1
	<b>Q4.</b> I understand how my work contributes to the success of the University	28	54	10	7	82%	+6 ↑	+1	-1	+1	-1
	<b>Q5.</b> I have a choice in deciding how I do my work	38	48	12		86%	-1	+2	+10 ↑	+9 ↑	+2
<b>N</b>	<b>Q6.</b> I can easily find the information required to do my work	16	57	20	8	72%	-	+5 ↑	+4	+4	+2
<b>N</b>	<b>Q7.</b> Considering my duties and responsibilities, I feel my pay is fair	8	43	23	18	51%	-	+3	0	+2	0
<b>N</b>	<b>Q8.</b> I am satisfied with the total benefits package provided by the University	7	38	33	16	45%	-	-3	-11 ↓	-10 ↓	-12 ↓
	<b>Q9.</b> I feel secure in my job	13	40	20	13	53%	0	+3	-2	-	-7 ↓
<b>N</b>	<b>Q10.</b> I understand the impact of higher education sector changes on my job	41	38	14		44%	-	-7 ↓	-12 ↓	-	-

# ALL QUESTIONS

**KEY**  
**N** NEW QUESTION SINCE PREVIOUS SURVEY  
**R** REVISED QUESTION SINCE PREVIOUS SURVEY



**↑** AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR  
**↓** AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

YOUR DEVELOPMENT		43% RESPONSE SCALE				%POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM SCIENCE	VARIANCE FROM UNIVERSITY	VARIANCE FROM UNIVERSITIES BENCHMARK	VARIANCE FROM RUSSELL GROUP BENCHMARK
R	Q11. I believe that my Development & Performance Review (DPR) enables me to agree my objectives / aspirations	29	39	20	7	34%	-2	-4	-10 ↓	-	-
R	Q12. I believe that my Development & Performance Review (DPR) assists me with my longer term career development	20	45	21	12	23%	-4	-5 ↓	-10 ↓	-	-
R	Q13. There are sufficient opportunities for me to receive training to improve and add to my skills	10	42	30	12	52%	-	-3	-5 ↓	-	-7 ↓
R	Q14. The training and development I have received has helped me to do my job more effectively	27	49	15		33%	+10 ↑	-13 ↓	-21 ↓	-	-
N	Q15. I am encouraged to show initiative and be proactive at Warwick	25	51	14	10	76%	-	+1	+4	+10 ↑	+7 ↑
N	Q16. The University's academic promotion procedures are fair	32	46	10		39%	-	+11 ↑	+15 ↑	-	-
N	Q17. The University's academic promotion procedures are transparent	27	50	14		32%	-	+7 ↑	+10 ↑	-	-
N	Q18. I believe I have the opportunity for personal development and growth in the University	11	46	23	18	57%	-	+1	+1	+2	0





# ALL QUESTIONS

















**KEY**

- N** NEW QUESTION SINCE PREVIOUS SURVEY
- R** REVISED QUESTION SINCE PREVIOUS SURVEY

Strongly agree   Agree   Neither   Disagree   Strongly disagree



-  AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
-  AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELL-BEING AND EQUALITY & DIVERSITY		65%		RESPONSE SCALE	%POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM SCIENCE	VARIANCE FROM UNIVERSITY	VARIANCE FROM UNIVERSITIES BENCHMARK	VARIANCE FROM RUSSELL GROUP BENCHMARK
<b>R</b>	<b>Q19.</b> I feel equipped and able to meet the demands of my job	19	60	12	80%	-2	+2	+2	-	-
	<b>Q20.</b> I am able to strike the right balance between my work and home life	11	40	19	50%	+5 	-3	-10 	-6 	-8 
	<b>Q21.</b> I am satisfied with the support the University offers to help me balance my work and home life	9	25	37	34%	-9 	-9 	-15 	-	-
	<b>Q22.</b> I am satisfied in my job	13	55	19	68%	-2	-4	0	-	-1
<b>N</b>	<b>Q23.</b> I believe that there is equality of opportunity at the University	23	45	21	68%	-	+7 	+10 	-	-
<b>N</b>	<b>Q24.</b> I believe that Warwick is committed to advancing equal opportunities	31	47	16	78%	-	+5 	+10 	-	-
<b>N</b>	<b>Q25.</b> I feel I have equal opportunity for development and career progression at the University	22	46	23	68%	-	+10 	+11 	-	+4
	<b>Q26.</b> I am treated with fairness and respect in the University	26	52	14	78%	+14 	+2	+6 	+5 	-2

# ALL QUESTIONS

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**↑** AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR  
**↓** AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DIGNITY AT WARWICK		79%				RESPONSE SCALE	%POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM SCIENCE	VARIANCE FROM UNIVERSITY	VARIANCE FROM UNIVERSITIES BENCHMARK	VARIANCE FROM RUSSELL GROUP BENCHMARK
<b>R</b>	<b>Q33.</b> I know how to report bullying, harassment or discrimination	15	51	14	17	66%	+2	-3	-6 ↓	-	-	
<b>R</b>	<b>Q34.</b> I feel able to report bullying, harassment or discrimination without worrying that it would have a negative impact on me	20	42	25	10	62%	-12 ↓	+3	+5 ↑	+5 ↑	+3	
<b>N</b>	<b>Q35.</b> I have confidence in the University's policies and procedures to deal effectively with any reports of bullying, harassment or discrimination	13	40	35		53%	-	+7 ↑	+6 ↑	-	-	

# ALL QUESTIONS

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**R** REVISED QUESTION SINCE PREVIOUS SURVEY



**↑** AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR  
**↓** AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

LINE/DEPARTMENT MANAGEMENT		66%				RESPONSE SCALE	%POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM SCIENCE	VARIANCE FROM UNIVERSITY	VARIANCE FROM UNIVERSITIES BENCHMARK	VARIANCE FROM RUSSELL GROUP BENCHMARK
R	Q36. My immediate Line Manager recognises when I have done my job well	32	45	15	7	77%	+3	+4	+2	+8 ↑	+2	
N	Q37. My immediate Line Manager communicates effectively	31	40	17	7	71%	-	+2	+2	+2	+4	
R	Q38. My immediate Line Manager gives me regular and constructive feedback	25	35	23	11	60%	-1	+4	0	+11 ↑	+8 ↑	
N	Q39. My immediate Line Manager is prepared to have difficult conversations	28	46	17	7	75%	-	+5 ↑	+6 ↑	-	-	
	Q40. My immediate Line Manager deals with poor performance effectively	13	31	46	7	44%	-11 ↓	+1	-4	+6 ↑	+7 ↑	
	Q41. My immediate Line Manager supports me in prioritising and seeking training / development opportunities	19	42	29	7	61%	+8 ↑	+3	-2	-	-	
N	Q42. My immediate Line Manager supports me when needed	37	43	12	7	80%	-	+4	+3	-	+2	


# ALL QUESTIONS







**KEY**

- N** NEW QUESTION SINCE PREVIOUS SURVEY
- R** REVISED QUESTION SINCE PREVIOUS SURVEY

Strongly agree   Agree   Neither   Disagree   Strongly disagree

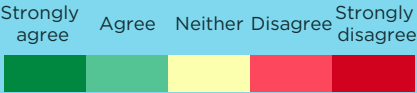


-  AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
-  AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

LINE/DEPARTMENT MANAGEMENT		66%				RESPONSE SCALE	%POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM SCIENCE	VARIANCE FROM UNIVERSITY	VARIANCE FROM UNIVERSITIES BENCHMARK	VARIANCE FROM RUSSELL GROUP BENCHMARK
R	<b>Q43.</b> I feel able to raise concerns about any uncertainties in my role with my Line Manager	30	47	15		77%	+11 	+2	+1	-	-	
R	<b>Q44.</b> Heads of Department / Senior Managers in the department / unit / service area are open and honest in their communication with staff	20	44	24	7	64%	-2	+4	+8 	-	-	
R	<b>Q45.</b> Heads of Department / Senior Managers in the department / unit / service area provide effective leadership	17	47	26		64%	+7 	+4	+8 	-	-	
R	<b>Q46.</b> Head of Department / Senior Managers in the department / unit / service area manage change effectively	14	40	35		54%	+7 	+3	+5 	-	-	

# ALL QUESTIONS

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**R** REVISED QUESTION SINCE PREVIOUS SURVEY



**↑** AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR  
**↓** AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

COMMUNICATION		56%				RESPONSE SCALE	%POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM SCIENCE	VARIANCE FROM UNIVERSITY	VARIANCE FROM UNIVERSITIES BENCHMARK	VARIANCE FROM RUSSELL GROUP BENCHMARK
R	Q47. My department / unit / service area does a good job of keeping me informed about matters affecting me	15	57	16	9	73%	+24 ↑	+5 ↑	+10 ↑	-	-	
R	Q48. I have the opportunity to contribute my views before changes are made which affect my job	10	34	38	13	44%	-6 ↓	-5 ↓	-3	-3	-7 ↓	
N	Q49. I believe that the ideas I communicate are encouraged and acted upon	10	40	37	8	50%	-	-3	-2	-	-	
N	Q50. I am able to speak up and challenge the way things are done in my department / unit / service area	14	44	24	15	58%	-	-2	0	-	-	
N	Q51. Colleagues in my department / unit / service area are supportive of each other and work well together	28	48	17	5	76%	-	+7 ↑	+2	0	-3	
R	Q52. My department / unit / service area works well with other parts of the University	14	48	33	5	62%	+6 ↑	+6 ↑	0	-	-	
R	Q53. I know where to access information about what the University is doing	9	59	26	6	68%	+16 ↑	-3	-6 ↓	-	-	
N	Q54. The University does a good job of keeping me informed about matters affecting me		53	32	15	59%	-	-1	-3	-4	-8 ↓	
R	Q55. I am able to speak up and challenge the way things are done in the University	22	44	18	13	26%	-20 ↓	0	-3	-21 ↓	-28 ↓	
	Q56. I understand the main strategic objectives of the University	8	37	39	12	45%	-10 ↓	-10 ↓	-16 ↓	-	-20 ↓	


# ALL QUESTIONS

**KEY**

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**R** REVISED QUESTION SINCE PREVIOUS SURVEY

Strongly agree   Agree   Neither   Disagree   Strongly disagree



**↑** AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

**↓** AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

SENIOR UNIVERSITY LEADERSHIP		33%				RESPONSE SCALE	%POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM SCIENCE	VARIANCE FROM UNIVERSITY	VARIANCE FROM UNIVERSITIES BENCHMARK	VARIANCE FROM RUSSELL GROUP BENCHMARK
R	<b>Q57.</b> Senior University Leaders are open and honest in their communication with staff	25	47	13	11	29%	+1	-5 ↓	-8 ↓	-11 ↓	-13 ↓	
R	<b>Q58.</b> Senior University Leaders have, and set out, a clear vision of where the University is heading	38	43	10	9	42%	+6 ↑	-4	-10 ↓	-7 ↓	0	
R	<b>Q59.</b> Senior University Leaders provide effective leadership for the University	31	47	10	10	34%	+5 ↑	-7 ↓	-11 ↓	-13 ↓	-16 ↓	
R	<b>Q60.</b> Senior University Leaders manage change effectively	25	48	16	9	27%	-	-3	-7 ↓	-6 ↓	-13 ↓	

# ALL QUESTIONS

**KEY**

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**R** REVISED QUESTION SINCE PREVIOUS SURVEY

Strongly agree   Agree   Neither   Disagree   Strongly disagree



**↑** AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

**↓** AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERCEPTIONS OF THE UNIVERSITY		72%			RESPONSE SCALE	%POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM SCIENCE	VARIANCE FROM UNIVERSITY	VARIANCE FROM UNIVERSITIES BENCHMARK	VARIANCE FROM RUSSELL GROUP BENCHMARK
	<b>Q61.</b> I am proud to work for the University	24	61	12		84%	+8 ↑	+3	+3	+4	-2
R	<b>Q62.</b> I would recommend the University as a great place to work	23	58	15		81%	+7 ↑	+9 ↑	+9 ↑	+14 ↑	+7 ↑
	<b>Q63.</b> I feel a strong sense of belonging to the University	16	48	22	10	63%	+1	+3	+1	+5 ↑	-2
N	<b>Q64.</b> Working here makes me want to do the best work I can	20	44	26		64%	-	-6 ↓	-8 ↓	-6 ↓	-13 ↓
R	<b>Q65.</b> I believe I am valued for my contribution to the University	14	44	27	12	58%	-	+2	+1	+1	+1
R	<b>Q66.</b> I would like to be working for the University in 12 months' time	40	44	11		84%	+3	+4	+5 ↑	+9 ↑	0
	<b>Q67.</b> Considering everything, I am satisfied with the University at the present time	18	53	21		70%	+4	-2	0	-	-3

ACTION		45%			RESPONSE SCALE	%POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM SCIENCE	VARIANCE FROM UNIVERSITY	VARIANCE FROM UNIVERSITIES BENCHMARK	VARIANCE FROM RUSSELL GROUP BENCHMARK
N	<b>Q68.</b> I believe that actions will be taken on issues identified in this survey	8	37	35	12	8	45%	-	+1	+1	+1

# ALL QUESTIONS

## DIGNITY AT WARWICK

### RESPONSE SCALE

%

VARIANCE  
FROM  
PREVIOUS  
SURVEY

VARIANCE  
FROM  
SCIENCE

VARIANCE  
FROM  
UNIVERSITY

**Q27.** In the last 12 months do you feel that you have been subjected to bullying or harassment of any kind in the workplace?

Yes		<b>7%</b>	-3	-3	-6 ↓
No		<b>93%</b>	+3	+3	+6 ↑

**Q28.** In the last 12 months have you witnessed any bullying or harassment in the workplace?

Yes		<b>12%</b>	+1	-6 ↓	-9 ↓
No		<b>88%</b>	-1	+6 ↑	+9 ↑

**Q29.** In the last 12 months do you feel that you have been subjected to discrimination of any kind in the workplace? (N)

Yes		<b>5%</b>	-	-2	-5 ↓
No		<b>95%</b>	-	+2	+5 ↑



# ALL QUESTIONS

## DIGNITY AT WARWICK

### RESPONSE SCALE

%

VARIANCE  
FROM  
PREVIOUS  
SURVEY

VARIANCE  
FROM  
SCIENCE

VARIANCE  
FROM  
UNIVERSITY

**Q30.** If yes to question 29 (In the last 12 months do you feel that you have been subjected to discrimination of any kind in the workplace?), please tick all that apply (N)

Age	The data for this question has been hidden for anonymity reasons.
Disability	The data for this question has been hidden for anonymity reasons.
Gender reassignment	The data for this question has been hidden for anonymity reasons.
Marriage and civil partnership	The data for this question has been hidden for anonymity reasons.
Pregnancy and maternity	The data for this question has been hidden for anonymity reasons.
Race	The data for this question has been hidden for anonymity reasons.
Religion and belief	The data for this question has been hidden for anonymity reasons.
Sex	The data for this question has been hidden for anonymity reasons.
Sexual orientation	The data for this question has been hidden for anonymity reasons.

# ALL QUESTIONS

## DIGNITY AT WARWICK

### RESPONSE SCALE

%

VARIANCE  
FROM  
PREVIOUS  
SURVEY

VARIANCE  
FROM  
SCIENCE

VARIANCE  
FROM  
UNIVERSITY

**Q31.** In the last 12 months have you witnessed any discrimination in the workplace? (N)

Yes		4%	-	-3	-7 ↓
No		96%	-	+3	+7 ↑

# ALL QUESTIONS

## DIGNITY AT WARWICK

### RESPONSE SCALE

%

VARIANCE  
FROM  
PREVIOUS  
SURVEY

VARIANCE  
FROM  
SCIENCE

VARIANCE  
FROM  
UNIVERSITY

**Q32.** If yes to question 31 (In the last 12 months have you witnessed any discrimination in the workplace?), please tick all that apply (N)

Age	The data for this question has been hidden for anonymity reasons.
Disability	The data for this question has been hidden for anonymity reasons.
Gender reassignment	The data for this question has been hidden for anonymity reasons.
Marriage and civil partnership	The data for this question has been hidden for anonymity reasons.
Pregnancy and maternity	The data for this question has been hidden for anonymity reasons.
Race	The data for this question has been hidden for anonymity reasons.
Religion and belief	The data for this question has been hidden for anonymity reasons.
Sex	The data for this question has been hidden for anonymity reasons.
Sexual orientation	The data for this question has been hidden for anonymity reasons.