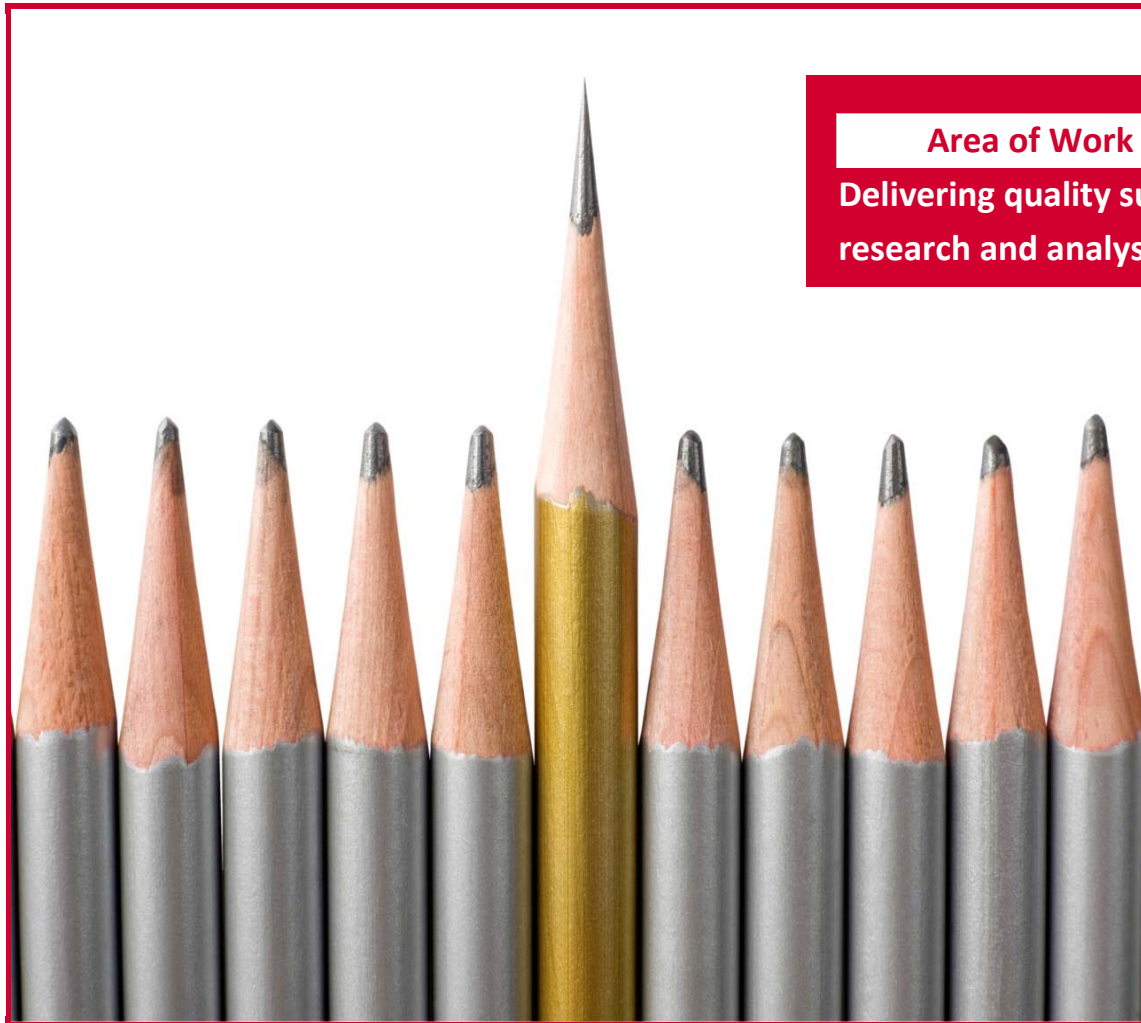


University of Reading



Area of Work Report

Delivering quality survey,
research and analysis solutions.

School of Politics, Economics & International Relations

Employee Survey 2017

Project Number: 8046

May 2017



Delivering outstanding survey
and research services
CAPITA SURVEYS AND RESEARCH

Organisational Contact Information

Address:

Capita Surveys and Research
Spa House
Hookstone Park
Harrogate
North Yorkshire
HG2 7DB

Tel: 01423 818700

Fax: 01423 818777

Web: www.capitasurveys.co.uk

Contents

Background	4
Part A - Most positive perceptions	6
Part B - Least positive perceptions	7
Understanding strength analysis	9
Part C - Identifying areas of strength and opportunities and comparison with the University score	10
Part D - Frequency Charts	17
Part E - Comment themes	44
Part F - Survey Results Ranked By Degree of Importance to Respondents	45
Part G - Internal benchmarking	50
Part H - Appendix - User Guide	62

University of Reading - School of Politics, Economics & International Relations

Background

In March 2017, University of Reading launched its employee survey, to provide an opportunity for employees to feedback on their experiences in working for University of Reading, and to highlight issues they feel should be addressed in the future.

The survey was designed by Capita Surveys and Research (in conjunction with University of Reading) as an e-survey, with an option to complete the survey on paper or over the telephone.

The survey was distributed on 7th March 2017 with a closure date of 7th April 2017. Capita Surveys and Research processed and validated 2,673 completed survey questionnaires from University of Reading employees; this gives a response rate of 64% based on the 4,197 employees invited to participate (includes the 414 sessional staff). When sessional staff are excluded 2,597 survey questionnaires were completed and returned; this gives a response rate of 69%; based on 3,783 staff invited to participate.

Response Rate

The selected area of work achieved a response rate of 38% i.e. 33 of the 86 employees in School of Politics, Economics & International Relations responded to the survey.

Presentation of results

This report presents a summary of the results for School of Politics, Economics & International Relations and referred to as the area of work (AOW) throughout this report.

Part A: Most positive perceptions

This part of the report displays the most positive perceptions for the selected area of work which can be identified as areas of strength.

Part B: Least positive perceptions

This part of the report displays the least positive perceptions for the selected area of work which can be identified as areas for improvement.

Parts C: Identifying areas of strength and opportunities for improvement and comparison with the University score

This part of the report displays all primary questions in the survey compared to the results for the University as a whole, but excludes most of the sub set or secondary questions¹ to ensure anonymity is maintained. The area of work question results are presented in a descending ranked order within each section they appear in the questionnaire i.e. the most positive responses appear at the top of the section in list format. All results are colour coded to help to identify areas of strength or opportunities for improvement.

Part D: Frequency Charts report for the selected area of work

This format provides the percentage of respondents who selected each response option for each question presented in a stacked bar chart. Please note some sub-set questions (filtered questions)¹ and the background details of respondents are not included to ensure anonymity is maintained.

¹ except those within 'Section F, Performance Development Review (PDR)', 'Section I: Culture and Values' and question M12 due to the high number of staff that have responded to these questions.

Part E: Comment Themes for the selected area of work

This section of the report includes a count of the themes relating to the comments made by the area of work's staff in relation to *'One thing you feel could be improved at the University of Reading'* and *'One thing you think is good about working for the University of Reading'*. It should be noted these are a count of the number of times a theme is selected rather than a percentage.

Part F: Survey Results Ranked By Degree of Importance to Respondents for selected area of work

This section provides a list of all agree / disagree type questions from the survey, ranked according to values assigned to each question (see Appendix – User Guide for more information) , with those generating the least positive values at the beginning of the list, to those generating the most positive values at the end of the list.

It should be noted that only questions that have the range of Agree to Disagree responses are included in this list e.g. those questions with 'Yes' / 'No' / 'Don't know' responses are not included.

Part G: Internal benchmarking

This section provides an overview of the survey results for the selected area of work as a whole and by any associated teams / departments. The University of Reading as a whole is shown for reference. All results are colour coded to help to identify areas of strength or opportunities for improvement.

Part H: Appendix - User Guide

This section describes the types of questions that were included and highlights any important information that the reader should be aware of.

Part A - Most positive perceptions for School of Politics, Economics & International Relations

This part of the report displays the most positive perceptions for the area of work which can be identified as areas of strength.

The top 15 most positive perceptions are shown below. The full list can be seen in Part C. Depending on the results there may be more than 15 questions / statements in the list as some questions / statements have the same positive percentage.

The combined positive score is used in this analysis i.e. agree and tend to agree responses. Questions or statements with a combined positive score of 75 or above are considered areas of strength.

Where questions are negatively worded in the questionnaire, the positive perception is shown to enable a ranked order. The questions/statements are marked with an asterisk (*) and the text has been reworded to ensure ease of understanding.

E.g. The results for the question: *'Are you currently being harassed or bullied at work?'* are displayed for those who said no to this question i.e. the positive perception.

The text has therefore been reworded to *'I'm not currently being harassed or bullied at work*'*

Most positive perceptions from the area of work

Total number of responses: 33

Question	AOW
	%
N1 I'm not currently being harassed or bullied at work? *	100
O3 I am satisfied with my level of awareness of diversity issues and how to react appropriately with colleagues and students	100
O5a In the last 12 months I have not been made to feel uncomfortable whilst working for the University because of my race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age by another member of staff *	100
O5b In the last 12 months I have not been made to feel uncomfortable whilst working for the University because of my race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age by a student *	100
O6e The University of Reading respects people equally regardless of their sexual orientation	100
O6f The University of Reading respects people equally regardless of their religion or beliefs	100
B3 My work is varied and interesting to me	97
B11 I feel my job security at the University of Reading is good	97
D1a I have a clear understanding about my role within the University of Reading	97
D1d I have a clear understanding about expected standards of behaviour	97
O2 I am aware of the University's priorities for Diversity and Inclusion	97
O6b The University of Reading respects people equally regardless of their nationality / race	97
O7 I have not felt discriminated against at work in the last 12 months? *	97
D1b I have a clear understanding about what I am expected to achieve in my job	94
D1c I have a clear understanding about expected standards of performance	94
I9 I feel my Department / School / Function delivers good quality service to students / internal customers	94
K3 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) is approachable	94
L1 I am satisfied that my personal safety is treated seriously at work	94
L2 I feel safe and secure in my working environment	94
O4a I feel the University of Reading acts fairly, regardless of race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age with regard to recruitment	94
O6c The University of Reading respects people equally regardless of their disability status	94

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

Part B - Least positive perceptions and areas identified for improvement for School of Politics, Economics & International Relations

This part of the report displays the least positive perceptions and areas identified for improvement for the selected area of work.

The combined positive score is used in this analysis i.e. agree and tend to agree responses. Questions or statements with a combined positive score of 50 or lower are considered areas for improvement and are colour coded red. The areas identified for improvement for the selected area of work are listed below and can also be seen in Part C.

Where questions are negatively worded in the questionnaire, the positive perception is shown to enable a ranked order. The questions/statements are marked with an asterisk (*) and the text has been reworded to ensure ease of understanding.

E.g. The results for the question: *'I feel stressed at work'* are displayed for those who said tend to disagree and disagree to this question i.e. the positive perceptions

The text has therefore been reworded to *'I never feel stressed at work *'*

Areas for improvement from the area of work	Total number of responses:	33
Question	AOW	%
M11 I never feel stressed at work *	6	
R6d Generally, I don't feel more could be done to help staff prepare for and cope with change *	7	
N6 Are you aware of the Health Advocacy Respect and Care Advisors?	15	
R2 In my opinion the recent PAS changes were well planned	16	
F7 If you didn't have a Performance Development Review (PDR) in the last 12 months would you have liked to have one? ^	17	
L7 Are you aware of the Employee Assistance Programme?	18	
N7 Are you aware of the University's Harassment Advisors?	18	
R1 The current pace of change in the University of Reading is about right	19	
R3 In my opinion the recent PAS changes were well explained	19	
R6b Generally, change within the University of Reading is managed well	28	
M8 I'm not required to do unimportant tasks which prevent me completing more important ones *	30	
R4 In my opinion other recent changes (not PAS) have been well planned	31	
D7 I don't feel I've had to put in a lot of extra time in the last 12 months to meet the demands of my workload *	33	
D8 I don't worry about work outside my working hours *	33	
H4 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) listen to and respond to the views of staff	34	
R5 In my opinion other recent changes (not PAS) have been well explained	34	
Q7 I am confident I will get feedback on my ideas or suggestions	35	
I7 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I feel the University has got the right balance of teaching and research in place to achieve our 'Vision 2026	38	
R6e Generally, I have seen some positive changes in the last 12 months	38	
Q6 I feel the University genuinely listens to staff views during consultations	39	
I6 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I feel they are moving the University in a direction that I support ^	40	

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

Areas for improvement from the area of work**Total number of responses:** 33

Question	AOW
	%
F5 Did the Performance Development Review (PDR) leave you feeling your work is valued by the University of Reading? ^	41
R7 I feel action will be taken as a result of this survey	41
P7 On the whole, the different parts of the University of Reading communicate effectively with each other	42
R6c Generally, the process of change does not cause me concern and worry *	43
C3 I think my pay adequately reflects my performance	45
B8 I feel valued by the University of Reading	48
I4 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I understand how the work of my team relates to them ^	48
M6 I am able to handle all the conflicting demands on my time at work *	48
D10 I have adequate resources to complete my work	50
Q8b I feel there is good co-operation between different departments	50

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

Understanding strength analysis

The following pages display analysis of the primary questions in the survey and display the most and least positive perceptions for the selected area of work.

To ensure anonymity is maintained, most sub set or secondary questions are excluded. As a large number of staff have responded to the sub set questions within 'Section F, Performance Development Review (PDR)', 'Section I: Culture and Values' and question M12, these are included in the analysis, these questions are shown in the list with a ^.

The combined positive score is used throughout the analysis. Where a question / statement is positively phrased, agree or tend to agree (or yes) responses are used. Where a question / statement is negatively phrased, disagree and tend to disagree (or no) responses are used.

Where questions are negatively worded in the questionnaire, the positive perception is shown to enable a ranked order. These questions / statements are marked with an asterisk (*) and the text has been reworded to ensure ease of understanding.

E.g. The results for the question: *'Are you currently being harassed or bullied at work?'* are displayed for those who said no to this question i.e. the positive perception. The text has therefore been reworded to *'I'm not currently being harassed or bullied at work? *'*

The question / statement results are colour coded to help to identify areas of strength or opportunities for improvement. Cells displaying question results are colour coded red, amber or green according to the percentage of respondents giving a positive response.

Understanding and using the comparisons in the tables

The tables in Part C provide comparisons with the area of work score (AOW) and the University as a whole (UoR). The differences shown in the comparisons are a simple mathematical difference but because the numbers of responding staff in each of these comparator groups vary, these simple differences may not be considered a 'real statistically significant difference'.

To identify which of these scores are highly likely to be considered a real difference we use the 95% confidence interval for each comparator group.

- Part C : The AOW has a confidence interval of +/-11%, and UoR has a confidence interval of +/-1%. Therefore as a guide there would need to be a difference of more than 12 percentage points for this to be considered a real difference between the scores.

Part C - Strength report by section for School of Politics, Economics & International Relations compared to UoR




The questions results are colour coded Red, Amber or Green:

- **Green** indicates a score of 75% or above and is a strength.
- **Amber** indicates a score of between 51% and 74% and is an opportunity for improvement.
- **Red** indicates a score of 50% or less and is an area for improvement.

The colour coding boundaries described above to identify areas of strength or need for improvement were agreed by the HEI user group of Capita Surveys and Research to offer guidance and focus for action planning. The table below displays each question; the 2017 combined positive percentage for the area of work; UoR; and the percentage difference between the area of work and the University as a whole.

Please note, if there is a high percentage of staff who identify themselves as not being harassed, bullied or discriminated against, and this is identified as a strength in the analysis, these areas should still be considered as areas for improvement as most organisations have a zero tolerance policy regarding these issues.

There may be variation up to 1% when compared to the Frequency Data tables due to rounding.

	75% or higher = Strength	Positive difference:	41
	51% - 74% = Opportunity for improvement	No difference:	7
	50% or lower = Needs improvement	Negative difference:	106

Total number of responses:		33	2673	
Question	AOW %	UoR %	+/-	
Section A: Work-Life Balance				
A3 I am aware of the formal flexible working arrangements at the University (e.g. part time working, condensed hours etc)	85	77	8	
A4 I believe that if I requested flexible working arrangements, my request would be considered fairly	79	82	-3	
A5 I am able to take advantage of flexible working on an informal basis	79	80	-1	
A2 I feel I have a good work-life balance	67	70	-3	
A1 The University of Reading provides good support to help me balance my work and personal commitments	61	74	-13	
Section B: Job Satisfaction				
B3 My work is varied and interesting to me	97	91	6	
B11 I feel my job security at the University of Reading is good	97	70	27	
B4 My work gives me a sense of personal achievement	91	86	5	
B2 Generally, I enjoy my work	88	92	-4	
B10 I feel valued by students / internal customers	88	85	3	
B12 I'm interested in the University of Reading, to me it's not just a job *	85	91	-6	
B9 I feel valued by my colleagues	82	88	-6	
B5 I feel inspired to do my best work every day	76	80	-4	
B1 The University of Reading is a good place to work	73	87	-14	
B7 I feel part of the University of Reading	67	76	-9	
B6 I feel I belong to a team	64	81	-17	

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

There may be variation up to 1% when compared to the Frequency Data tables due to rounding.

- 75% or higher = Strength
- 51% - 74% = Opportunity for improvement
- 50% or lower = Needs improvement

Positive difference: **41**
 No difference: **7**
 Negative difference: **106**

Total number of responses:		33	2673	
Question	AOW %	UoR %	+/-	
Section B: Job Satisfaction				
B8 I feel valued by the University of Reading	48	59	-11	
Section C: Pay and Benefits				
C5 I am aware of the benefits offered by the University	63	71	-8	
C1 Overall, I feel the University of Reading offers a good pay and benefits package	56	68	-12	
C4 I am aware of the University's arrangements for recognising and rewarding good performance	55	69	-14	
C2 I feel fairly paid for the work I do	55	60	-5	
C3 I think my pay adequately reflects my performance	45	52	-7	
Section D: Your Role				
D1d I have a clear understanding about expected standards of behaviour	97	96	1	
D1a I have a clear understanding about my role within the University of Reading	97	90	7	
D1c I have a clear understanding about expected standards of performance	94	91	3	
D1b I have a clear understanding about what I am expected to achieve in my job	94	89	5	
D3 I am trusted to do my job	91	93	-2	
D2 I am satisfied with my current role and level of responsibility	75	76	-1	
D5 I have enough freedom to do what is necessary to put students / internal customers first every time	64	77	-13	
D6 People are willing to help each other even if it means doing something outside their usual activities	58	82	-24	
D4 The division of responsibilities between staff in my work area feels fair	58	68	-10	
D11 I don't feel priorities are changed too frequently for me to work efficiently *	55	63	-8	
D9 I don't find my current workload too much and I am not struggling to cope *	52	61	-9	
D10 I have adequate resources to complete my work	50	67	-17	
D8 I don't worry about work outside my working hours *	33	39	-6	
D7 I don't feel I've had to put in a lot of extra time in the last 12 months to meet the demands of my workload *	33	33	0	
Section E: Considering Leaving				
E2 I'm not actively seeking to leave my job here at the University *	81	82	-1	
E1 I don't think about leaving the University *	69	65	4	
Section F: Performance Development Review (PDR)				
F4 Did you agree clear objectives as part of your Performance Development Review (PDR)? ^	89	85	4	
F2 Have you had an individual Performance Development Review (PDR) in the last 12 months? ^	76	75	1	
F6 As part of your Performance Development Review (PDR), did you agree a plan for your personal development needs? ^	67	74	-7	
F3 Was your Performance Development Review (PDR) useful for you? ^	63	68	-5	

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

There may be variation up to 1% when compared to the Frequency Data tables due to rounding.

- 75% or higher = Strength
- 51% - 74% = Opportunity for improvement
- 50% or lower = Needs improvement

Positive difference: **41**
 No difference: **7**
 Negative difference: **106**

Total number of responses:		33	2673	
Question	AOW %	UoR %	+/-	
Section F: Performance Development Review (PDR)				
F5 Did the Performance Development Review (PDR) leave you feeling your work is valued by the University of Reading? ^	41	64	-23	
F7 If you didn't have a Performance Development Review (PDR) in the last 12 months would you have liked to have one? ^	17	43	-26	
Section G: Learning and Development				
G3 I have received sufficient training to enable me to do my job well	91	80	11	
G2 I am satisfied with my current level of learning and development	88	75	13	
G4 Overall, I feel that the University of Reading provides appropriate development opportunities	82	77	5	
G1 I feel that I am given the same opportunities to develop as other staff	75	78	-3	
Section H: University Executive Board (UEB)				
H2 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) set out a clear vision of where the University is headed	73	69	4	
H6 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) build strong, co-operative links with other organisations	65	76	-11	
H3 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) support new ideas for improving services for students / internal customers	62	69	-7	
H1 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) manage and lead the University well	53	61	-8	
H5 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) build strong, positive relationships with the community	52	69	-17	
H4 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) listen to and respond to the views of staff	34	43	-9	
Section I: Culture and Values				
I9 I feel my Department / School / Function delivers good quality service to students / internal customers	94	92	2	
I2 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I understand them ^	83	81	2	
I17 To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: Your team colleagues ^	82	92	-10	
I8 I feel the University of Reading delivers good quality service to students / internal customers	82	83	-1	
I12 Would you recommend the University of Reading to a friend as a place to study?	81	89	-8	
I16 To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: Managers in your School / Function ^	81	88	-7	
I1 How much do you feel you know about the University's strategic objectives i.e. Vision 2026?	81	70	11	
I15 To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: University Deans, Heads of Schools and Heads of Function ^	80	85	-5	
I10 I feel proud to work for the University of Reading	74	85	-11	

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

There may be variation up to 1% when compared to the Frequency Data tables due to rounding.

■	75% or higher = Strength
■	51% - 74% = Opportunity for improvement
■	50% or lower = Needs improvement

Positive difference:	41
No difference:	7
Negative difference:	106

Total number of responses:		33	2673	
Question	AOW %	UoR %	+/-	
Section I: Culture and Values				
I14 To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: The UEB ^	67	76	-9	
I11 Would you recommend the University of Reading to a friend as a place to work?	66	81	-15	
I3 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I am able to identify with them ^	64	64	0	
I5 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I understand how my role contributes to them ^	57	64	-7	
I13 Are you aware of the University Values for Working Together and Professional Behaviours?	53	63	-10	
I4 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I understand how the work of my team relates to them ^	48	63	-15	
I6 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I feel they are moving the University in a direction that I support ^	40	69	-29	
I7 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I feel the University has got the right balance of teaching and research in place to achieve our 'Vision 2026	38	64	-26	
Section J: Your School or Function Leadership				
J3 My School / Function Leadership Team support new ideas for improving services for students / internal customers	81	85	-4	
J1 My School / Function Leadership Team manage and lead our School / Function well	76	83	-7	
J5 My School / Function Leadership Team build strong, positive relationships with other Schools and Functions	74	81	-7	
J4 My School / Function Leadership Team listen to and respond to the views of staff	67	75	-8	
J2 My School / Function Leadership Team set out a clear vision of the future for our School / Function	63	76	-13	
Section K: Your Manager / Supervisor				
K3 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) is approachable	94	93	1	
K5 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) respects and values me	91	90	1	
K2 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) is available when needed	91	88	3	
K4 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) would be supportive in a personal crisis	90	93	-3	
K11 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) involves me in decisions that affect me in my own area of work	87	81	6	
K12 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) understands the technical aspects of my work	81	79	2	
K1 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) ensures I have the skills to be able to do my job well	78	86	-8	

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

There may be variation up to 1% when compared to the Frequency Data tables due to rounding.

- 75% or higher = Strength
- 51% - 74% = Opportunity for improvement
- 50% or lower = Needs improvement

Positive difference: **41**
 No difference: **7**
 Negative difference: **106**

Total number of responses:		33	2673	
Question	AOW %	UoR %	+/-	
Section K: Your Manager / Supervisor				
K9 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) keeps me informed about things I should know about	78	81	-3	
K6 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) gives me recognition for work done well	75	84	-9	
K7 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) provides me with feedback about my performance	72	79	-7	
K10 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) deals with poor performance effectively	71	72	-1	
K8 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) helps to motivate me to give my best	68	74	-6	
Section L: Health, Safety and Wellbeing				
L2 I feel safe and secure in my working environment	94	96	-2	
L1 I am satisfied that my personal safety is treated seriously at work	94	95	-1	
L3 I feel the University is interested in my physical wellbeing	78	78	0	
L6 The University provides a satisfying work environment	76	79	-3	
L5 The University provides support to help me maintain a healthy lifestyle and feeling of wellbeing	64	62	2	
L4 I feel the University is interested in my mental wellbeing	63	68	-5	
L7 Are you aware of the Employee Assistance Programme?	18	40	-22	
Section M: Working at the University				
M1 I can decide on my own how to go about doing my work	91	93	-2	
M3 I am satisfied with the support I get from my work colleagues	91	90	1	
M2 I am satisfied with the support I get from my immediate manager	82	86	-4	
M7 I have the right equipment to do my job	82	83	-1	
M10 I have a place I can go to take a break at work	79	78	1	
M5 Relationships at work are not strained *	69	75	-6	
M12 Overall, I don't feel unduly stressed at work * ^	69	69	0	
M9 I am able to take regular breaks on most days	63	69	-6	
M4 There are usually sufficient people in the team I am working in to handle our workload	58	61	-3	
M6 I am able to handle all the conflicting demands on my time at work *	48	66	-18	
M8 I'm not required to do unimportant tasks which prevent me completing more important ones *	30	54	-24	
M11 I never feel stressed at work *	6	9	-3	
Section N: Harassment and Bullying				
N1 I'm not currently being harassed or bullied at work? *	100	97	3	
N7 Are you aware of the University's Harassment Advisors?	18	35	-17	

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

There may be variation up to 1% when compared to the Frequency Data tables due to rounding.

■	75% or higher = Strength
■	51% - 74% = Opportunity for improvement
■	50% or lower = Needs improvement

Positive difference:	41
No difference:	7
Negative difference:	106

Total number of responses:		33	2673	
Question	AOW %	UoR %	+/-	
Section N: Harassment and Bullying				
N6 Are you aware of the Health Advocacy Respect and Care Advisors?	15	23	-8	
Section O: Diversity and Inclusion				
O6e The University of Reading respects people equally regardless of their sexual orientation	100	98	2	
O6f The University of Reading respects people equally regardless of their religion or beliefs	100	98	2	
O5b In the last 12 months I have not been made to feel uncomfortable whilst working for the University because of my race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age by a student *	100	96	4	
O3 I am satisfied with my level of awareness of diversity issues and how to react appropriately with colleagues and students	100	95	5	
O5a In the last 12 months I have not been made to feel uncomfortable whilst working for the University because of my race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age by another member of staff *	100	90	10	
O6b The University of Reading respects people equally regardless of their nationality / race	97	95	2	
O7 I have not felt discriminated against at work in the last 12 months? *	97	92	5	
O2 I am aware of the University’s priorities for Diversity and Inclusion	97	91	6	
O6c The University of Reading respects people equally regardless of their disability status	94	96	-2	
O4a I feel the University of Reading acts fairly, regardless of race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age with regard to recruitment	94	94	0	
O1 I believe the University of Reading is committed to equality of opportunity for all of its staff	91	91	0	
O4b I feel the University of Reading acts fairly, regardless of race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age with regard to career progression / promotion	91	82	9	
O6a The University of Reading respects people equally regardless of their gender	90	92	-2	
O6d The University of Reading respects people equally regardless of their age	90	92	-2	
Section P: Communication				
P2a The information I receive is straightforward and I understand it in regard to local issues in my area of work	83	89	-6	
P1a I receive information in a timely way in regard to local issues in my area of work	78	81	-3	
P2b The information I receive is straightforward and I understand it in regard to wider University issues	76	80	-4	
P1b I receive information in a timely way in regard to wider University issues	75	76	-1	
P5 On the whole, communication in the University of Reading is effective	63	60	3	
P6 Communication between senior management and staff is effective	59	54	5	
P3 There are opportunities for me to feed my views upwards in the University of Reading	52	57	-5	
P4 I know where to find information about important decisions made at the University of Reading	52	56	-4	
P7 On the whole, the different parts of the University of Reading communicate effectively with each other	42	42	0	

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

There may be variation up to 1% when compared to the Frequency Data tables due to rounding.

■	75% or higher = Strength
■	51% - 74% = Opportunity for improvement
■	50% or lower = Needs improvement

Positive difference:	41
No difference:	7
Negative difference:	106

Total number of responses:		33	2673	
Question	AOW %	UoR %	+/-	
Section Q: Staff Involvement				
Q3 If I want to put forward new ideas or suggestions for improvement, I know how to do so	78	72	6	
Q8a I feel there is good co-operation between teams in my department	74	83	-9	
Q4 I am personally encouraged to look for ways to improve the way we do things	63	69	-6	
Q2 I feel able to voice my opinions	61	71	-10	
Q1 I feel there are adequate opportunities to raise points of concern	61	64	-3	
Q5 I am confident my ideas or suggestions will be listened to	53	60	-7	
Q8b I feel there is good co-operation between different departments	50	62	-12	
Q6 I feel the University genuinely listens to staff views during consultations	39	43	-4	
Q7 I am confident I will get feedback on my ideas or suggestions	35	51	-16	
Section R: Managing Change				
R6a Generally, change within my department is managed well	73	72	1	
R6f Generally, I think things will improve in the next 12 months	52	61	-9	
R6c Generally, the process of change does not cause me concern and worry *	43	49	-6	
R7 I feel action will be taken as a result of this survey	41	54	-13	
R6e Generally, I have seen some positive changes in the last 12 months	38	55	-17	
R5 In my opinion other recent changes (not PAS) have been well explained	34	39	-5	
R4 In my opinion other recent changes (not PAS) have been well planned	31	38	-7	
R6b Generally, change within the University of Reading is managed well	28	36	-8	
R1 The current pace of change in the University of Reading is about right	19	27	-8	
R3 In my opinion the recent PAS changes were well explained	19	25	-6	
R2 In my opinion the recent PAS changes were well planned	16	17	-1	
R6d Generally, I don't feel more could be done to help staff prepare for and cope with change *	7	18	-11	

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

Part D - Frequency Charts for School of Politics, Economics & International Relations

A presentation of the survey results in chart format in the same order as the questionnaire for ease of reference. All the main results charts (for scale response questions) are structured in a similar way:

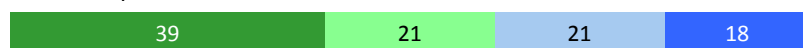
1. **Question:** The text of the question that was asked.
2. **Response chart:** The percentage of respondents who selected each response option for each question, rounded to the nearest whole percentage, is presented in a stacked bar chart. It is important to look at this detailed breakdown, not just the percentage of positive responses, when interpreting the survey results. Note that the rounding percentages occasionally results in the total percentage not adding up to exactly 100%.
3. **Total Responses:** The number of valid responses that were received for the question.
4. **Combining the positive responses and the 'rounding effect':** The total percentage of positive responses that were received for each question in 2017 is shown after the stacked bar chart. Where a question is positively phrased the 'Positive' heading shows the total of 'Agree / Tend to agree' or 'Yes' responses. Where the question is negatively phrased the 'Positive' heading shows the 'Disagree / Tend to disagree' or 'No' responses.

To ensure the figures are accurate, rounding is applied at the last stage of the calculation and is rounded to the nearest percentage point. This may mean the total positive percentage displayed can be up to 1% different from simply adding together the two positive percentages. [A more detailed explanation of this and an example can be found at the back this report in the appendix.]

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section A: Work-Life Balance

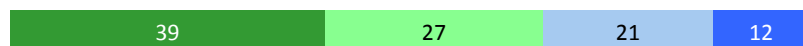
A1 The University of Reading provides good support to help me balance my work and personal commitments



Total
Responses:
33

Positive %:
61

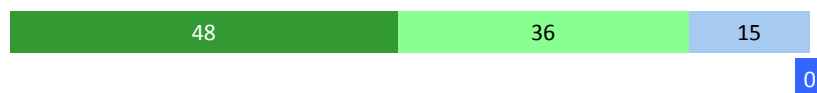
A2 I feel I have a good work-life balance



Total
Responses:
33

Positive %:
67

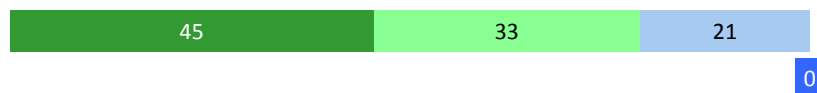
A3 I am aware of the formal flexible working arrangements at the University (e.g. part time working, condensed hours etc)



Total
Responses:
33

Positive %:
85

A4 I believe that if I requested flexible working arrangements, my request would be considered fairly



Total
Responses:
33





Positive %:
79

A5 I am able to take advantage of flexible working on an informal basis



Total
Responses:
33

Positive %:
79

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section B: Job Satisfaction

B1 The University of Reading is a good place to work



Total
Responses:
33

Positive %:
73

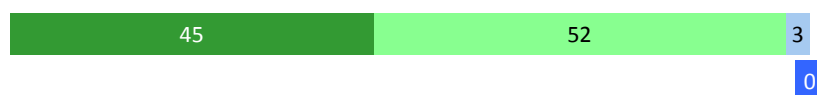
B2 Generally, I enjoy my work



Total
Responses:
33

Positive %:
88

B3 My work is varied and interesting to me



Total
Responses:
33

Positive %:
97

B4 My work gives me a sense of personal achievement



Total
Responses:
33

Positive %:
91

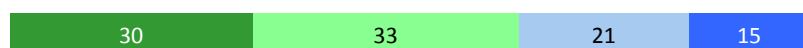
B5 I feel inspired to do my best work every day



Total
Responses:
33

Positive %:
76

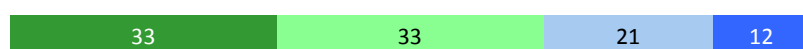
B6 I feel I belong to a team



Total
Responses:
33

Positive %:
64

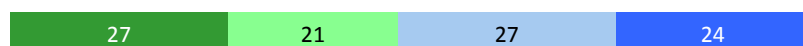
B7 I feel part of the University of Reading



Total
Responses:
33

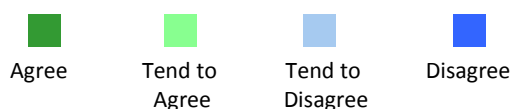
Positive %:
67

B8 I feel valued by the University of Reading



Total
Responses:
33

Positive %:
48



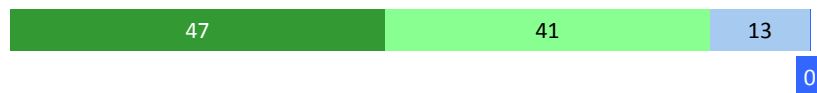
Part D - Frequency Charts for School of Politics, Economics & International Relations

Section B: Job Satisfaction

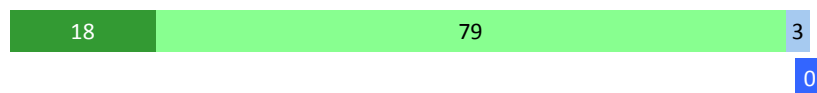
B9 I feel valued by my colleagues





Total
Responses:
33Positive %:
82

B10 I feel valued by students / internal customers

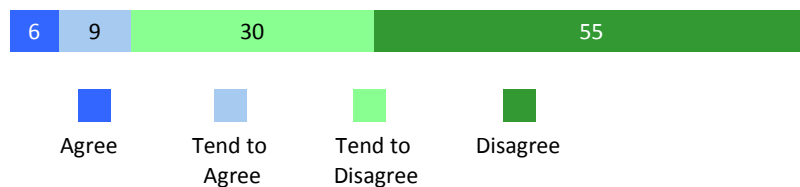
Total
Responses:
32Positive %:
88





B11 I feel my job security at the University of Reading is good

Total
Responses:
33Positive %:
97

			
Agree	Tend to Agree	Tend to Disagree	Disagree

B12 I'm not interested in the University of Reading, to me it's just a job

Total
Responses:
33Positive %:
85

			
Agree	Tend to Agree	Tend to Disagree	Disagree

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section C: Pay and Benefits

C1 Overall, I feel the University of Reading offers a good pay and benefits package



Total
Responses:
32

Positive %:
56

C2 I feel fairly paid for the work I do



Total
Responses:
33

Positive %:
55

C3 I think my pay adequately reflects my performance



Total
Responses:
33

Positive %:
45

C4 I am aware of the University's arrangements for recognising and rewarding good performance



Total
Responses:
33

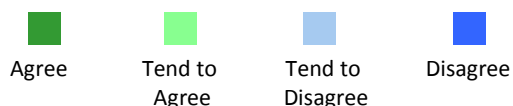
Positive %:
55

C5 I am aware of the benefits offered by the University



Total
Responses:
32

Positive %:
63



Part D - Frequency Charts for School of Politics, Economics & International Relations

Section D: Your Role

D1a I have a clear understanding about my role within the University of Reading



Total
Responses:
33

Positive %:
97

D1b I have a clear understanding about what I am expected to achieve in my job



Total
Responses:
33

Positive %:
94

D1c I have a clear understanding about expected standards of performance



Total
Responses:
33

Positive %:
94

D1d I have a clear understanding about expected standards of behaviour



Total
Responses:
33

Positive %:
97

D2 I am satisfied with my current role and level of responsibility



Total
Responses:
32

Positive %:
75

D3 I am trusted to do my job



Total
Responses:
33





Positive %:
91

D4 The division of responsibilities between staff in my work area feels fair



Total
Responses:
31

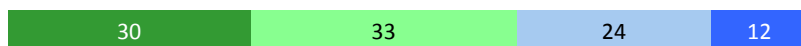
Positive %:
58

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section D: Your Role

D5 I have enough freedom to do what is necessary to put students / internal customers first every time



Total
Responses:
33





Positive %:
64

D6 People are willing to help each other even if it means doing something outside their usual activities



Total
Responses:
31

Positive %:
58

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

D7 I feel I have had to put in a lot of extra time in the last 12 months to meet the demands of my workload



Total
Responses:
33

Positive %:
33

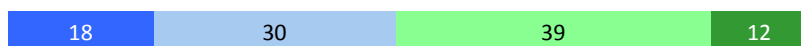
D8 I often worry about work outside my working hours



Total
Responses:
33





Positive %:
33

D9 I find my current workload too much and I am struggling to cope

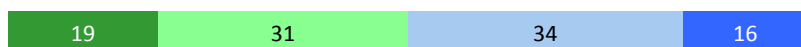


Total
Responses:
33

Positive %:
52





 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

D10 I have adequate resources to complete my work



Total
Responses:
32

Positive %:
50





 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

D11 I feel priorities are changed too frequently for me to work efficiently



Total
Responses:
33

Positive %:
55

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section E: Considering Leaving

E1 I often think about leaving the University



Total Responses: 32
Positive %: 69

E2 I am actively seeking to leave my job here at the University



Total Responses: 32
Positive %: 81



Part D - Frequency Charts for School of Politics, Economics & International Relations

Section F: Performance Development Review (PDR)

F1 Have you been employed by the University of Reading for over a year?



Total
Responses:
33

F2 Have you had an individual Performance Development Review (PDR) in the last 12 months?



Total
Responses: 25
Positive %: 76

(based on the number of respondents answering 'Yes' to F1)

F3 Was your Performance Development Review (PDR) useful for you?



Total
Responses: 19
Positive %: 63

(based on the number of respondents answering 'Yes' to F2)

F4 Did you agree clear objectives as part of your Performance Development Review (PDR)?



Total
Responses: 18
Positive %: 89

(based on the number of respondents answering 'Yes' to F2)

F5 Did the Performance Development Review (PDR) leave you feeling your work is valued by the University of Reading?



Total
Responses: 17
Positive %: 41


(based on the number of respondents answering 'Yes' to F2)

F6 As part of your Performance Development Review (PDR), did you agree a plan for your personal development needs?



Total
Responses: 18
Positive %: 67

(based on the number of respondents answering 'Yes' to F2)

 Yes
  No

F7 If you didn't have a Performance Development Review (PDR) in the last 12 months would you have liked to have one?



Total
Responses: 6
Positive %: 17

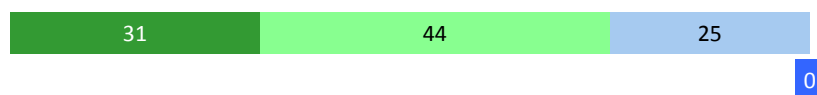
(based on the number of respondents answering 'No' to F2)

 Yes
  No
  Not Sure

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section G: Learning and Development

G1 I feel that I am given the same opportunities to develop as other staff

Total
Responses:
32Positive %:
75

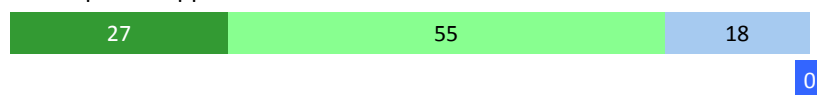
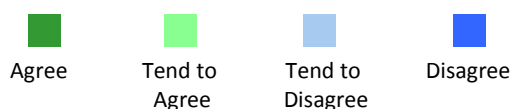
G2 I am satisfied with my current level of learning and development

Total
Responses:
32Positive %:
88

G3 I have received sufficient training to enable me to do my job well

Total
Responses:
33Positive %:
91

G4 Overall, I feel that the University of Reading provides appropriate development opportunities

Total
Responses:
33Positive %:
82

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section H: University Executive Board (UEB)

H1 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) manage and lead the University well



Total
Responses:

30

Positive %:

53

H2 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) set out a clear vision of where the University is headed



Total
Responses:

30

Positive %:

73

H3 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) support new ideas for improving services for students / internal customers



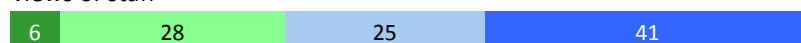
Total
Responses:

29

Positive %:

62

H4 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) listen to and respond to the views of staff



Total
Responses:

32

Positive %:

34

H5 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) build strong, positive relationships with the community



Total
Responses:

29

Positive %:

52

H6 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) build strong, co-operative links with other organisations

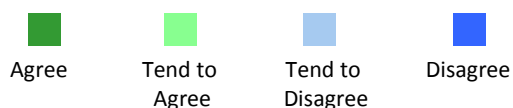


Total
Responses:

26

Positive %:

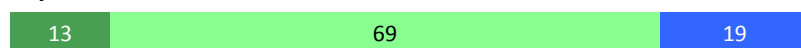
65



Part D - Frequency Charts for School of Politics, Economics & International Relations

Section I: Culture and Values

I1 How much do you feel you know about the University's strategic objectives i.e. Vision 2026?

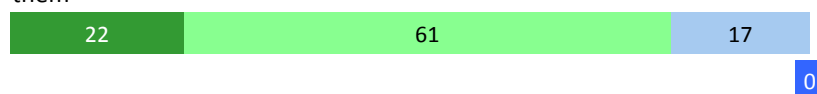


 A Lot
  A Little
  Nothing

Total
Responses:
32

Positive %:
81

I2 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I understand them



(based on the number of respondents answering 'A Lot' or 'A Little' to I1)

Total
Responses:
23

Positive %:
83

I3 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I am able to identify with them

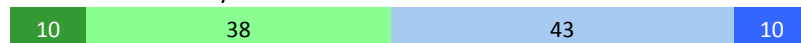


(based on the number of respondents answering 'A Lot' or 'A Little' to I1)

Total
Responses:
22

Positive %:
64

I4 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I understand how the work of my team relates to them



(based on the number of respondents answering 'A Lot' or 'A Little' to I1)

Total
Responses:
21

Positive %:
48

I5 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I understand how my role contributes to them

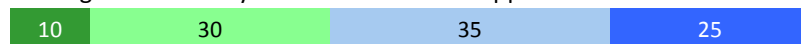


(based on the number of respondents answering 'A Lot' or 'A Little' to I1)

Total
Responses:
23

Positive %:
57





I6 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I feel they are moving the University in a direction that I support



(based on the number of respondents answering 'A Lot' or 'A Little' to I1)

Total
Responses:
20

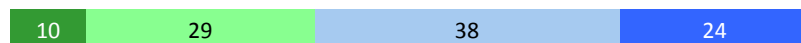
Positive %:
40

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section I: Culture and Values

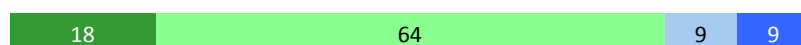
I17 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I feel the University has got the right balance of teaching and research in place to achieve our 'Vision 2026'



(based on the number of respondents answering 'A Lot' or 'A Little' to I1)

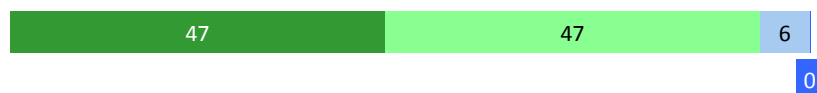
Total Responses:	Positive %:
21	38

I18 I feel the University of Reading delivers good quality service to students / internal customers



Total Responses:	Positive %:
33	82

I19 I feel my Department / School / Function delivers good quality service to students / internal customers



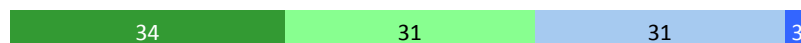
Total Responses:	Positive %:
32	94

I10 I feel proud to work for the University of Reading



Total Responses:	Positive %:
31	74

I11 Would you recommend the University of Reading to a friend as a place to work?







Total Responses:	Positive %:
32	66

I12 Would you recommend the University of Reading to a friend as a place to study?



Total Responses:	Positive %:
32	81

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

I13 Are you aware of the University Values for Working Together and Professional Behaviours?



Total Responses:	Positive %:
32	53

 Yes
  No

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section I: Culture and Values

I14 To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: The UEB



Total Responses:	Positive %:
15	67

(based on the number of respondents answering 'Yes' to I13)

I15 To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: University Deans, Heads of Schools and Heads of Function



Total Responses:	Positive %:
15	80

(based on the number of respondents answering 'Yes' to I13)

I16 To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: Managers in your School / Function



Total Responses:	Positive %:
16	81

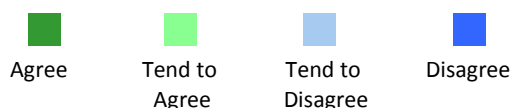
(based on the number of respondents answering 'Yes' to I13)

I17 To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: Your team colleagues



Total Responses:	Positive %:
17	82

(based on the number of respondents answering 'Yes' to I13)



Part D - Frequency Charts for School of Politics, Economics & International Relations

Section J: Your School or Function Leadership

J1 My School / Function Leadership Team manage and lead our School / Function well



Total
Responses:
33

Positive %:
76

J2 My School / Function Leadership Team set out a clear vision of the future for our School / Function



Total
Responses:
30

Positive %:
63

J3 My School / Function Leadership Team support new ideas for improving services for students / internal customers



Total
Responses:
31

Positive %:
81

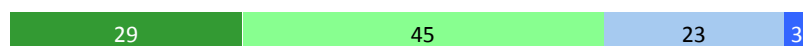
J4 My School / Function Leadership Team listen to and respond to the views of staff



Total
Responses:
33

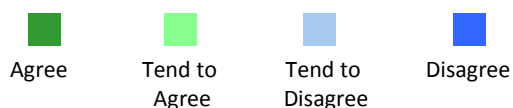
Positive %:
67

J5 My School / Function Leadership Team build strong, positive relationships with other Schools and Functions



Total
Responses:
31

Positive %:
74



Part D - Frequency Charts for School of Politics, Economics & International Relations

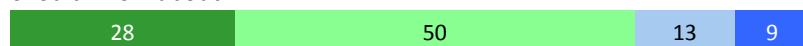
Section K: Your Manager / Supervisor



Part D - Frequency Charts for School of Politics, Economics & International Relations

Section K: Your Manager / Supervisor

K9 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) keeps me informed about things I should know about



Total
Responses:

32

Positive %:

78

K10 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) deals with poor performance effectively



Total
Responses:

28

Positive %:

71

K11 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) involves me in decisions that affect me in my own area of work



Total
Responses:

31

Positive %:

87

K12 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) understands the technical aspects of my work

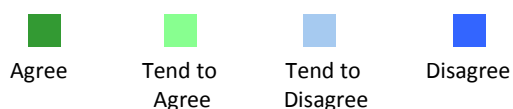


Total
Responses:

32

Positive %:

81



Part D - Frequency Charts for School of Politics, Economics & International Relations

Section L: Health, Safety and Wellbeing

L1 I am satisfied that my personal safety is treated seriously at work



Total
Responses:
33

Positive %:
94

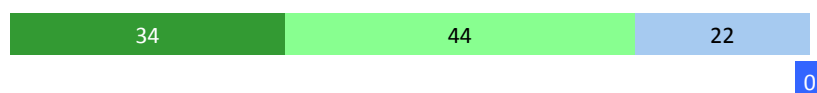
L2 I feel safe and secure in my working environment



Total
Responses:
33

Positive %:
94

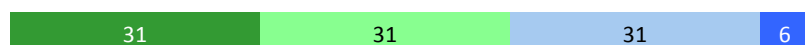
L3 I feel the University is interested in my physical wellbeing



Total
Responses:
32

Positive %:
78

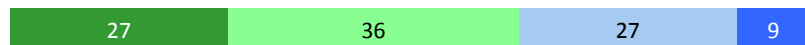
L4 I feel the University is interested in my mental wellbeing



Total
Responses:
32

Positive %:
63

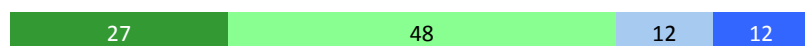
L5 The University provides support to help me maintain a healthy lifestyle and feeling of wellbeing



Total
Responses:
33





Positive %:
64

L6 The University provides a satisfying work environment



Total
Responses:
33

Positive %:
76

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

L7 Are you aware of the Employee Assistance Programme?



Total
Responses:
33

Positive %:
18

 Yes
  No

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section M: Working at the University

M1 I can decide on my own how to go about doing my work



Total
Responses:
33

Positive %:
91

M2 I am satisfied with the support I get from my immediate manager



Total
Responses:
33

Positive %:
82

M3 I am satisfied with the support I get from my work colleagues



Total
Responses:
33





Positive %:
91

M4 There are usually sufficient people in the team I am working in to handle our workload



Total
Responses:
33

Positive %:
58

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

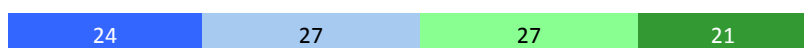
M5 Relationships at work are strained



Total
Responses:
32





Positive %:
69

M6 I am unable to handle all the conflicting demands on my time at work



Total
Responses:
33

Positive %:
48





 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

M7 I have the right equipment to do my job



Total
Responses:
33

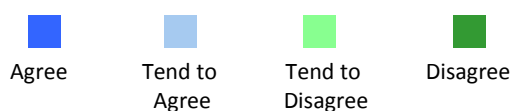
Positive %:
82

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section M: Working at the University

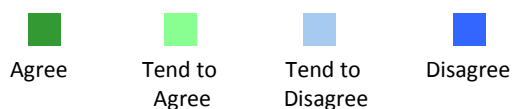
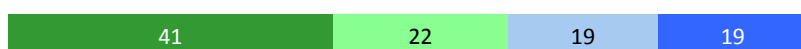
M8 I am required to do unimportant tasks which prevent me completing more important ones



Total
Responses:
33

Positive %:
30

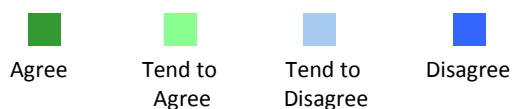
M9 I am able to take regular breaks on most days



Total
Responses:
32

Positive %:
63

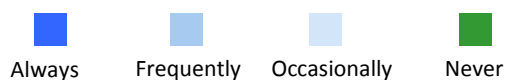
M10 I have a place I can go to take a break at work



Total
Responses:
33

Positive %:
79

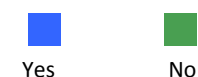
M11 I feel stressed at work



Total
Responses:
33

Positive %:
6

M12 Overall, I feel unduly stressed at work



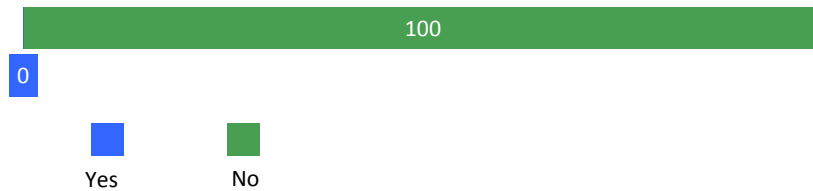
Total
Responses:
29

Positive %:
69

(based on the number of respondents answering 'Always', 'Frequently' or 'Occasionally' to M11)

Part D - Frequency Charts for School of Politics, Economics & International Relations**Section N: Harassment and Bullying**

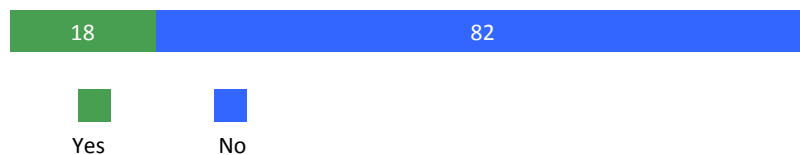
N1 Are you currently being harassed or bullied at work?

Total
Responses:
33Positive %:
100

N6 Are you aware of the Health Advocacy Respect and Care Advisors?

Total
Responses:
33Positive %:
15

N7 Are you aware of the University's Harassment Advisors?

Total
Responses:
33Positive %:
18

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section O: Diversity and Inclusion

O1 I believe the University of Reading is committed to equality of opportunity for all of its staff



Total
Responses:
33

Positive %:
91

O2 I am aware of the University's priorities for Diversity and Inclusion



Total
Responses:
33

Positive %:
97

O3 I am satisfied with my level of awareness of diversity issues and how to react appropriately with colleagues and students



Total
Responses:
33

Positive %:
100

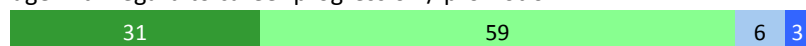
O4a I feel the University of Reading acts fairly, regardless of race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age with regard to recruitment



Total
Responses:
33





Positive %:
94

O4b I feel the University of Reading acts fairly, regardless of race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age with regard to career progression / promotion



Total
Responses:
32

Positive %:
91

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

O5a In the last 12 months I have been made to feel uncomfortable whilst working for the University because of my race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age by another member of staff



Total
Responses:
33





Positive %:
100

O5b In the last 12 months I have been made to feel uncomfortable whilst working for the University because of my race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age by a student



Total
Responses:
33

Positive %:
100

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section O: Diversity and Inclusion

O6a The University of Reading respects people equally regardless of their gender



Total
Responses:
31

Positive %:
90

O6b The University of Reading respects people equally regardless of their nationality / race



Total
Responses:
31

Positive %:
97

O6c The University of Reading respects people equally regardless of their disability status



Total
Responses:
31

Positive %:
94

O6d The University of Reading respects people equally regardless of their age



Total
Responses:
31

Positive %:
90

O6e The University of Reading respects people equally regardless of their sexual orientation



Total
Responses:
31





Positive %:
100

O6f The University of Reading respects people equally regardless of their religion or beliefs



Total
Responses:
31

Positive %:
100

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

O7 Have you felt discriminated against at work in the last 12 months?



Total
Responses:
33

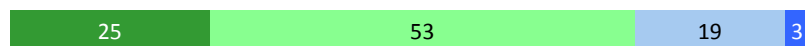
Positive %:
97

 Yes
  No

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section P: Communication

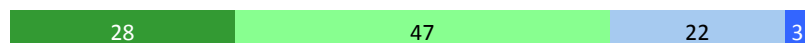
P1a I receive information in a timely way in regard to local issues in my area of work



Total
Responses:
32

Positive %:
78

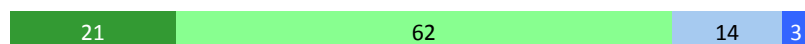
P1b I receive information in a timely way in regard to wider University issues



Total
Responses:
32

Positive %:
75

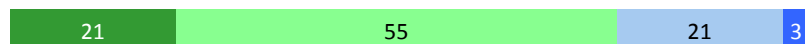
P2a The information I receive is straightforward and I understand it in regard to local issues in my area of work



Total
Responses:
29

Positive %:
83

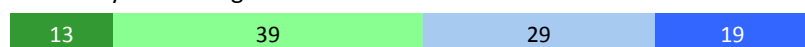
P2b The information I receive is straightforward and I understand it in regard to wider University issues



Total
Responses:
29

Positive %:
76

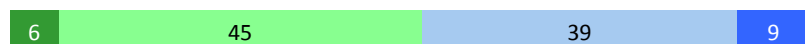
P3 There are opportunities for me to feed my views upwards in the University of Reading



Total
Responses:
31

Positive %:
52

P4 I know where to find information about important decisions made at the University of Reading



Total
Responses:
33

Positive %:
52

P5 On the whole, communication in the University of Reading is effective



Total
Responses:
32

Positive %:
63

P6 Communication between senior management and staff is effective



Total
Responses:
32

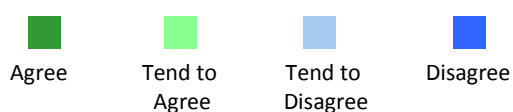
Positive %:
59

P7 On the whole, the different parts of the University of Reading communicate effectively with each other



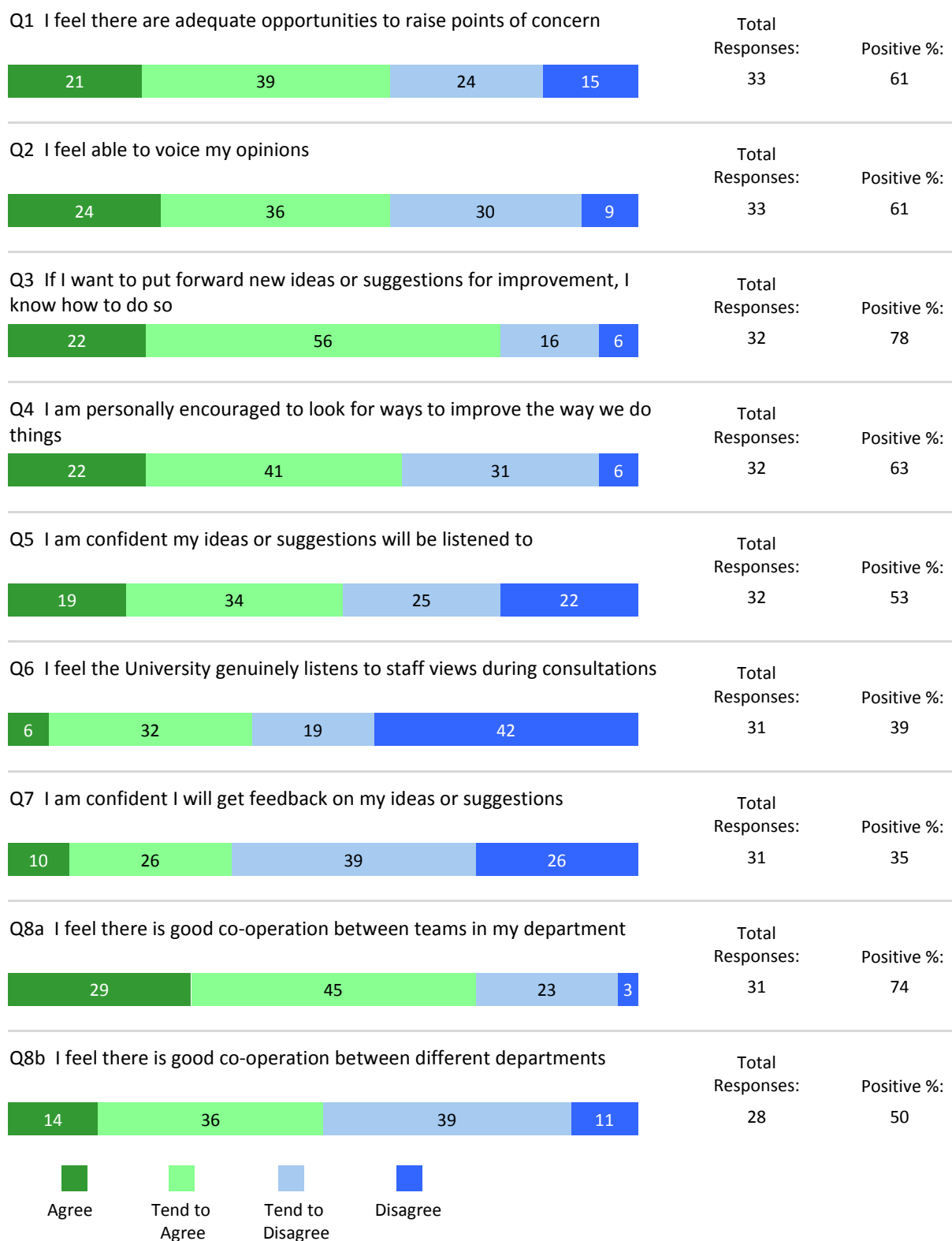
Total
Responses:
31

Positive %:
42



Part D - Frequency Charts for School of Politics, Economics & International Relations

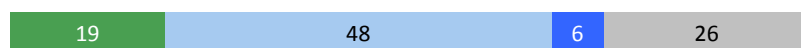
Section Q: Staff Involvement







Part D - Frequency Charts for School of Politics, Economics & International Relations

Section R: Managing Change

R1 The current pace of change in the University of Reading is about right



 About Right
  Too Fast
  Too Slow
  No Opinion

Total
Responses:
31

Positive %:
19

R2 In my opinion the recent PAS changes were well planned



0

Total
Responses:
31

Positive %:
16

R3 In my opinion the recent PAS changes were well explained

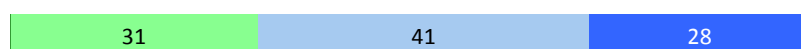


0

Total
Responses:
31

Positive %:
19

R4 In my opinion other recent changes (not PAS) have been well planned

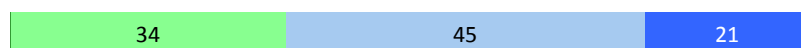


0

Total
Responses:
29

Positive %:
31

R5 In my opinion other recent changes (not PAS) have been well explained

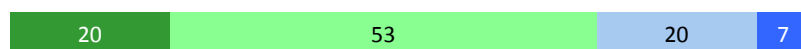


0

Total
Responses:
29

Positive %:
34

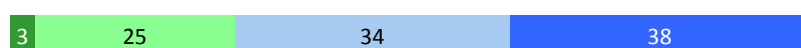
R6a Generally, change within my department is managed well







Total
Responses:
30

Positive %:
73

R6b Generally, change within the University of Reading is managed well



 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

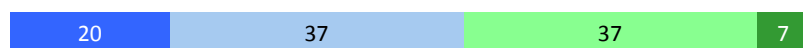
Total
Responses:
32

Positive %:
28

Part D - Frequency Charts for School of Politics, Economics & International Relations

Section R: Managing Change

R6c Generally, the process of change causes me concern and worry



Total
Responses:
30





Positive %:
43

R6d Generally, more could be done to help staff prepare for and cope with change

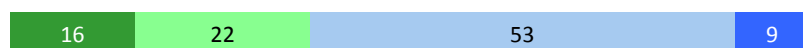


Total
Responses:
29

Positive %:
7





 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

R6e Generally, I have seen some positive changes in the last 12 months

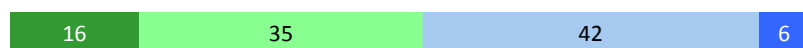


Total
Responses:
32

Positive %:
38

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

R6f Generally, I think things will improve in the next 12 months



Total
Responses:
31





Positive %:
52

R7 I feel action will be taken as a result of this survey



Total
Responses:
32

Positive %:
41

 Agree
  Tend to Agree
  Tend to Disagree
  Disagree

Part E - Comment Themes for School of Politics, Economics & International Relations

The question below relates to the themes selected for '**S1 Please note below one thing that you feel could be improved at the University of Reading**'.

Comment Theme	Count of theme
Being Treated Fairly / Diversity & Inclusion	1
Feeling Valued / Supported	3
Health and Wellbeing	1
Managing Change	5
Pay & Benefits	1
PAS / Re-organisation	4
Role & Responsibilities	5
Senior Management	1
Systems / Processes	1
Other	1

The question below relates to the themes selected for '**S2 Please note below one thing that you think is good about working for the University of Reading**'.

Comment Theme	Count of theme
Communication	2
Facilities / Environment	1
Feeling Valued / Supported	1
Health and Wellbeing	1
Job Satisfaction	5
Management – Immediate / Local	1
Pay & Benefits	1
PAS / Re-organisation	1
Relationships / Co-operation	1
Role & Responsibilities	2
Senior Management	1
Other	2

Part F - Survey Results Ranked By Degree of Importance to Respondents for School of Politics, Economics & International Relations

To further identify the areas of strength and areas for improvement in the selected area of work, all the agree/disagree questions are ranked according to the values assigned to each question. Values are assigned to each response i.e. Agree = 4; Tend to Agree = 3; Tend to Disagree = 2; Disagree = 1 (scores are reversed for negatively phrased questions). Values for each participant's response are added together to generate an overall question score. It is possible that two questions with the same aggregate percentage may have different question scores, so one may appear as an area of strength or improvement while the other does not.

This list shows those questions in the survey that measure perception or awareness in a ranked order. Those questions appearing at the top of the list and appearing red in the average question score column have generated the most negative responses from participants i.e. with a score below 2.50.

Questions appearing at the bottom of the list and highlighted green are the most positive responses from participants i.e. with a score above 3.00.

Rank -ing	Qn No.	Question	Number of staff expressing an opinion	Average question score
1	R2	In my opinion the recent PAS changes were well planned	31	1.61
2	R6d	Generally, more could be done to help staff prepare for and cope with change	29	1.62
3	R3	In my opinion the recent PAS changes were well explained	31	1.71
4	D7	I feel I have had to put in a lot of extra time in the last 12 months to meet the demands of my workload	33	1.91
5	R6b	Generally, change within the University of Reading is managed well	32	1.94
6	M8	I am required to do unimportant tasks which prevent me completing more important ones	33	1.94
7	H4	The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) listen to and respond to the views of staff	32	2.00
8	D8	I often worry about work outside my working hours	33	2.03
9	Q6	I feel the University genuinely listens to staff views during consultations	31	2.03
10	R4	In my opinion other recent changes (not PAS) have been well planned	29	2.03
11	R5	In my opinion other recent changes (not PAS) have been well explained	29	2.14
12	Q7	I am confident I will get feedback on my ideas or suggestions	31	2.19
13	I7	To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I feel the University has got the right balance of teaching and research in place to achieve our 'Vision 2026	21	2.24
14	I6	To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I feel they are moving the University in a direction that I support	20	2.25
15	R7	I feel action will be taken as a result of this survey	32	2.28
16	P7	On the whole, the different parts of the University of Reading communicate effectively with each other	31	2.29
17	R6c	Generally, the process of change causes me concern and worry	30	2.30
18	H1	The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) manage and lead the University well	30	2.33
19	D11	I feel priorities are changed too frequently for me to work efficiently	33	2.36
20	H5	The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) build strong, positive relationships with the community	29	2.38
21	C3	I think my pay adequately reflects my performance	33	2.39

Rank -ing	Qn No.	Question	Number of staff expressing an opinion	Average question score
22	R6e	Generally, I have seen some positive changes in the last 12 months	32	2.44
23	P3	There are opportunities for me to feed my views upwards in the University of Reading	31	2.45
24	D9	I find my current workload too much and I am struggling to cope	33	2.45
25	M6	I am unable to handle all the conflicting demands on my time at work	33	2.45
26	I4	To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I understand how the work of my team relates to them	21	2.48
27	P4	I know where to find information about important decisions made at the University of Reading	33	2.48
28	P6	Communication between senior management and staff is effective	32	2.50
29	Q5	I am confident my ideas or suggestions will be listened to	32	2.50
30	B8	I feel valued by the University of Reading	33	2.52
31	D10	I have adequate resources to complete my work	32	2.53
32	Q8b	I feel there is good co-operation between different departments	28	2.54
33	C2	I feel fairly paid for the work I do	33	2.55
34	P5	On the whole, communication in the University of Reading is effective	32	2.56
35	C1	Overall, I feel the University of Reading offers a good pay and benefits package	32	2.59
36	I5	To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I understand how my role contributes to them	23	2.61
37	R6f	Generally, I think things will improve in the next 12 months	31	2.61
38	H2	The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) set out a clear vision of where the University is headed	30	2.63
39	C4	I am aware of the University's arrangements for recognising and rewarding good performance	33	2.64
40	H6	The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) build strong, co-operative links with other organisations	26	2.65
41	H3	The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) support new ideas for improving services for students / internal customers	29	2.66
42	Q1	I feel there are adequate opportunities to raise points of concern	33	2.67
43	I3	To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I am able to identify with them	22	2.68
44	C5	I am aware of the benefits offered by the University	32	2.72
45	D4	The division of responsibilities between staff in my work area feels fair	31	2.74
46	Q2	I feel able to voice my opinions	33	2.76
47	Q4	I am personally encouraged to look for ways to improve the way we do things	32	2.78
48	B6	I feel I belong to a team	33	2.79
49	M4	There are usually sufficient people in the team I am working in to handle our workload	33	2.79
50	D6	People are willing to help each other even if it means doing something outside their usual activities	31	2.81
51	A1	The University of Reading provides good support to help me balance my work and personal commitments	33	2.82
52	D5	I have enough freedom to do what is necessary to put students / internal customers first every time	33	2.82
53	L5	The University provides support to help me maintain a healthy lifestyle and feeling of wellbeing	33	2.82

Rank -ing	Qn No.	Question	Number of staff expressing an opinion	Average question score
54	J2	My School / Function Leadership Team set out a clear vision of the future for our School / Function	30	2.83
55	M9	I am able to take regular breaks on most days	32	2.84
56	R6a	Generally, change within my department is managed well	30	2.87
57	L4	I feel the University is interested in my mental wellbeing	32	2.88
58	B7	I feel part of the University of Reading	33	2.88
59	K8	My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) helps to motivate me to give my best	31	2.90
60	I8	I feel the University of Reading delivers good quality service to students / internal customers	33	2.91
61	L6	The University provides a satisfying work environment	33	2.91
62	P2b	The information I receive is straightforward and I understand it in regard to wider University issues	29	2.93
63	I14	To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: The UEB	15	2.93
64	Q3	If I want to put forward new ideas or suggestions for improvement, I know how to do so	32	2.94
65	A2	I feel I have a good work-life balance	33	2.94
66	I11	Would you recommend the University of Reading to a friend as a place to work?	32	2.97
67	K9	My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) keeps me informed about things I should know about	32	2.97
68	J4	My School / Function Leadership Team listen to and respond to the views of staff	33	2.97
69	E1	I often think about leaving the University	32	3.00
70	J5	My School / Function Leadership Team build strong, positive relationships with other Schools and Functions	31	3.00
71	P1a	I receive information in a timely way in regard to local issues in my area of work	32	3.00
72	P1b	I receive information in a timely way in regard to wider University issues	32	3.00
73	P2a	The information I receive is straightforward and I understand it in regard to local issues in my area of work	29	3.00
74	Q8a	I feel there is good co-operation between teams in my department	31	3.00
75	J1	My School / Function Leadership Team manage and lead our School / Function well	33	3.03
76	D2	I am satisfied with my current role and level of responsibility	32	3.03
77	M5	Relationships at work are strained	32	3.03
78	I2	To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I understand them	23	3.04
79	M10	I have a place I can go to take a break at work	33	3.06
80	G1	I feel that I am given the same opportunities to develop as other staff	32	3.06
81	K7	My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) provides me with feedback about my performance	32	3.06
82	K10	My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) deals with poor performance effectively	28	3.07
83	G4	Overall, I feel that the University of Reading provides appropriate development opportunities	33	3.09
84	G2	I am satisfied with my current level of learning and development	32	3.09

Rank -ing	Qn No.	Question	Number of staff expressing an opinion	Average question score
85	K6	My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) gives me recognition for work done well	32	3.09
86	B1	The University of Reading is a good place to work	33	3.12
87	B5	I feel inspired to do my best work every day	33	3.12
88	L3	I feel the University is interested in my physical wellbeing	32	3.13
89	A5	I am able to take advantage of flexible working on an informal basis	33	3.15
90	B11	I feel my job security at the University of Reading is good	33	3.15
91	K1	My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) ensures I have the skills to be able to do my job well	32	3.16
92	I10	I feel proud to work for the University of Reading	31	3.16
93	I16	To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: Managers in your School / Function	16	3.19
94	K12	My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) understands the technical aspects of my work	32	3.19
95	O4b	I feel the University of Reading acts fairly, regardless of race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age with regard to career progression / promotion	32	3.19
96	I15	To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: University Deans, Heads of Schools and Heads of Function	15	3.20
97	G3	I have received sufficient training to enable me to do my job well	33	3.21
98	M7	I have the right equipment to do my job	33	3.21
99	A4	I believe that if I requested flexible working arrangements, my request would be considered fairly	33	3.24
100	B2	Generally, I enjoy my work	33	3.24
101	B9	I feel valued by my colleagues	33	3.24
102	J3	My School / Function Leadership Team support new ideas for improving services for students / internal customers	31	3.26
103	B4	My work gives me a sense of personal achievement	33	3.27
104	I12	Would you recommend the University of Reading to a friend as a place to study?	32	3.28
105	K11	My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) involves me in decisions that affect me in my own area of work	31	3.29
106	M2	I am satisfied with the support I get from my immediate manager	33	3.30
107	A3	I am aware of the formal flexible working arrangements at the University (e.g. part time working, condensed hours etc)	33	3.33
108	B12	I'm not interested in the University of Reading, to me it's just a job	33	3.33
109	M3	I am satisfied with the support I get from my work colleagues	33	3.33
110	B10	I feel valued by students / internal customers	32	3.34
111	I17	To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: Your team colleagues	17	3.35
112	K2	My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) is available when needed	33	3.36
113	E2	I am actively seeking to leave my job here at the University	32	3.38
114	O1	I believe the University of Reading is committed to equality of opportunity for all of its staff	33	3.39

Rank -ing	Qn No.	Question	Number of staff expressing an opinion	Average question score
115	I9	I feel my Department / School / Function delivers good quality service to students / internal customers	32	3.41
116	B3	My work is varied and interesting to me	33	3.42
117	D1b	I have a clear understanding about what I am expected to achieve in my job	33	3.42
118	D1c	I have a clear understanding about expected standards of performance	33	3.42
119	K5	My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) respects and values me	33	3.42
120	M1	I can decide on my own how to go about doing my work	33	3.42
121	D3	I am trusted to do my job	33	3.45
122	O2	I am aware of the University's priorities for Diversity and Inclusion	33	3.45
123	K4	My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) would be supportive in a personal crisis	31	3.48
124	O4a	I feel the University of Reading acts fairly, regardless of race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age with regard to recruitment	33	3.48
125	D1a	I have a clear understanding about my role within the University of Reading	33	3.52
126	D1d	I have a clear understanding about expected standards of behaviour	33	3.52
127	O6a	The University of Reading respects people equally regardless of their gender	31	3.52
128	K3	My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) is approachable	32	3.56
129	O6d	The University of Reading respects people equally regardless of their age	31	3.58
130	O6c	The University of Reading respects people equally regardless of their disability status	31	3.61
131	O3	I am satisfied with my level of awareness of diversity issues and how to react appropriately with colleagues and students	33	3.64
132	L1	I am satisfied that my personal safety is treated seriously at work	33	3.67
133	O6b	The University of Reading respects people equally regardless of their nationality / race	31	3.71
134	O6e	The University of Reading respects people equally regardless of their sexual orientation	31	3.71
135	O6f	The University of Reading respects people equally regardless of their religion or beliefs	31	3.74
136	L2	I feel safe and secure in my working environment	33	3.76
137	O5a	In the last 12 months I have been made to feel uncomfortable whilst working for the University because of my race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age by another member of staff	33	3.88
138	O5b	In the last 12 months I have been made to feel uncomfortable whilst working for the University because of my race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age by a student	33	3.94
			<u>Average:</u>	<u>2.92</u>

Part G - Internal benchmarking for School of Politics, Economics & International

An overview of the survey results for selected area of work and by the associated departments / teams. Results for the University of Reading as a whole are shown for reference.

Each question is listed in the order it appears in the survey. The combined positive score is used throughout the analysis. Where a question / statement is positively phrased, agree and tend to agree (or yes) responses are used. Where a question / statement is negatively phrased, disagree and tend to disagree (or no) responses are used unless otherwise stated.

To ensure anonymity is maintained, most sub set or secondary questions are excluded. As a large number of staff have responded to the sub set questions within 'Section F, Performance Development Review (PDR)', 'Section I: Culture and Values' and question M12, these are included in the analysis, these questions are shown in the list with a ^.

Where questions are negatively worded in the questionnaire, the positive perception is shown. These questions / statements are marked with an asterisk (*) and the text has been reworded to ensure ease of understanding.

E.g. The results for the question: *'Are you currently being harassed or bullied at work?'* are displayed for those who said no to this question i.e. the positive perception (95%).

The text has therefore been reworded to *'I'm not currently being harassed or bullied at work*'*

Cells displaying question results are colour coded red or green according to the percentage of respondents giving a positive response:



indicates 'strength' = agreement from 75% or more of employees.



indicates 'areas for improvement' = agreement from 50% or fewer employees.

At the top of the sheet is a count of the reds and greens each group achieves.

Question F1 'Have you been employed by the University of Reading for over a year?' is considered neutral and has neither a positive nor negative response so, while included in the table and the 'yes' response is shown, the colour code is not applied.

The report is designed to aid local action planning by understanding whether different groups of respondents have more or less positive views.

To ensure the figures are accurate, rounding is applied at the last stage of the calculation and is rounded to the nearest percentage point. This may mean the total positive percentage displayed can be up to 1% different from simply adding together the two positive percentages shown in the charts in part D.

Internal benchmarking for School of Politics, Economics & International Relations

The table below shows the percentage of respondents who answered 'Agree' and 'Tend to Agree' or 'Yes' to the question, unless otherwise stated in the question text.

The data is categorised by the University of Reading, then area of work and associated department / teams. Green coloured cells indicate scores 75% and over and red is 50% and under.

Cells displaying question results are colour coded red or green according to the percentage of respondents giving a positive response:

indicates 'strength' = agreement from 75% or more of employees.

indicates 'areas for improvement' = agreement from 50% or fewer employees.

		Total Reds	18	24	31	43	52	
		Total Greens	84	79	72	63	65	
		Total number of respondents	2673	1280	33	15	12	<10
Section	Question	University of Reading	Academic School	School of Politics, Economics & International Relations	Economics	Politics & International Relations	All other SPEIR	
Work-Life Balance	A1 The University of Reading provides good support to help me balance my work and personal commitments	74	65	61	40	75		
	A2 I feel I have a good work-life balance	70	59	67	53	75		
	A3 I am aware of the formal flexible working arrangements at the University (e.g. part time working, condensed hours etc)	77	77	85	87	92		
	A4 I believe that if I requested flexible working arrangements, my request would be considered fairly	82	84	79	80	67		
	A5 I am able to take advantage of flexible working on an informal basis	80	83	79	67	83		
Job Satisfaction	B1 The University of Reading is a good place to work	87	84	73	60	75		
	B2 Generally, I enjoy my work	92	92	88	73	100		
	B3 My work is varied and interesting to me	91	92	97	93	100		
	B4 My work gives me a sense of personal achievement	86	87	91	80	100		
	B5 I feel inspired to do my best work every day	80	79	76	67	83		
	B6 I feel I belong to a team	81	78	64	67	58		
	B7 I feel part of the University of Reading	76	73	67	73	58		
	B8 I feel valued by the University of Reading	59	55	48	47	50		
	B9 I feel valued by my colleagues	88	87	82	87	75		
	B10 I feel valued by students / internal customers	85	87	88	93	82		
	B11 I feel my job security at the University of Reading is good	70	65	97	100	92		
	B12 I'm interested in the University of Reading, to me it's not just a job *	91	92	85	73	92		
Pay and Benefits	C1 Overall, I feel the University of Reading offers a good pay and benefits package	68	65	56	33	67		
	C2 I feel fairly paid for the work I do	60	57	55	40	67		
	C3 I think my pay adequately reflects my performance	52	50	45	40	50		
	C4 I am aware of the University's arrangements for recognising and rewarding good performance	69	67	55	53	50		
	C5 I am aware of the benefits offered by the University	71	67	63	57	67		

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

Internal benchmarking for School of Politics, Economics & International Relations

The table below shows the percentage of respondents who answered 'Agree' and 'Tend to Agree' or 'Yes' to the question, unless otherwise stated in the question text.

The data is categorised by the University of Reading, then area of work and associated department / teams. Green coloured cells indicate scores 75% and over and red is 50% and under.

Cells displaying question results are colour coded red or green according to the percentage of respondents giving a positive response:

■ indicates 'strength' = agreement from 75% or more of employees.

■ indicates 'areas for improvement' = agreement from 50% or fewer employees.

		Total Reds	18	24	31	43	52	
		Total Greens	84	79	72	63	65	
		Total number of respondents	2673	1280	33	15	12	<10
Section	Question	University of Reading	Academic School	School of Politics, Economics & International Relations	Economics	Politics & International Relations	All other SPEIR	
Your Role	D1a I have a clear understanding about my role within the University of Reading	90	89	97	100	92		
	D1b I have a clear understanding about what I am expected to achieve in my job	89	88	94	93	92		
	D1c I have a clear understanding about expected standards of performance	91	90	94	93	100		
	D1d I have a clear understanding about expected standards of behaviour	96	95	97	93	100		
	D2 I am satisfied with my current role and level of responsibility	76	76	75	67	73		
	D3 I am trusted to do my job	93	92	91	87	92		
	D4 The division of responsibilities between staff in my work area feels fair	68	65	58	43	73		
	D5 I have enough freedom to do what is necessary to put students / internal customers first every time	77	71	64	60	50		
	D6 People are willing to help each other even if it means doing something outside their usual activities	82	81	58	71	45		
	D7 I don't feel I've had to put in a lot of extra time in the last 12 months to meet the demands of my workload *	33	24	33	27	25		
	D8 I don't worry about work outside my working hours *	39	29	33	27	33		
	D9 I don't find my current workload too much and I am not struggling to cope *	61	53	52	40	50		
	D10 I have adequate resources to complete my work	67	61	50	33	45		
	D11 I don't feel priorities are changed too frequently for me to work efficiently *	63	61	55	53	42		
Considering Leaving	E1 I don't think about leaving the University *	65	63	69	71	58		
	E2 I'm not actively seeking to leave my job here at the University *	82	82	81	86	67		
Performance Development Review (PDR)	F1 Have you been employed by the University of Reading for over a year?	83	85	76	80	75		
	F2 Have you had an individual Performance Development Review (PDR) in the last 12 months? ^	75	80	76	83	78		
	F3 Was your Performance Development Review (PDR) useful for you? ^	68	67	63	70	57		
	F4 Did you agree clear objectives as part of your Performance Development Review (PDR)? ^	85	85	89	100	86		
	F5 Did the Performance Development Review (PDR) leave you feeling your work is valued by the University of Reading? ^	64	59	41	33	57		
	F6 As part of your Performance Development Review (PDR), did you agree a plan for your personal development needs? ^	74	73	67	89	57		
	F7 If you didn't have a Performance Development Review (PDR) in the last 12 months would you have liked to have one? ^	43	38	17	0	50		

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

Prepared by Capita Surveys and Research

Internal benchmarking for School of Politics, Economics & International Relations

The table below shows the percentage of respondents who answered 'Agree' and 'Tend to Agree' or 'Yes' to the question, unless otherwise stated in the question text.

The data is categorised by the University of Reading, then area of work and associated department / teams. Green coloured cells indicate scores 75% and over and red is 50% and under.

Cells displaying question results are colour coded red or green according to the percentage of respondents giving a positive response:

■ indicates 'strength' = agreement from 75% or more of employees.

■ indicates 'areas for improvement' = agreement from 50% or fewer employees.

		Total Reds	18	24	31	43	52	
		Total Greens	84	79	72	63	65	
		Total number of respondents	2673	1280	33	15	12	<10
Section	Question	University of Reading	Academic School	School of Politics, Economics & International Relations	Economics	Politics & International Relations	All other SPEIR	
Learning and Development	G1 I feel that I am given the same opportunities to develop as other staff	78	78	75	71	75		
	G2 I am satisfied with my current level of learning and development	75	78	88	93	75		
	G3 I have received sufficient training to enable me to do my job well	80	79	91	100	83		
	G4 Overall, I feel that the University of Reading provides appropriate development opportunities	77	78	82	93	67		
University Executive Board (UEB)	H1 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) manage and lead the University well	61	54	53	50	45		
	H2 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) set out a clear vision of where the University is headed	69	66	73	71	67		
	H3 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) support new ideas for improving services for students / internal customers	69	65	62	64	45		
	H4 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) listen to and respond to the views of staff	43	36	34	36	17		
	H5 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) build strong, positive relationships with the community	69	63	52	50	36		
	H6 The UEB (Vice Chancellor, Deputy Vice Chancellor, Pro Vice Chancellors, Chief Financial Officer, and Chief Strategy Officer) build strong, co-operative links with other organisations	76	71	65	67	50		

Internal benchmarking for School of Politics, Economics & International Relations

The table below shows the percentage of respondents who answered 'Agree' and 'Tend to Agree' or 'Yes' to the question, unless otherwise stated in the question text.

The data is categorised by the University of Reading, then area of work and associated department / teams. Green coloured cells indicate scores 75% and over and red is 50% and under.

Cells displaying question results are colour coded red or green according to the percentage of respondents giving a positive response:

■ indicates 'strength' = agreement from 75% or more of employees.

■ indicates 'areas for improvement' = agreement from 50% or fewer employees.

		Total Reds	18	24	31	43	52	
		Total Greens	84	79	72	63	65	
		Total number of respondents	2673	1280	33	15	12	<10
Section	Question	University of Reading	Academic School	School of Politics, Economics & International Relations	Economics	Politics & International Relations	All other SPEIR	
Culture and Values	I1 How much do you feel you know about the University's strategic objectives i.e. Vision 2026?	70	67	81	64	92		
	I2 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I understand them ^	81	81	83	86	82		
	I3 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I am able to identify with them ^	64	62	64	57	64		
	I4 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I understand how the work of my team relates to them ^	63	60	48	29	50		
	I5 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I understand how my role contributes to them ^	64	62	57	43	55		
	I6 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I feel they are moving the University in a direction that I support ^	69	61	40	14	50		
	I7 To what extent do you agree or disagree with the following statements in relation to the University's strategic objectives i.e. Vision 2026? I feel the University has got the right balance of teaching and research in place to achieve our 'Vision 2026' ^	64	55	38	14	30		
	I8 I feel the University of Reading delivers good quality service to students / internal customers	83	81	82	80	83		
	I9 I feel my Department / School / Function delivers good quality service to students / internal customers	92	92	94	100	83		
	I10 I feel proud to work for the University of Reading	85	81	74	57	83		
	I11 Would you recommend the University of Reading to a friend as a place to work?	81	78	66	57	75		
	I12 Would you recommend the University of Reading to a friend as a place to study?	89	86	81	80	75		
	I13 Are you aware of the University Values for Working Together and Professional Behaviours?	63	60	53	50	50		
	I14 To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: The UEB ^	76	73	67	50	60		
	I15 To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: University Deans, Heads of Schools and Heads of Function ^	85	85	80	67	80		
	I16 To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: Managers in your School / Function ^	88	88	81	86	60		
	I17 To what extent do you agree or disagree the following people in the University demonstrate our Values and Professional Behaviours at work: Your team colleagues ^	92	91	82	100	50		

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

Internal benchmarking for School of Politics, Economics & International Relations

The table below shows the percentage of respondents who answered 'Agree' and 'Tend to Agree' or 'Yes' to the question, unless otherwise stated in the question text.

The data is categorised by the University of Reading, then area of work and associated department / teams. Green coloured cells indicate scores 75% and over and red is 50% and under.

Cells displaying question results are colour coded red or green according to the percentage of respondents giving a positive response:

■ indicates 'strength' = agreement from 75% or more of employees.

■ indicates 'areas for improvement' = agreement from 50% or fewer employees.

		Total Reds	18	24	31	43	52	
		Total Greens	84	79	72	63	65	
		Total number of respondents	2673	1280	33	15	12	<10
Section	Question	University of Reading	Academic School	School of Politics, Economics & International Relations	Economics	Politics & International Relations	All other SPEIR	
Your School or Function Leadership	J1 My School / Function Leadership Team manage and lead our School / Function well	83	85	76	73	75		
	J2 My School / Function Leadership Team set out a clear vision of the future for our School / Function	76	78	63	67	55		
	J3 My School / Function Leadership Team support new ideas for improving services for students / internal customers	85	86	81	80	73		
	J4 My School / Function Leadership Team listen to and respond to the views of staff	75	76	67	67	50		
	J5 My School / Function Leadership Team build strong, positive relationships with other Schools and Functions	81	80	74	73	73		
Your Manager / Supervisor	K1 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) ensures I have the skills to be able to do my job well	86	84	78	87	67		
	K2 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) is available when needed	88	88	91	93	83		
	K3 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) is approachable	93	93	94	93	91		
	K4 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) would be supportive in a personal crisis	93	93	90	87	90		
	K5 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) respects and values me	90	90	91	93	83		
	K6 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) gives me recognition for work done well	84	83	75	80	64		
	K7 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) provides me with feedback about my performance	79	78	72	87	50		
	K8 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) helps to motivate me to give my best	74	73	68	73	58		
	K9 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) keeps me informed about things I should know about	81	80	78	80	75		
	K10 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) deals with poor performance effectively	72	70	71	80	56		
	K11 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) involves me in decisions that affect me in my own area of work	81	80	87	79	92		
	K12 My team leader / line manager / immediate supervisor (the person who I would report to on a day to day basis) understands the technical aspects of my work	79	78	81	87	67		
Health, Safety and Wellbeing	L1 I am satisfied that my personal safety is treated seriously at work	95	95	94	87	100		
	L2 I feel safe and secure in my working environment	96	95	94	93	92		
	L3 I feel the University is interested in my physical wellbeing	78	74	78	71	75		
	L4 I feel the University is interested in my mental wellbeing	68	62	63	64	50		
	L5 The University provides support to help me maintain a healthy lifestyle and feeling of wellbeing	62	56	64	60	50		
	L6 The University provides a satisfying work environment	79	77	76	60	83		
	L7 Are you aware of the Employee Assistance Programme?	40	34	18	13	17		

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

Prepared by Capita Surveys and Research

Internal benchmarking for School of Politics, Economics & International Relations

The table below shows the percentage of respondents who answered 'Agree' and 'Tend to Agree' or 'Yes' to the question, unless otherwise stated in the question text.

The data is categorised by the University of Reading, then area of work and associated department / teams. Green coloured cells indicate scores 75% and over and red is 50% and under.

Cells displaying question results are colour coded red or green according to the percentage of respondents giving a positive response:

indicates 'strength' = agreement from 75% or more of employees.

indicates 'areas for improvement' = agreement from 50% or fewer employees.

		Total Reds	18	24	31	43	52	
		Total Greens	84	79	72	63	65	
		Total number of respondents	2673	1280	33	15	12	<10
Section	Question	University of Reading	Academic School	School of Politics, Economics & International Relations	Economics	Politics & International Relations	All other SPEIR	
Working at the University	M1 I can decide on my own how to go about doing my work	93	94	91	80	100		
	M2 I am satisfied with the support I get from my immediate manager	86	86	82	80	75		
	M3 I am satisfied with the support I get from my work colleagues	90	90	91	87	92		
	M4 There are usually sufficient people in the team I am working in to handle our workload	61	55	58	53	50		
	M5 Relationships at work are not strained *	75	75	69	80	55		
	M6 I am able to handle all the conflicting demands on my time at work *	66	62	48	53	33		
	M7 I have the right equipment to do my job	83	80	82	80	75		
	M8 I'm not required to do unimportant tasks which prevent me completing more important ones *	54	44	30	27	25		
	M9 I am able to take regular breaks on most days	69	64	63	57	58		
	M10 I have a place I can go to take a break at work	78	81	79	67	92		
	M11 I never feel stressed at work *	9	6	6	7	8		
	M12 Overall, I don't feel unduly stressed at work * ^	69	64	69	54	73		
Harassment and Bullying	N1 I'm not currently being harassed or bullied at work? *	97	97	100	100	100		
	N6 Are you aware of the Health Advocacy Respect and Care Advisors?	23	19	15	13	8		
	N7 Are you aware of the University's Harassment Advisors?	35	31	18	20	0		

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

Internal benchmarking for School of Politics, Economics & International Relations

The table below shows the percentage of respondents who answered 'Agree' and 'Tend to Agree' or 'Yes' to the question, unless otherwise stated in the question text.

The data is categorised by the University of Reading, then area of work and associated department / teams. Green coloured cells indicate scores 75% and over and red is 50% and under.

Cells displaying question results are colour coded red or green according to the percentage of respondents giving a positive response:

■ indicates 'strength' = agreement from 75% or more of employees.

■ indicates 'areas for improvement' = agreement from 50% or fewer employees.

		Total Reds	18	24	31	43	52	
		Total Greens	84	79	72	63	65	
		Total number of respondents	2673	1280	33	15	12	<10
Section	Question	University of Reading	Academic School	School of Politics, Economics & International Relations	Economics	Politics & International Relations	All other SPEIR	
Diversity and Inclusion	O1 I believe the University of Reading is committed to equality of opportunity for all of its staff	91	90	91	87	92		
	O2 I am aware of the University's priorities for Diversity and Inclusion	91	91	97	100	92		
	O3 I am satisfied with my level of awareness of diversity issues and how to react appropriately with colleagues and students	95	94	100	100	100		
	O4a I feel the University of Reading acts fairly, regardless of race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age with regard to recruitment	94	94	94	87	100		
	O4b I feel the University of Reading acts fairly, regardless of race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age with regard to career progression / promotion	82	80	91	79	100		
	O5a In the last 12 months I have not been made to feel uncomfortable whilst working for the University because of my race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age by another member of staff *	90	91	100	100	100		
	O5b In the last 12 months I have not been made to feel uncomfortable whilst working for the University because of my race, gender, religion, sexual orientation, pregnancy / maternity / paternity, disability or age by a student *	96	95	100	100	100		
	O6a The University of Reading respects people equally regardless of their gender	92	90	90	86	91		
	O6b The University of Reading respects people equally regardless of their nationality / race	95	95	97	93	100		
	O6c The University of Reading respects people equally regardless of their disability status	96	96	94	100	91		
	O6d The University of Reading respects people equally regardless of their age	92	91	90	93	82		
	O6e The University of Reading respects people equally regardless of their sexual orientation	98	98	100	100	100		
	O6f The University of Reading respects people equally regardless of their religion or beliefs	98	97	100	100	100		
	O7 I have not felt discriminated against at work in the last 12 months? *	92	92	97	93	100		

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

Internal benchmarking for School of Politics, Economics & International Relations

The table below shows the percentage of respondents who answered 'Agree' and 'Tend to Agree' or 'Yes' to the question, unless otherwise stated in the question text.

The data is categorised by the University of Reading, then area of work and associated department / teams. Green coloured cells indicate scores 75% and over and red is 50% and under.

Cells displaying question results are colour coded red or green according to the percentage of respondents giving a positive response:

■ indicates 'strength' = agreement from 75% or more of employees.

■ indicates 'areas for improvement' = agreement from 50% or fewer employees.

		Total Reds	18	24	31	43	52	
		Total Greens	84	79	72	63	65	
		Total number of respondents	2673	1280	33	15	12	<10
Section	Question	University of Reading	Academic School	School of Politics, Economics & International Relations	Economics	Politics & International Relations	All other SPEIR	
Communication	P1a I receive information in a timely way in regard to local issues in my area of work	81	82	78	64	83		
	P1b I receive information in a timely way in regard to wider University issues	76	75	75	64	75		
	P2a The information I receive is straightforward and I understand it in regard to local issues in my area of work	89	89	83	85	80		
	P2b The information I receive is straightforward and I understand it in regard to wider University issues	80	78	76	69	70		
	P3 There are opportunities for me to feed my views upwards in the University of Reading	57	52	52	43	50		
	P4 I know where to find information about important decisions made at the University of Reading	56	51	52	53	33		
	P5 On the whole, communication in the University of Reading is effective	60	57	63	64	58		
	P6 Communication between senior management and staff is effective	54	50	59	57	58		
	P7 On the whole, the different parts of the University of Reading communicate effectively with each other	42	38	42	36	42		
Staff Involvement	Q1 I feel there are adequate opportunities to raise points of concern	64	58	61	67	42		
	Q2 I feel able to voice my opinions	71	67	61	60	50		
	Q3 If I want to put forward new ideas or suggestions for improvement, I know how to do so	72	69	78	86	67		
	Q4 I am personally encouraged to look for ways to improve the way we do things	69	64	63	57	58		
	Q5 I am confident my ideas or suggestions will be listened to	60	55	53	43	50		
	Q6 I feel the University genuinely listens to staff views during consultations	43	35	39	36	18		
	Q7 I am confident I will get feedback on my ideas or suggestions	51	45	35	23	33		
	Q8a I feel there is good co-operation between teams in my department	83	83	74	93	58		
	Q8b I feel there is good co-operation between different departments	62	60	50	42	55		

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

Internal benchmarking for School of Politics, Economics & International Relations

The table below shows the percentage of respondents who answered 'Agree' and 'Tend to Agree' or 'Yes' to the question, unless otherwise stated in the question text.

The data is categorised by the University of Reading, then area of work and associated department / teams. Green coloured cells indicate scores 75% and over and red is 50% and under.

Cells displaying question results are colour coded red or green according to the percentage of respondents giving a positive response:

■ indicates 'strength' = agreement from 75% or more of employees.

■ indicates 'areas for improvement' = agreement from 50% or fewer employees.

		Total Reds	18	24	31	43	52	
		Total Greens	84	79	72	63	65	
		Total number of respondents	2673	1280	33	15	12	<10
Section	Question	University of Reading	Academic School	School of Politics, Economics & International Relations	Economics	Politics & International Relations	All other SPEIR	
Managing Change	R1 The current pace of change in the University of Reading is about right	27	22	19	13	20		
	R2 In my opinion the recent PAS changes were well planned	17	13	16	31	8		
	R3 In my opinion the recent PAS changes were well explained	25	21	19	31	17		
	R4 In my opinion other recent changes (not PAS) have been well planned	38	34	31	38	27		
	R5 In my opinion other recent changes (not PAS) have been well explained	39	34	34	38	27		
	R6a Generally, change within my department is managed well	72	74	73	92	50		
	R6b Generally, change within the University of Reading is managed well	36	30	28	43	8		
	R6c Generally, the process of change does not cause me concern and worry *	49	43	43	38	27		
	R6d Generally, I don't feel more could be done to help staff prepare for and cope with change *	18	17	7	8	9		
	R6e Generally, I have seen some positive changes in the last 12 months	55	46	38	43	17		
	R6f Generally, I think things will improve in the next 12 months	61	52	52	50	36		
	R7 I feel action will be taken as a result of this survey	54	49	41	50	17		

^ Subset question(s), * Negatively worded question(s) - See 'Understanding strength analysis' section.

Internal benchmarking for School of Politics, Economics & International Relations

The table below shows the percentage of respondents who answered 'Agree' and 'Tend to Agree' or 'Yes' to the question, unless otherwise stated in the question text.

The data is categorised by the University of Reading, then area of work and associated department / teams. Green coloured cells indicate scores 75% and over and red is 50% and under.

Cells displaying question results are colour coded red or green according to the percentage of respondents giving a positive response:

■ indicates 'strength' = agreement from 75% or more of employees.

■ indicates 'areas for improvement' = agreement from 50% or fewer employees.

		Total Reds	18	24	31	43	52	
		Total Greens	84	79	72	63	65	
		Total number of respondents	2673	1280	33	15	12	<10
Section	Question	University of Reading	Academic School	School of Politics, Economics & International Relations	Economics	Politics & International Relations	All other SPEIR	
Comment Themes	S1 Please note below one thing that you feel could be improved at the University of Reading. Which main theme would you say your comment is related to?							
	Being Treated Fairly / Diversity & Inclusion	4	4	4	11	0		
	Communication	10	16	0	0	0		
	Facilities / Environment	7	5	0	0	0		
	Feeling Valued / Supported	7	6	13	11	11		
	Health and Wellbeing	4	5	4	11	0		
	Job Satisfaction	1	1	0	0	0		
	Job Security	3	1	0	0	0		
	Managing Change	3	5	22	11	11		
	Management – Immediate / Local	3	2	0	0	0		
	Pay & Benefits	9	10	4	11	0		
	PAS / Re-organisation	15	11	17	0	44		
	Relationships / Co-operation	3	4	0	0	0		
	Role & Responsibilities	4	3	22	33	11		
	Student / Internal Customer Satisfaction	2	1	0	0	0		
	Senior Management	9	9	4	0	11		
	Systems / Processes	8	6	4	0	11		
	Training, Development & Progression	5	7	0	0	0		
	Other	4	4	4	11	0		

Internal benchmarking for School of Politics, Economics & International Relations

The table below shows the percentage of respondents who answered 'Agree' and 'Tend to Agree' or 'Yes' to the question, unless otherwise stated in the question text.

The data is categorised by the University of Reading, then area of work and associated department / teams. Green coloured cells indicate scores 75% and over and red is 50% and under.

Cells displaying question results are colour coded red or green according to the percentage of respondents giving a positive response:

■ indicates 'strength' = agreement from 75% or more of employees.

■ indicates 'areas for improvement' = agreement from 50% or fewer employees.

		Total Reds	18	24	31	43	52	
		Total Greens	84	79	72	63	65	
		Total number of respondents	2673	1280	33	15	12	<10
Section	Question	University of Reading	Academic School	School of Politics, Economics & International Relations	Economics	Politics & International Relations	All other SPEIR	
Comment Themes (Continued)	S2 Please note below one thing that you think is good about working for the University of Reading. Which main theme would you say your comment is related to?							
	Being Treated Fairly / Diversity & Inclusion	6	6	0	0	0		
	Communication	1	1	11	17	0		
	Facilities / Environment	12	13	5	17	0		
	Feeling Valued / Supported	12	12	5	17	0		
	Health and Wellbeing	5	5	5	0	0		
	Job Satisfaction	14	13	26	0	38		
	Job Security	3	3	0	0	0		
	Managing Change	0	1	0	0	0		
	Management – Immediate / Local	5	4	5	17	0		
	Pay & Benefits	4	5	5	17	0		
	PAS / Re-organisation	1	1	5	0	13		
	Relationships / Co-operation	16	15	5	0	13		
	Role & Responsibilities	3	3	11	0	25		
	Student / Internal Customer Satisfaction	3	3	0	0	0		
	Senior Management	2	1	5	0	13		
	Systems / Processes	1	1	0	0	0		
	Training, Development & Progression	6	6	0	0	0		
	Other	7	7	11	17	0		

Appendix - User Guide

Types of survey questions

There were various types of questions used in the University of Reading 2017 Employee Survey questionnaire. This section describes the types of questions that were included and highlights any important information that the reader should be aware of in relation to each question type.

'Primary' and 'sub' questions

'Primary' questions are defined as questions to which all respondents were expected to provide an answer.

Example:

I have a clear understanding about my role within the University of Reading

'Sub-questions' are questions that respondents were expected to answer only where relevant to a previous response.

Example:

Did you agree clear objectives as part of your Performance Development Review (PDR)?

This means that the number of responses received for sub-questions will always be much lower than that received for primary questions as only a sub-set of respondents will have provided an answer to each sub-question.

Questions on a four point scale

Many of the survey questions were designed to capture the views of respondents in relation to a particular statement. These questions were mostly phrased positively and invited participants to respond on a scale between one and four, four being the most positive response and one being the least positive.

Example:

To what extent do you agree or disagree with the following?	Agree	Tend to Agree	Tend to Disagree	Disagree
I am satisfied with my current role and level of responsibility	<input type="checkbox"/> ₄	<input type="checkbox"/> ₃	<input type="checkbox"/> ₂	<input type="checkbox"/> ₁

The main unit of measurement is the percentage of staff who answered positively to each question. For example, for positively worded questions where respondents were asked to indicate their level of agreement or disagreement, responses of 'Agree' and 'Tend to Agree' were considered positive. Negatively worded questions responses 'Disagree' and 'Tend to Disagree' were considered positive and are explained more fully later under sub heading 'negatively worded questions'.

Non-scale questions

There were a number of non-scale questions in the survey where respondents were invited to respond either 'Yes' or 'No' (as well as one sub question that had an additional option such as 'Not sure'). Where the question was positive, 'Yes' was considered to be a positive response.

Example:

	Yes	No
<i>Are you aware of the University Values for Working Together and Professional Behaviours?</i>	<input type="checkbox"/>	<input type="checkbox"/>

Please note that there were two non-scale primary questions in the survey where the question was negatively worded (as well as one sub question). For these questions, 'No' was considered to be a positive response and they are discussed later under sub heading 'negatively worded questions'.

There were two survey questions that had four options available for respondents to choose but only one option can be considered positive, they were:

	Always	Frequently	Occasionally	Never
<i>I feel stressed at work</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

'Never' is considered the positive response.

	About right	Too fast	Too slow	No opinion
<i>The current pace of change in the University of Reading is</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

'About right' is considered the positive response.

There was one primary question that was a non-scale question with three options and two responses are considered positive:

	A Lot	A Little	Nothing
<i>How much do you feel you know about the University's strategic objectives i.e. Vision 2026?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

'A lot' and 'A Little' are considered the positive response.

There was one primary question in the survey where the response could not be considered as positive or negative.

	Yes	No
<i>Have you been employed by the University of Reading for over a year?</i>	<input type="checkbox"/>	<input type="checkbox"/>

Negatively worded questions

There are 17 primary survey questions that are considered negatively worded. Where the positive perception is used, the questions / statements are marked with an asterisk (*) and the text has been reworded to ensure ease of understanding.

Example:

	Yes	No
Are you currently being harassed or bullied at work?	<input type="checkbox"/>	<input type="checkbox"/>

'No' is considered the positive response and the text has been reworded to 'I'm not currently being harassed or bullied at work*'

Where the analysis does not state that the positive perceptions are used, the questions / statements appear as they do in the questionnaire and the 'agree' or 'yes' responses are used.

Understanding the effect of rounding

Figures throughout this report are displayed as whole numbers for the ease of reading. To ensure the figures are as accurate as possible we apply rounding to the figures to the nearest percentage point. Sometimes this will mean that the figures shown may not be identical if calculations are performed using the figures displayed in the report, however any difference would not be larger than ± 1 percentage point.

Therefore, if you sum the percentages for all the response options to a question the figure may not sum to 100%, but may sum to 99% or 101%.

When combining the total positive responses we first combine the number of responses and then calculate a combined percentage, rather than simply adding the two individual response percentages together.

In the example shown below if we sum the displayed percentages for *agree* and *tend to agree* to calculate the percentage positive response it would be 69%, however, by using raw figures we calculate the result more accurately to 69.5338% which is rounded up to 70%.

EXAMPLE:

	Agree	Tend to Agree	Tend to Disagree	Disagree	Total	Total Positive responses calculation
	(A)	(B)	(C)	(D)	A+B+C+D	A+B
Number of responses	909	926	507	297	2,639	1,835
Percent of responses	34.4448%	35.0890%	19.2118%	11.2543%	99.9999%	69.5338% (rounds to 70%)
Rounds to	34%	35%	19%	11%	99%	69%

Values assigned to questions in order to rank responses

In order to establish which issues are most important to employees, a simple arithmetical format was designed to show the strength of feeling associated with statements and issues covered in the survey. Within the questionnaire, statements were made which required the employees to agree, tend to agree, tend to disagree or disagree. Depending on the construction of each statement the following values were assigned to the responses to the statements where *agree* was the preferred answer, but the values were *inverted* where *disagree* was the preferred answer:

Agree	4
Tend to agree	3
Tend to disagree	2
Disagree	1

For each perceptive question in the survey a total value based on the responses received has been generated. An average question score is then calculated based on the number of responses to a particular question. In simple terms, the lower the average score a question generates the more negative the perceptions of respondents.

For example:

The University of Reading is a good place to work

Response	Number of respondents choosing this response	Multiply by value assigned to response	Total value
Agree	1286	x 4	5,144
Tend to agree	1026	x 3	3,078
Tend to disagree	226	x 2	452
Disagree	108	x 1	108
Total	2,646		8,782

Calculation for average question score:

8,782 [Total value of responses to question]

2,646 [Number of employees responding to question]

3.32 = [Average Question Score]

The average values for each statement are shown in the appendix data with the lowest scores at the top. An average score for all ranked survey questions appears at the bottom of the list.

Average question values below 2.50 indicate a high proportion of employees have a negative view about the question and are highlighted in **red** in the list, whereas average question values of over 3.00 indicate a high proportion of employees have a positive view of the question and are highlighted in **green**.