STAFF PULSE SURVEY 2021

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Staff Pulse Survey

Gender	Overall %
Male (n=273)	30.2%
Female (n=598)	66.3%
Prefer not to say (n=26)	2.9%
Non Binary- Self declare	0.5%
Total Respondents	902
Total Response Rate	45%

KEY 2021 CHALLENGES HIGHLIGHTED

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Males and Females once again scored challenges very similarly.

80% (n = 700) of staff who responded have encountered challenges while working remotely

Not being able to switch off from work scored highest on average in terms of challenges encountered. The mean score of staff who responded (n=643) was 6.48.

Increased workload scored second highest in terms of challenges encountered, with a mean score of 6.1

Collaboration and communication with co-workers being harder had the third highest
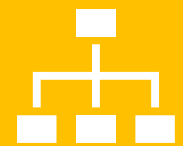
Transition to Working From Home

More Professional/Admin/Technical staff who responded found the experience very enjoyable and productive (23.8%, n = 107) than Academic and Research staff (14.1%, n = 51).

More Academic and Research staff reported that they were still adjusting to remote working (23.8%, n = 86) than Professional/Admin/Technical staff (12.9%, n = 58).

More Academic staff responded struggled to cope (8.6%, n = 31) than Professional/Admin/Technical staff (2% n = 9) or Support staff (2.7%, n = 1).

Top 5 Supports needed 2020 (All Staff)

2021 FEEDBACK

Access to your office to retrieve equipment (52.5% n=582) → Access to your office to retrieve equipment (76%, n= 590)

Guidelines on impact of Covid on Progression/Promotions (31%, n=342) →

STILL NEEDED

Clarity on your workload and workload planning to identify priority areas of work for short and medium term (33%, n=370) → Clarity on your workload and workload planning to identify priority areas of work for short and medium term (50%, n=391)

Training supports to work remotely (35% n=388) → Training supports to work remotely 42%, n=326

Financial scheme to purchase IT and/or office equipment (58% (n=641) → 84.7% (n=670) of staff reported they had all the equipment needed in order to do their work from home

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	TOP CHALLENGES OF WORKING FROM HOME	Mean	N	SD
1	Not being able to switch off from work	6.48	643	3.13
2	My workload has increased	6.10	622	3.26
3	Collaboration and communication with co-workers is harder	5.61	635	3.08
4	Stress/Anxiety Levels	4.96	588	2.98
5	Lack of opportunity to take annual leave	4.68	571	3.67
6	My physical workspace	4.66	635	2.93
7	Staying motivated	4.31	584	3.14
8	General anxiety about the impact of coronavirus on my life	4.16	561	2.99
9	Loneliness/Isolation	4.14	568	3.01
10	Internet connectivity	4.02	630	3.10
11	Home schooling	3.82	480	3.92
12	Online meetings are much more stressful	3.81	580	3.03
13	Childcare	3.78	481	3.92
14	Too many distractions at home	3.57	562	3.07

Top 5 supports needed Now

Guidelines on how work outputs related to Covid -19 will be assessed in progression, promotion and recruitment   (64%, n=493)

Financial scheme to purchase IT and/or office equipment (55%, n=425)

Reasonable accommodation to support staff members with a disability (which would normally be provided on campus)   (43%, n=286)

Training supports to work remotely (42.5%, n=329)

Clarity on your workload and workload planning to identify priority areas of work for short and medium term (42%, n=328)

Supports needed by position and gender

Female Academic staff were particularly concerned about guidelines on the impact of COVID on progression/promotion (77%, n = 138), financial support to purchase IT and/or office equipment (66%, n=117) and having a reasonable accommodation to support staff members with a disability (58%, n=89).

Male Academic staff also listed these as key support requirements, however to a lesser degree: 61% (n = 85) requested guidelines on the impact of COVID on progression/promotion and financial support to purchase IT and/or office equipment (61%, n=85).

51% (n=48) of male and 44% (n=136) of female Professional/Admin/Technical requested training supports for remote working, while 40% (n=55) of male and 37% (n=66) of female Academic staff were concerned about it.

Both female and male Professional/Admin/Technical staff were concerned about guidelines on the impact of COVID on progression/promotion (females: 60%, n = 180; males: 57%, n = 55). 45% (n=43) of male and 48% (n=148) of female Professional/Admin/Technical staff requested financial support to purchase IT and/or office equipment.

Gender differences

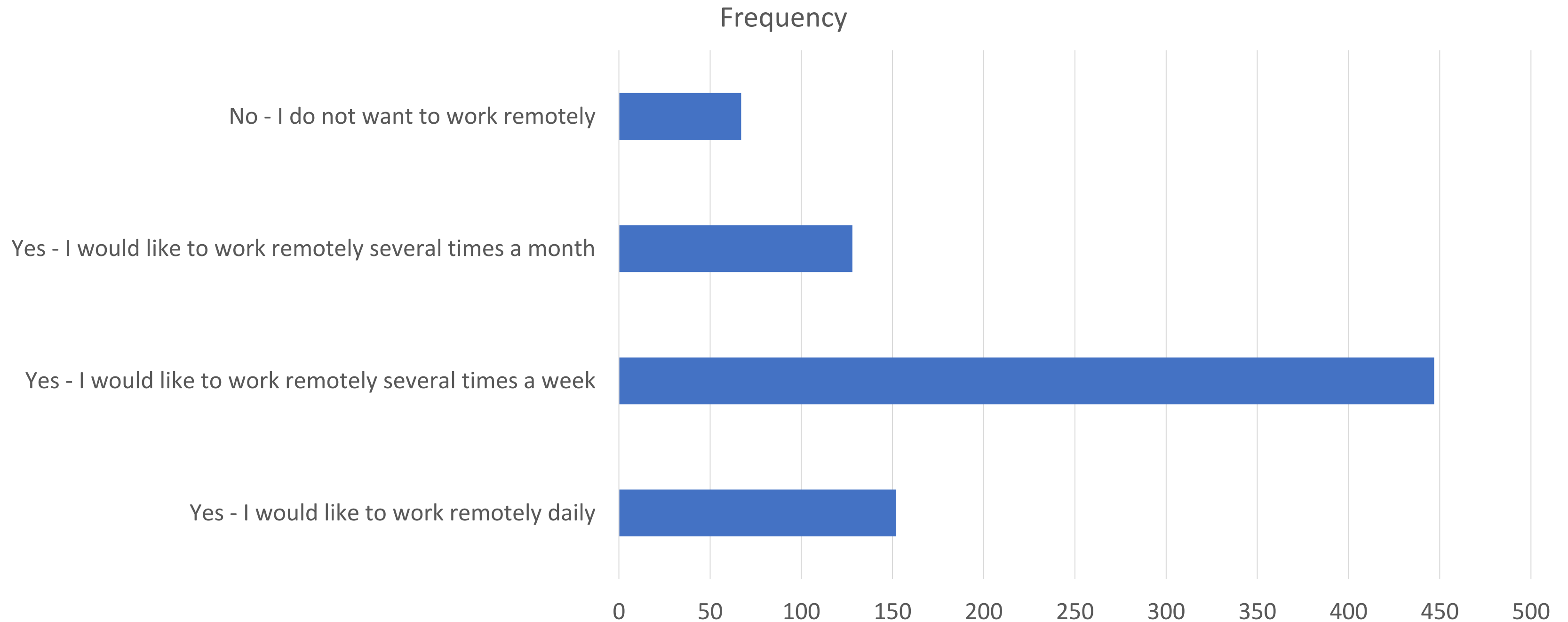Only male staff had "**Too many distractions at home**" as one of the top 10 challenges (mean=4.32, n=177, SD=3.07)

Female staff and other/prefer not to say gender category had "**General anxiety about the impact of coronavirus on my life**" as significantly high

Other/prefer not to say group also mentioned "**Lack of guidance from line management with regard to prioritising my work**" and "**not having the equipment I need**" as top 10, while their male/female counterparts did not have them as the main challenges

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Impact of working remotely on relationships with colleagues

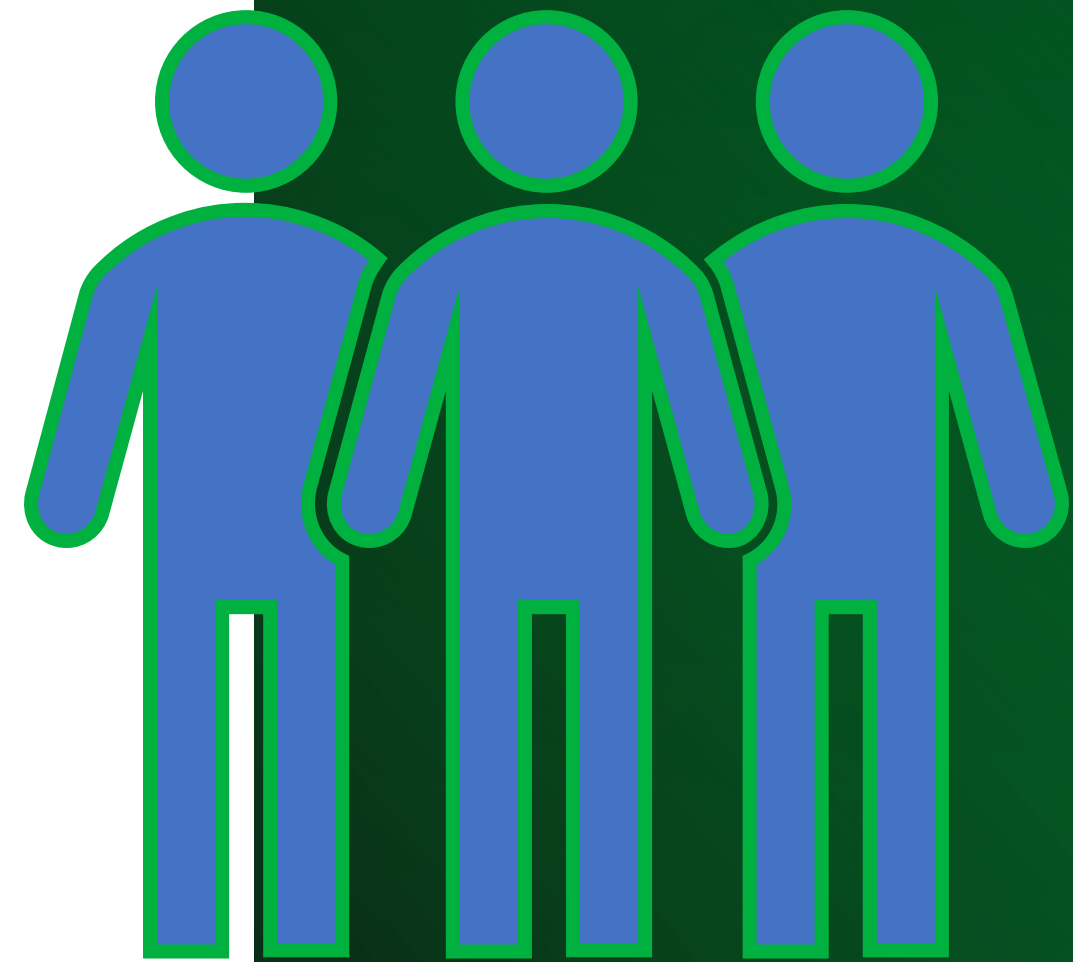Most staff (80%, n = 516) reported that working remotely has changed how they work with colleagues.

41% (n=277) did not feel part of their teams

Academic and Research staff were least likely to still feel part of their team with 54% (n = 152) of respondents reporting that they did not feel part of their team versus 30% (n = 113) of Professional/Admin/Technical staff.
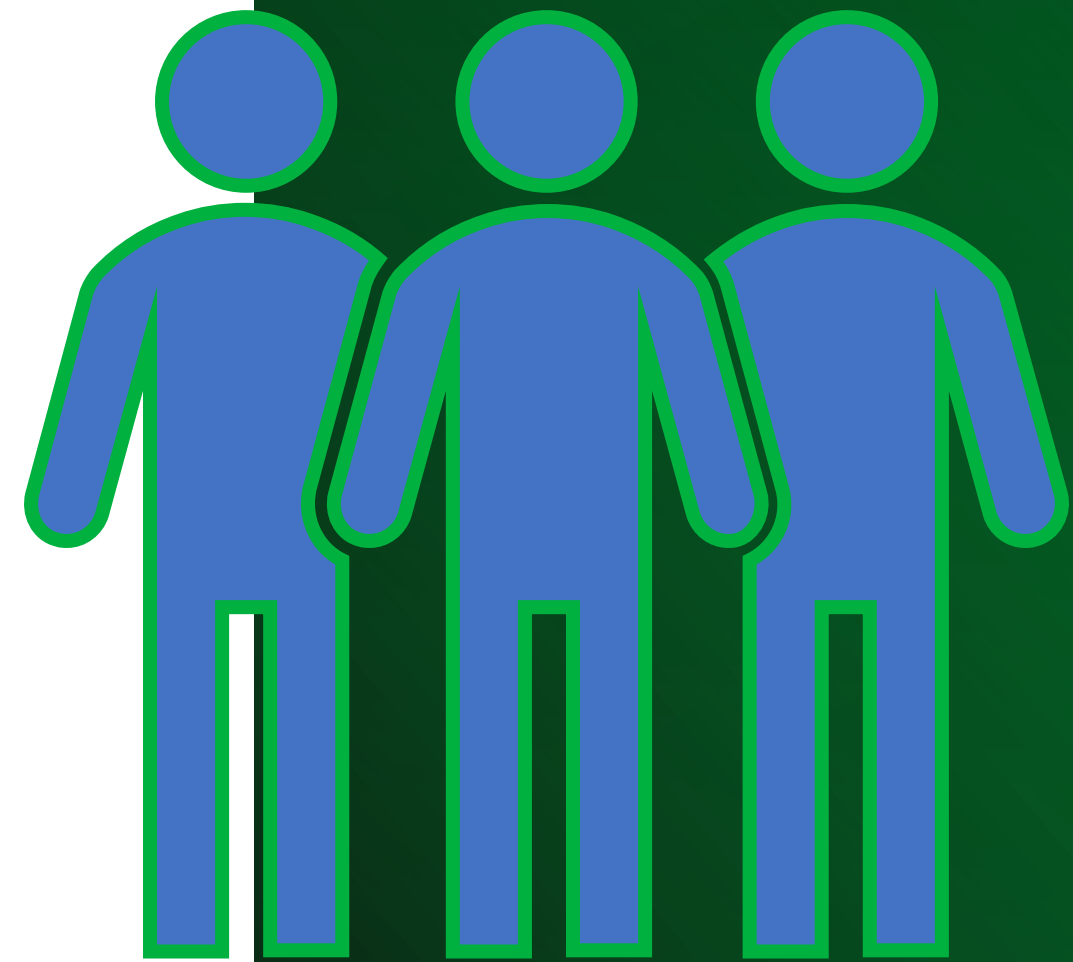
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Summary of Findings

- More female staff reported finding working remotely difficult initially but had adapted than male staff.

- Almost 90% of staff reported advantages to working remotely

- Many key supports identified as important for working remotely were reported to be already in place.

- Female Academic staff were particularly concerned about the impact of COVID-19 on their career progression.

- Among the main supports now required are guidelines on how work outputs related to Covid -19 will be assessed in progression, promotion and recruitment;

06.11.19

Summary of Findings

- The majority of staff reported that working remotely has changed how they work with colleagues.

- Academic staff met virtually much less frequently than other staff members.

- Despite the challenges, more than 90% of staff who responded would like to work remotely in some way going forward.

- Most staff would have all the equipment needed to work from home, a dedicated workspace at home and adequate broadband to work efficiently.

Thank you