



# University of Greenwich

## Summary Report of Staff Survey 2023 Results

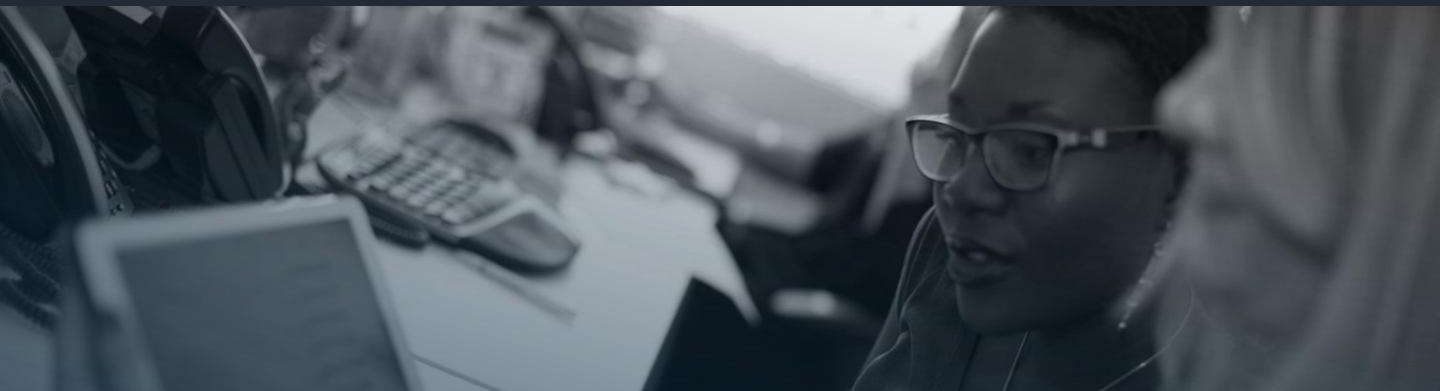
Prepared by People Insight, August 2023



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# Introduction

People Insight Ltd were commissioned to undertake the University's staff survey 2023 as an external independent provider. The questionnaire was designed to measure colleague attitudes and opinions concerning key engagement experiences.

The University chose to partner with People Insight to ensure that colleagues had the opportunity to share their honest opinions about their experiences of working at the University through a confidential survey process.

The survey was conducted in June-July, 2023 and achieved an overall response rate of 66%: 2,164 staff members were invited to take part in the survey and 1,427 responded.

Each section of the survey contained a series of statements to which respondents were asked to indicate their level of agreement on a five-point scale (from 'strongly agree' to 'strongly disagree').

Results are reported as:

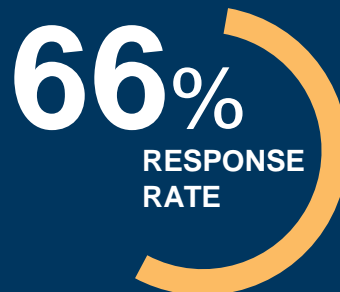
■ % POSITIVE (STRONGLY AGREE OR AGREE)    ■ % NEUTRAL (NEITHER AGREE NOR DISAGREE)    ■ % NEGATIVE (DISAGREE OR STRONGLY DISAGREE)



This report provides a top-level summary of the survey responses.

Comparisons are provided through two of People Insight's sector benchmarks: the Post '92 and Higher Education Institutions (HEI) sector respectively, consisting of responses from other HEIs that People Insight partner with on staff surveys over the past three years, including surveys held before the Covid pandemic. The latter includes a range of institutions, including pre-1992 to post-1992 universities.

This report focuses on survey results. The results are being socialised across the university in a managed way, to inform action planning at a university-wide and local level.

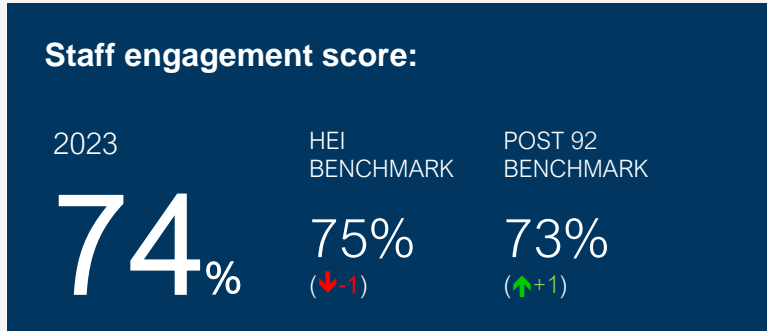


2164 INVITATIONS  
1472 RESPONSES

# Staff engagement results

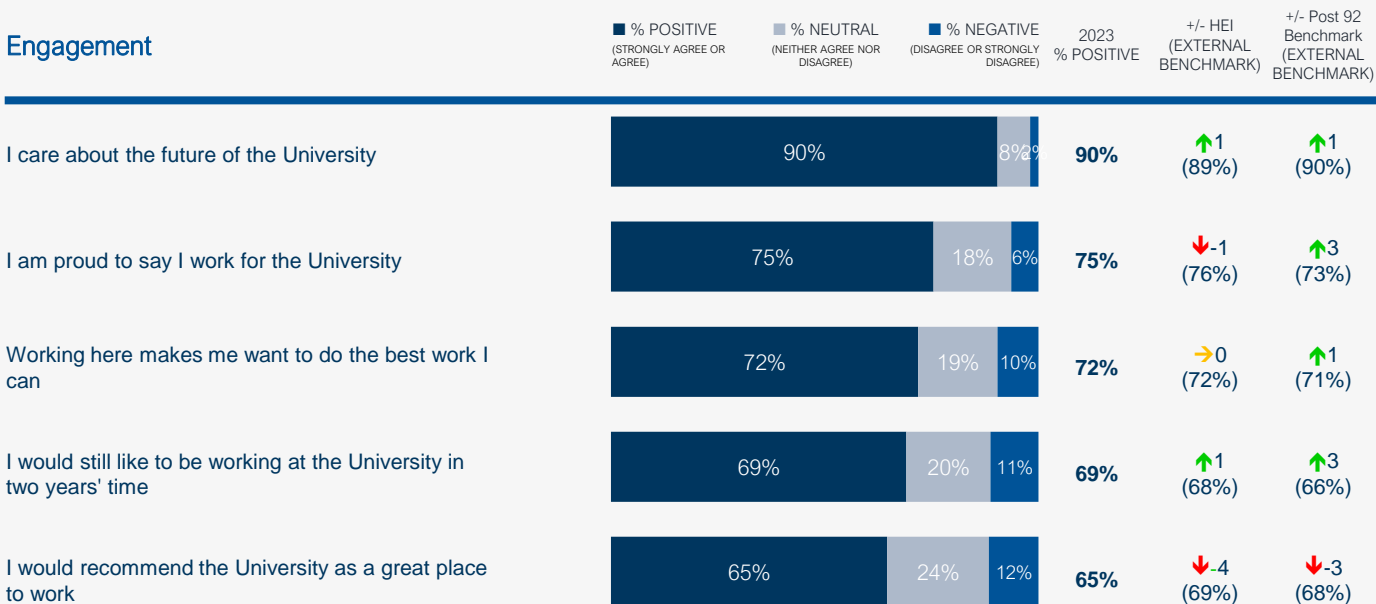
Staff engagement is widely evidenced as being a key indicator in terms of how the University is performing as an employer; it tells us whether we are creating the right conditions to enable staff to be their best at work. Staff engagement is measured at the University through five questions. The overall engagement score is the average of these five questions and is presented as a single measure.

The University's staff engagement score in 2023 stands at 74%, which is broadly comparable to the benchmarks. When compared to the HEI benchmark, colleague engagement is 1% lower, whereas compared to Post '92 Universities the University is 1% higher.



The following table details the staff engagement questions ranked from most to least positive, indicating which aspects of engagement are the strongest. Caring about the future of the University is the highest scoring engagement question and is above both the HEI and Post 92 comparisons. 69% of colleagues would like to keep working at the University in two years' time, which again is a favourable score when compared to the HEI and Post '92 sector. When compared to the Post '92 sector, staff are proud to be working for the University.

## Engagement



### Notes and references:

Questions ranked from most to least positive within each theme

Benchmarks: Post 92 and Higher Education Institutions (HEI) that People Insight partner with

Variance in reported difference and observed difference possible due to rounding

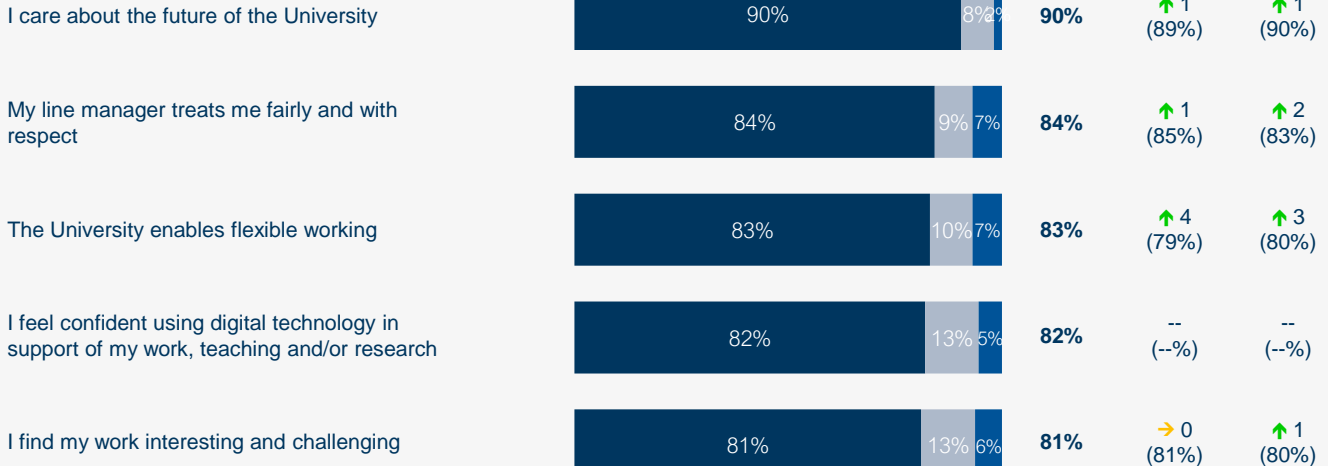
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# Highest and lowest scoring questions

This section highlights the five questions that received the most positive responses from respondents, and the five questions that received the lowest positive responses.

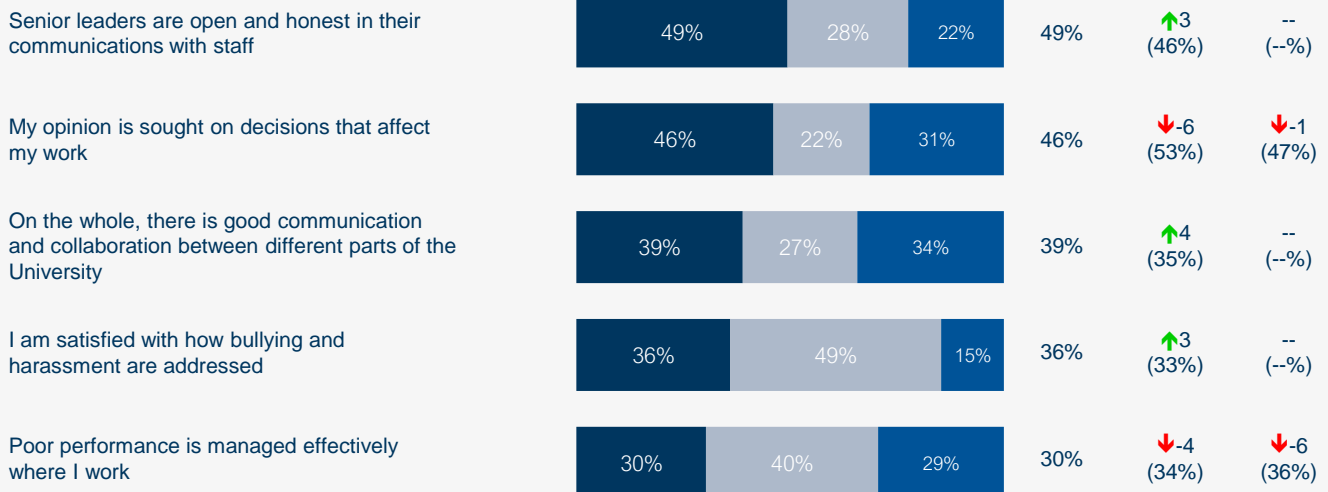
## Top 5 questions with the highest positive responses

■ % POSITIVE (STRONGLY AGREE OR AGREE)
■ % NEUTRAL (NEITHER AGREE NOR DISAGREE)
■ % NEGATIVE (DISAGREE OR STRONGLY DISAGREE)
 2023 % POSITIVE
 +/- HEI (EXTERNAL BENCHMARK)
 +/- Post 92 (EXTERNAL BENCHMARK)



## Bottom 5 questions with the lowest positive responses

■ % POSITIVE (STRONGLY AGREE OR AGREE)
■ % NEUTRAL (NEITHER AGREE NOR DISAGREE)
■ % NEGATIVE (DISAGREE OR STRONGLY DISAGREE)
 2023 % POSITIVE
 +/- HEI (EXTERNAL BENCHMARK)
 +/- Post 92 (EXTERNAL BENCHMARK)



### Notes and references:

Questions ranked from most to least positive within each theme

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# Results in detail: Athena Swan

## Athena Swan

■ % POSITIVE (STRONGLY AGREE OR AGREE)    
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 ■ % NEGATIVE (DISAGREE OR STRONGLY DISAGREE)    
 2023 % POSITIVE    
 +/- HEI (EXTERNAL BENCHMARK)    
 +/- Post 92 Benchmark (EXTERNAL BENCHMARK)

Statement	% POSITIVE (STRONGLY AGREE OR AGREE)	% NEUTRAL (NEITHER AGREE NOR DISAGREE)	% NEGATIVE (DISAGREE OR STRONGLY DISAGREE)	2023 % POSITIVE	+/- HEI (EXTERNAL BENCHMARK)	+/- Post 92 Benchmark (EXTERNAL BENCHMARK)
The University enables flexible working	83%	10%	7%	83%	↑4 (79%)	↑3 (80%)
Leadership actively supports equality, including my own identity	69%	21%	10%	69%	-- (--%)	-- (--%)
The University has taken action to mitigate the adverse impact of the Covid-19 pandemic on me	68%	25%	7%	68%	-- (--%)	-- (--%)
My contributions are valued	65%	18%	17%	65%	↓-1 (65%)	↑1 (64%)
My health, mental health and wellbeing at work are adequately supported	60%	21%	19%	60%	↑5 (55%)	↑8 (53%)
I would feel able to report bullying/harassment without worrying that it would have a negative impact on me	60%	20%	20%	60%	↑1 (59%)	↑2 (58%)
I am satisfied with how bullying and harassment are addressed	36%	49%	15%	36%	↑3 (33%)	-- (--%)

### Notes and references:

Questions ranked from most to least positive within each theme

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# Results in detail continued: Collaborative

## Collaborative

	% POSITIVE (STRONGLY AGREE OR AGREE)	% NEUTRAL (NEITHER AGREE NOR DISAGREE)	% NEGATIVE (DISAGREE OR STRONGLY DISAGREE)	2023 % POSITIVE	+/- HEI Benchmark (EXTERNAL BENCHMARK)	+/- Post 92 Benchmark (EXTERNAL BENCHMARK)
People help and support each other at the University	79%	13%	8%	79%	↑5 (74%)	↑4 (75%)
My line manager communicates effectively with me and my team	75%	11%	15%	75%	↑2 (72%)	↑2 (73%)
My line manager gives me regular feedback on how I am doing	65%	17%	17%	65%	↑7 (58%)	↑4 (62%)
I am well informed about what is happening at the University	65%	21%	14%	65%	↑5 (60%)	↑11 (55%)
Senior leaders are open and honest in their communications with staff	49%	28%	22%	49%	↑3 (46%)	-- (--%)
My opinion is sought on decisions that affect my work	46%	22%	31%	46%	↓6 (53%)	↓1 (47%)
On the whole, there is good communication and collaboration between different parts of the University	39%	27%	34%	39%	↑4 (35%)	-- (--%)

### Notes and references:

Questions ranked from most to least positive within each theme

Benchmarks: Post 92 and Higher Education Institutions (HEI) that People Insight partner with

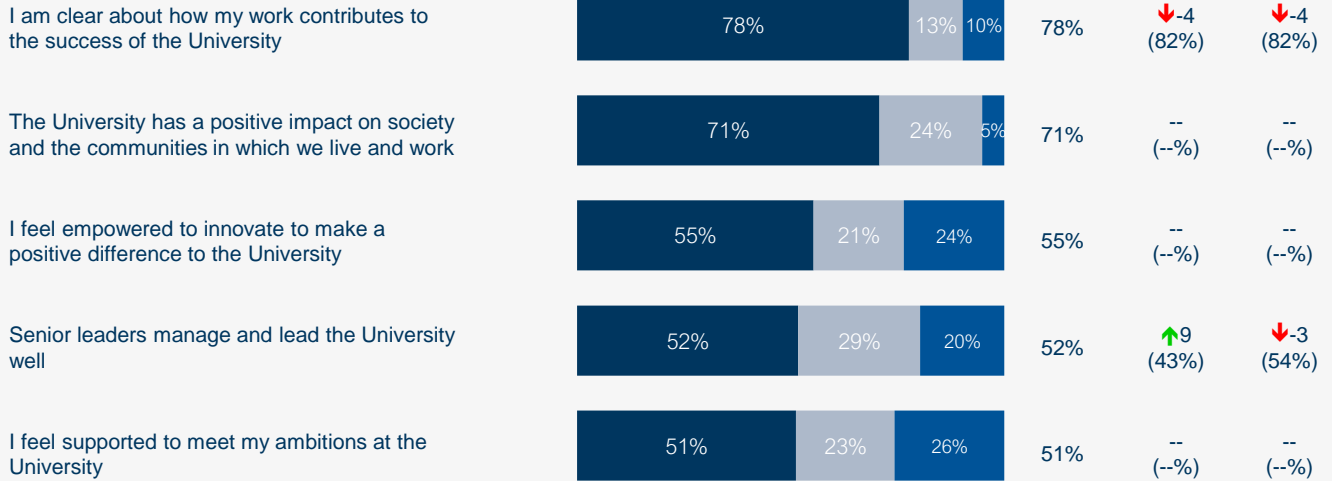
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# Results in detail continued: Impactful

## Impactful

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# Results in detail continued: Inclusive

## Inclusive

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 2023 % POSITIVE
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 +/- Post 92 Benchmark (EXTERNAL BENCHMARK)

Statement	% POSITIVE (STRONGLY AGREE OR AGREE)	% NEUTRAL (NEITHER AGREE NOR DISAGREE)	% NEGATIVE (DISAGREE OR STRONGLY DISAGREE)	2023 % POSITIVE	+/- HEI (EXTERNAL BENCHMARK)	+/- Post 92 Benchmark (EXTERNAL BENCHMARK)
My line manager treats me fairly and with respect	84%	9%	7%	84%	↑1 (84%)	↑2 (83%)
I feel confident using digital technology in support of my work, teaching and/or research	82%	13%	5%	82%	-- (--%)	-- (--%)
The University makes good use of digital technology to support effective working (including teaching and research)	70%	17%	14%	70%	-- (--%)	-- (--%)
I feel I can be my true self at work	67%	17%	15%	67%	↓-3 (70%)	↓-1 (69%)
I feel that I am safe and able to speak up and challenge the way that things are done	61%	17%	22%	61%	↑13 (48%)	↑14 (47%)
I feel that my background, difference and lived experience is valued at the University	56%	29%	16%	56%	↓-18 (73%)	↓-16 (72%)

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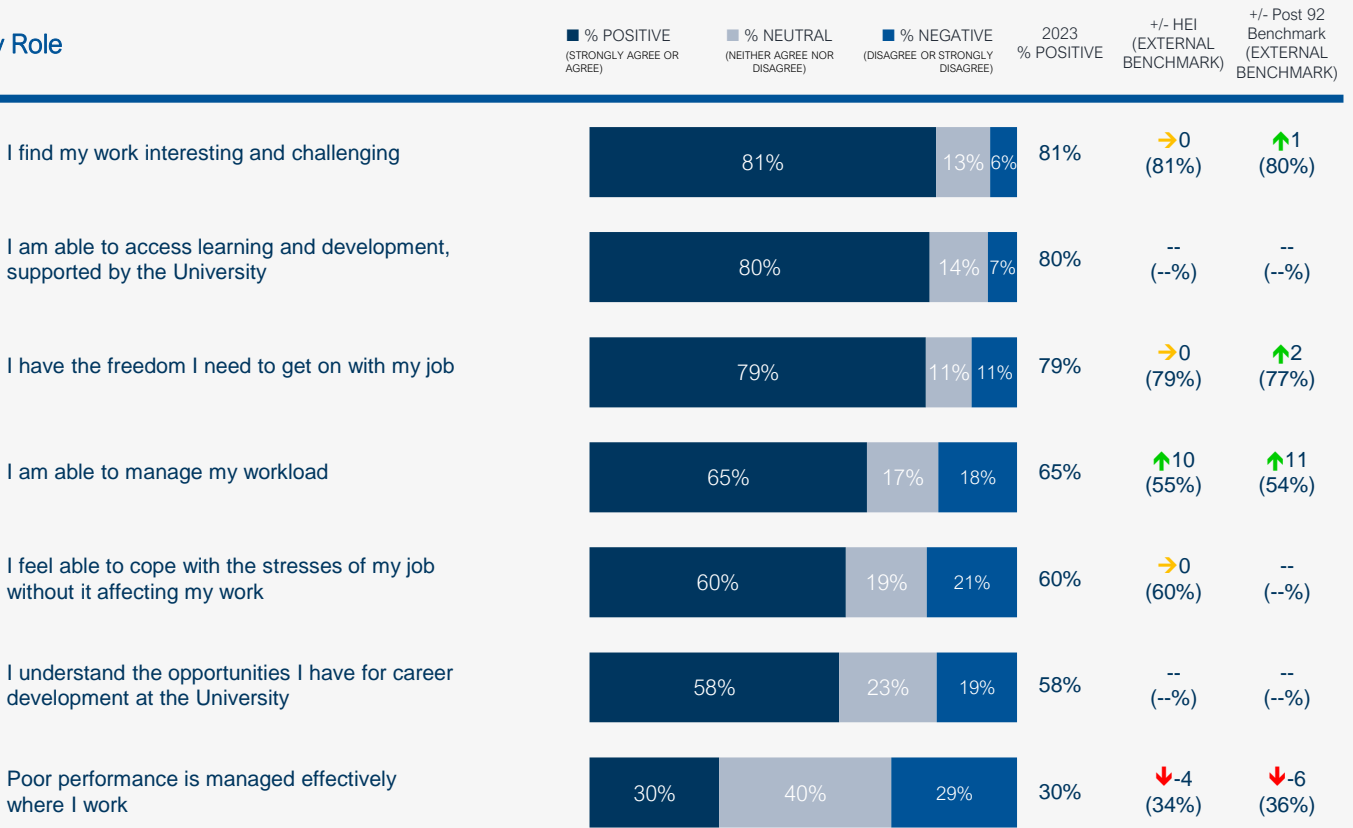
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# Results in detail continued: My Role

## My Role



### Notes and references:

Questions ranked from most to least positive within each theme

Benchmarks: Post 92 and Higher Education Institutions (HEI) that People Insight partner with

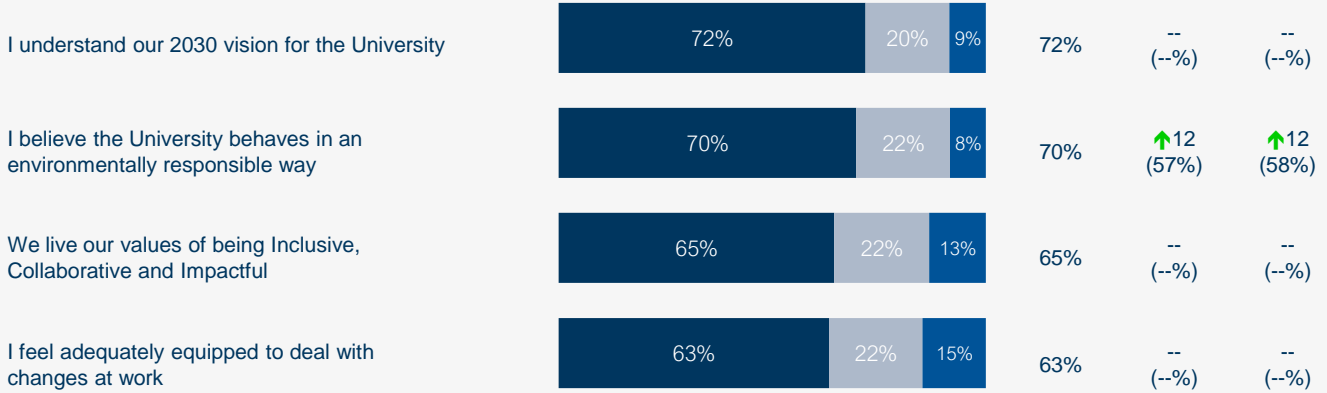
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# Results in detail continued: Working At Greenwich

## Working At Greenwich

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 2023 % POSITIVE    
 +/- HEI (EXTERNAL BENCHMARK)    
 +/-Post 92 Benchmark (EXTERNAL BENCHMARK)



### Notes and references:

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Date of publication: August 2023  
For enquiries about the University of Greenwich staff survey please  
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