

**Report #1 (Survey: Higher Education Network Staff Experience survey)**

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**gender (Single Choice Buttons)**

Which of the following do you identify as? I identify as...

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
2 Male	39%	100%	0%	39%	38%	36%	40%
3 Female	61%	0%	100%	61%	62%	61%	60%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**age (Single Choice Buttons)**

Which age group do you fall into?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
2 18 - 24	3%	3%	3%	3%	3%	3%	3%
3 25 - 34	27%	23%	30%	32%	23%	33%	26%
4 35 - 44	32%	30%	33%	33%	31%	36%	30%
5 45 - 54	27%	30%	25%	25%	28%	19%	29%
6 55 - 64	11%	14%	9%	7%	15%	6%	11%
7 65 - 74	1%	1%	0%	0%	1%	3%	1%
8 75+	0%	0%	0%	0%	0%	0%	0%
9 Prefer not to say	0%	0%	0%	0%	0%	0%	0%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**institution\_location (Regional Maps)**

Where is your institution based?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 Channel Islands	0%	0%	0%	0%	0%	0%	0%
2 East of England	4%	5%	4%	3%	4%	3%	7%
3 East Midlands	7%	7%	7%	5%	9%	0%	9%
4 Isle of Man	0%	0%	0%	0%	0%	0%	0%
5 London	18%	17%	19%	20%	14%	44%	18%
6 North East	5%	7%	4%	7%	7%	0%	1%
7 North West	9%	9%	9%	7%	13%	8%	7%
8 Northern Ireland	2%	2%	1%	3%	1%	3%	2%
9 Scotland	8%	8%	9%	9%	6%	8%	11%
10 South East	16%	16%	16%	15%	12%	14%	22%
11 South West	9%	8%	9%	8%	12%	8%	7%
12 Wales	4%	3%	4%	2%	3%	0%	8%
13 West Midlands	8%	8%	7%	8%	9%	8%	4%
14 Yorkshire and The Humber	10%	10%	10%	13%	10%	3%	5%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**institution\_type (Single Choice Buttons)**

Which one of these is your institution?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 Russell Group	40%	40%	40%	100%	0%	0%	0%
2 Post-1992	34%	33%	34%	0%	100%	0%	0%
3 Private	2%	2%	2%	0%	0%	100%	0%
4 Other	25%	25%	24%	0%	0%	0%	100%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**role (Single Choice)**

Which one of the following best describes your role?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 Vice-chancellor	0%	0%	0%	0%	0%	0%	0%
2 Pro-vice-chancellor	0%	1%	0%	0%	0%	0%	1%
3 Dean	1%	1%	1%	0%	1%	6%	0%
4 Reader	4%	5%	3%	5%	3%	3%	4%
5 Head of department	3%	5%	2%	2%	4%	11%	5%
6 Senior lecturer	18%	23%	15%	12%	30%	11%	13%
7 Lecturer	17%	18%	17%	18%	16%	22%	19%
8 Researcher	4%	5%	3%	6%	3%	0%	3%
9 Postdoctorate	4%	3%	4%	6%	1%	6%	3%
10 PhD student	2%	2%	2%	3%	2%	0%	2%

11	Manager (non academic)	10%	7%	12%	11%	9%	14%	9%
12	Administrator	8%	4%	10%	9%	6%	0%	9%
13	Marketing/Communications/PR	4%	3%	5%	4%	4%	8%	4%
14	Alumni relations	0%	0%	0%	0%	0%	0%	1%
15	Fundraising	0%	0%	0%	0%	0%	0%	0%
16	Student support and wellbeing	4%	2%	6%	4%	5%	8%	4%
17	Finance	1%	2%	1%	1%	1%	0%	2%
18	Other academic role (please specify)	8%	10%	7%	9%	7%	3%	9%
19	Other non-academic role (please specify)	10%	9%	10%	9%	8%	8%	14%

Data: Including participants who completed primary survey only (Live data)

Display: Showing % of column

Banner: gender (Single Choice); institution\_type (Single Choice)

#### contract\_type (Single Choice)

On what type of contract are you employed in your UK university?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 Permanent full-time contract	73%	81%	68%	67%	79%	69%	73%
2 Permanent part-time contract	9%	4%	12%	8%	10%	0%	9%
3 Fixed-term contract	15%	12%	16%	20%	7%	19%	14%
4 Casual / zero-hours contract	2%	3%	2%	3%	2%	3%	2%
5 Freelance / Self-employed	0%	1%	0%	0%	0%	8%	0%
6 Other (please specify)	1%	1%	1%	1%	1%	0%	1%

Data: Including participants who completed primary survey only (Live data)

Display: Showing % of column

Banner: gender (Single Choice); institution\_type (Single Choice)

#### workload (Scale Slider Grid)

How would you describe your current workload?

1 Easily manageable	4%
2 Fairly manageable	9%
3 Manageable	37%
4 Fairly unmanageable	38%
5 Very unmanageable	12%

Data: Including participants who completed primary survey only (Live data)

Display: Showing % of column

Banner: gender (Single Choice); institution\_type (Single Choice)

#### workload - (Scale Slider Grid)

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 1 Easily manageable	4%	4%	4%	4%	3%	6%	5%
2 2 Fairly manageable	9%	7%	10%	8%	8%	8%	11%
3 3 Manageable	37%	38%	37%	39%	35%	56%	35%
4 4 Fairly unmanageable	38%	38%	38%	39%	40%	25%	34%
5 5 Very unmanageable	12%	13%	12%	11%	13%	6%	14%

Data: Including participants who completed primary survey only (Live data)

Display: Showing % of column

Banner: gender (Single Choice); institution\_type (Single Choice)

#### happy (Scale Slider Grid)

How happy or unhappy are you in your current role?

1 Very happy	10%
2 Happy	30%
3 Neither happy nor unhappy	24%
4 Unhappy	27%
5 Very unhappy	10%

Data: Including participants who completed primary survey only (Live data)

Display: Showing % of column

Banner: gender (Single Choice); institution\_type (Single Choice)

#### happy - (Scale Slider Grid)

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 1 Very happy	10%	12%	9%	11%	9%	11%	9%
2 2 Happy	30%	26%	32%	33%	26%	36%	30%
3 3 Neither happy nor unhappy	24%	23%	24%	23%	23%	28%	26%
4 4 Unhappy	27%	28%	26%	26%	30%	19%	24%
5 5 Very unhappy	10%	11%	9%	7%	12%	6%	11%

Data: Including participants who completed primary survey only (Live data)

Display: Showing % of column

Banner: gender (Single Choice); institution\_type (Single Choice)

#### pay\_raise (Single Choice)

When was the last time you had a pay rise?

Total	gender	institution_type
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		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 Within the last 12 months	52%	52%	52%	53%	52%	44%	51%
2 Within the last 3 years	22%	22%	21%	22%	21%	31%	21%
3 Within the last 5 years	7%	10%	6%	6%	9%	6%	8%
4 More than 5 years ago	5%	5%	6%	5%	5%	6%	6%
5 More than 10 years ago	1%	1%	1%	1%	1%	0%	1%
6 Never	13%	11%	14%	13%	12%	14%	13%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

#### supported (Single Choice Buttons)

Overall, do you feel supported in your university job?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 Yes	37%	38%	36%	41%	36%	33%	32%
2 No	43%	45%	41%	38%	47%	39%	45%
3 Not sure	19%	16%	21%	20%	15%	22%	21%
4 Prefer not to say	1%	1%	1%	1%	1%	6%	2%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

#### challenges (Multiple Choice)

What do you think are the top three biggest challenges facing your career progression?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
Not enough job opportunities	59%	52%	63%	58%	62%	64%	57%
Inequality of opportunity (e.g. age / race / gender / disability)	24%	14%	29%	23%	24%	25%	24%
VISA / travel issues	2%	3%	1%	2%	1%	8%	2%
Lack of professional training	26%	26%	26%	24%	27%	31%	27%
Lack of pastoral support	19%	17%	21%	19%	21%	17%	18%
Lack of flexible working	15%	11%	17%	14%	16%	22%	15%
Other (please specify)	33%	34%	33%	35%	32%	17%	34%
Don't know	2%	3%	2%	2%	2%	3%	3%
I don't think there are any	9%	13%	7%	11%	7%	11%	9%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

#### maternity (Single Choice Buttons)

If you have taken maternity leave, do you feel you've been supported on your return to your job?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 Yes	6%	0%	10%	7%	6%	14%	4%
2 No	9%	2%	13%	9%	9%	11%	8%
3 Prefer not to say	1%	1%	1%	0%	1%	6%	1%
4 Not applicable	84%	97%	76%	84%	84%	69%	87%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

#### maternity2 (Single Choice Buttons)

Are you worried that taking maternity/paternity leave will jeopardise your career progression?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 Yes	23%	10%	31%	27%	19%	36%	20%
2 No	18%	23%	15%	19%	18%	17%	16%
3 Not sure	8%	8%	8%	9%	6%	14%	8%
4 Not applicable	51%	59%	46%	45%	57%	33%	56%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

#### vice\_chancellor (Single Choice Buttons)

Do you consider your current vice-chancellor (or equivalent) an effective leader?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 Yes	25%	25%	25%	26%	26%	17%	23%
2 No	38%	42%	36%	32%	42%	33%	44%
3 Not sure	33%	30%	35%	39%	29%	42%	28%
4 Prefer not to say	4%	3%	5%	4%	4%	8%	4%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**issues (Multiple Choice)**

Which three, if any, of the following factors might make you leave your current institution?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
Lack of career progression	55%	53%	56%	56%	51%	61%	56%
Lack of pay progression	34%	37%	32%	34%	33%	36%	35%
Overall staff experience	42%	43%	41%	38%	50%	39%	37%
Changes in university structure	36%	38%	34%	28%	43%	28%	39%
Relationship with manager	29%	30%	28%	27%	29%	19%	32%
Relationship with team	12%	11%	13%	11%	13%	8%	13%
Family circumstances	19%	17%	21%	23%	17%	14%	17%
Location	14%	12%	15%	14%	12%	14%	15%
Other (please specify)	14%	12%	15%	15%	13%	19%	14%
Don't know	1%	1%	1%	1%	1%	0%	1%
I don't think there are any	3%	4%	3%	4%	3%	0%	2%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**issuesCopy1 (Multiple Choice)**

Which three things do you think your university should be prioritising over the next year or so?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
Research activity and growth	45%	50%	42%	48%	45%	39%	42%
Learning and teaching	52%	56%	50%	51%	55%	50%	51%
Internationalisation	10%	11%	10%	9%	11%	22%	10%
Student employability	16%	15%	17%	13%	20%	17%	17%
Sustainability	12%	12%	12%	12%	10%	11%	14%
Efficiency	13%	15%	12%	12%	12%	19%	14%
Widening participation	19%	15%	21%	23%	15%	11%	17%
Public engagement	9%	11%	9%	9%	10%	11%	9%
Staff equality	24%	16%	30%	27%	23%	14%	22%
Student experience	28%	26%	29%	24%	33%	28%	27%
Improving infrastructure	22%	23%	21%	19%	21%	36%	26%
Improving working conditions for PhD students	8%	10%	7%	10%	5%	8%	9%
Getting rid of zero-hours contracts	19%	16%	20%	19%	19%	11%	18%
Other (please specify)	9%	10%	8%	9%	9%	3%	10%
Don't know	1%	1%	1%	1%	0%	3%	1%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**newcomers (Single Choice Buttons)**

In your opinion, is it becoming easier or harder for newcomers to forge a career in academia?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 Easier	2%	3%	2%	2%	3%	3%	2%
2 About the same	14%	15%	14%	14%	14%	17%	14%
3 Harder	65%	69%	63%	66%	67%	47%	63%
4 Not sure	18%	14%	21%	18%	16%	33%	21%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**teaching\_valued (Single Choice Buttons)**

Do you feel that teaching is valued by your institution?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	1293	586	707	501	468	24	300
1 Yes	48%	45%	49%	44%	53%	54%	45%
2 No	37%	41%	34%	40%	34%	33%	39%
3 Not sure	15%	14%	16%	16%	13%	13%	16%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**teaching\_valued\_recently (Single Choice Buttons)**

Do you believe that teaching has become more valued by your institution as a result of recent reforms?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	1293	586	707	501	468	24	300
1 Yes	20%	22%	18%	23%	18%	13%	18%
2 No	56%	57%	56%	51%	61%	50%	59%
3 Not sure	24%	21%	26%	26%	21%	38%	23%

Data: Including participants who completed primary survey only (Live data)

Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**teaching\_training (Single Choice)**

When was the last time you received training or professional development opportunities relating to teaching?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	1293	586	707	501	468	24	300
1 Within the last 12 months	43%	42%	44%	40%	48%	38%	41%
2 Within the last 3 years	20%	19%	21%	18%	22%	38%	18%
3 Within the last 5 years	9%	10%	9%	12%	7%	8%	8%
4 More than 5 years ago	6%	6%	7%	5%	6%	4%	9%
5 More than 10 years ago	5%	7%	4%	7%	3%	0%	4%
6 Never	16%	17%	16%	17%	14%	13%	19%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**rise\_in\_standards (Single Choice)**

Do you believe that the student experience agenda has led to a rise in academic standards?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	1293	586	707	501	468	24	300
1 Yes, it's improved academic standards	12%	13%	10%	10%	13%	29%	11%
2 No, it's damaged academic standards	52%	53%	51%	48%	56%	25%	55%
3 No difference	19%	20%	18%	23%	15%	21%	19%
4 Not sure	17%	13%	20%	19%	16%	25%	14%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**pressure (Single Choice Buttons)**

Have you experienced pressure to bump up student grades, or not to fail students, in the last three years?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	1293	586	707	501	468	24	300
1 Yes	46%	45%	47%	39%	52%	58%	49%
2 No	39%	41%	38%	47%	35%	29%	35%
3 Not sure	9%	9%	9%	9%	8%	0%	10%
4 Prefer not to say	5%	5%	6%	5%	5%	13%	6%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**quality (Single Choice Buttons)**

Do you think the removal of the cap on student numbers has affected the quality of education students receive?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 Yes, for the better	2%	3%	2%	2%	2%	3%	3%
2 Yes, for the worse	40%	42%	38%	36%	44%	42%	40%
3 No	20%	23%	17%	20%	21%	22%	18%
4 Not sure	38%	32%	42%	42%	33%	33%	40%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**why\_better (Multiple Choice)**

Why do you think the removal of the cap has improved the quality of education students receive?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	43	20	23	16	12	1	14
It has paid for investment in resources	63%	70%	57%	56%	58%	100%	71%
It means we have a greater number of staff with a wider variety of skills	40%	30%	48%	50%	50%	0%	21%
Other(please specify)	19%	15%	22%	6%	25%	0%	29%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**why\_worse (Multiple Choice)**

Why do you think the removal of the cap has improved the quality of education students receive?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	803	328	475	288	302	15	198
It means I have less time to spend with students	56%	61%	52%	60%	56%	20%	52%
It means facilities are cramped	58%	57%	59%	66%	54%	67%	54%
It means we are taking students with a wider variety of entrance grades	55%	52%	57%	43%	62%	40%	62%

Other(please specify)	15%	14%	15%	16%	13%	20%	16%
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Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)

**expand\_numbers (Single Choice Buttons)**

Do you think it would be a positive step for your institution to expand its undergraduate student numbers?

	Total	gender		institution_type			
		Male	Female	Russell Group	Post-1992	Private	Other
Total	2019	785	1234	803	682	36	498
1 Yes	26%	30%	24%	20%	30%	25%	32%
2 No	51%	54%	50%	55%	50%	50%	46%
3 Not sure	22%	17%	26%	25%	20%	25%	21%

Data: Including participants who completed primary survey only (Live data)  
 Display: Showing % of column  
 Banner: gender (Single Choice); institution\_type (Single Choice)