

Data in this report is for **internal use only**, and should not be shared externally.

Use the **filters** to see data for different divisions/areas.

Survey date
October 2025

Faculty/Division
All UEA

Area
All Areas

1. Number of survey participants (UEA total)

1,642

2. Number of survey participants from filter (All UEA - All Areas)

1,642

3. % outcome by theme

Each question in the "Our People Survey" was grouped into 1 of 12 themes. Each pie chart corresponds to one of those themes. All of the staff responses (according to the filters above) to each of the questions within each theme have been aggregated and the sections of each pie chart represent the percentage of positive, neutral and negative responses.

*Please note "Line Management" questions were restricted to those with line management responsibilities, therefore the number of responses may be significantly lower.

**Please note that at the theme aggregation 'Employee Engagement' excludes a question related to leaving UEA due to reverse scoring.

Measure

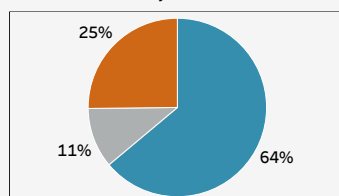
■ % positive (Strongly agree/Somewhat agree)

■ % neutral (Neither agree nor disagree)

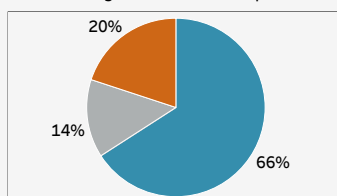
■ % negative (Strongly disagree/Somewhat disagree)

Theme level data is suppressed where there were less than 10 responses to any question within a theme.

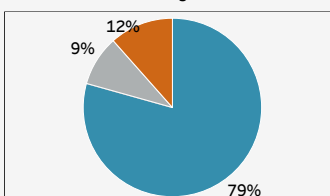
My Work



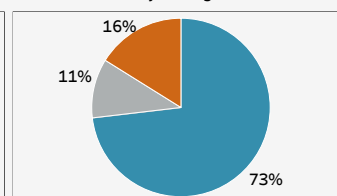
Learning and Career Development



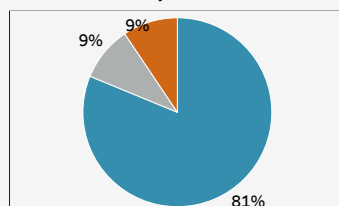
Line Management*



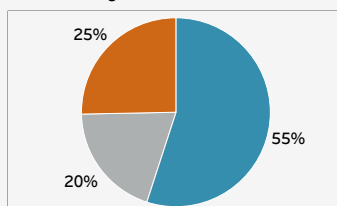
My Manager



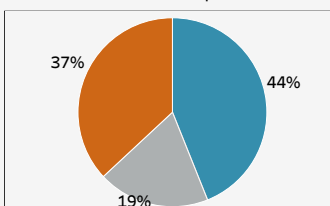
My Team



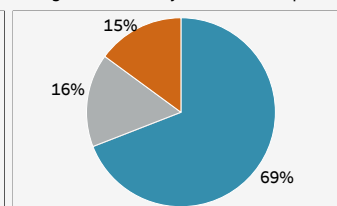
Organisational Culture



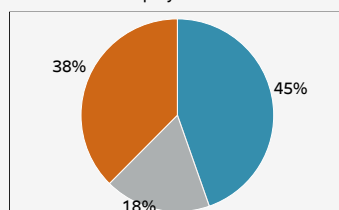
Leadership



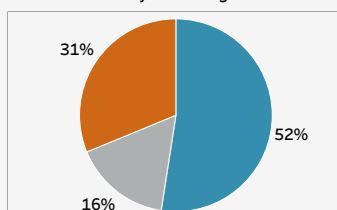
Organisational Objectives and Purpose



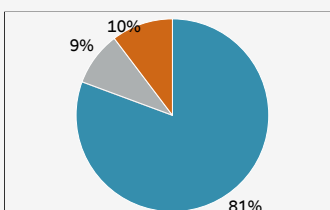
Employee offer



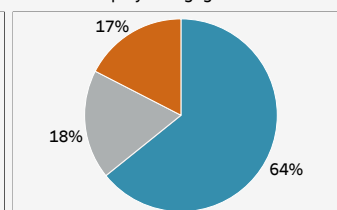
My Wellbeing



Inclusion and Fair Treatment



Employee Engagement**



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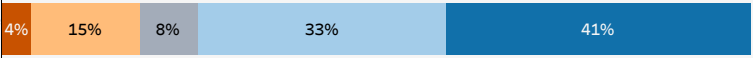
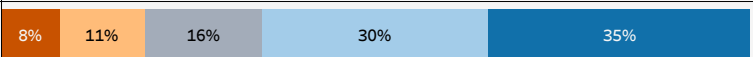
e.g. **Strongly disagree**    e.g. **Strongly agree**

To ensure robust analysis and anonymous reporting, 'theme average' questions will be limited to display % positive only.

Survey date	Faculty/Division	Area
October 2025	All UEA	All Areas

1. Breakdown of responses per question

This table is a breakdown of responses for all questions in the My Work theme, followed by the % of positive responses (Strongly agree/Somewhat agree), and the total number of responses. **% Positive Responses**

My Work (theme average)		64%	
I am clear about my work responsibilities and what is expected of me		85%	1,641
I feel that my skills, knowledge and experience are put to good use in the job that I do		74%	1,640
I have the resources that I need to do my job effectively		56%	1,638
I feel involved in the decisions that directly affect my work		51%	1,639
My current allocated workload is manageable		52%	1,636
I know how to get support if my workload is unmanageable		65%	1,630

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e.g. **Strongly disagree**    e.g. **Strongly agree**

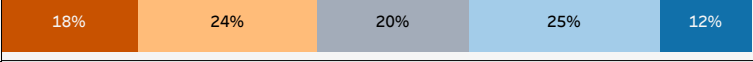
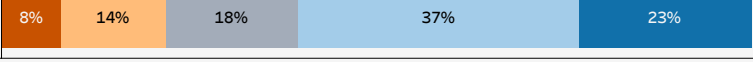
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1. Breakdown of responses per question

This table is a breakdown of responses for all questions in the Learning and Career Development theme, followed by the % of positive responses (Strongly agree/Somewhat agree), and the total number of responses.

% Positive Responses

Learning and Career Development (theme average)			
I feel confident in my skills and abilities to carry out my job effectively			1,640
I feel confident in my ability to effectively use the digital tools and technology provided at UEA			1,639
I am able to access the right learning and development opportunities to support my work			1,631
There are opportunities for me to develop my career within UEA			1,626
My work provides opportunities for me to develop my skills			1,637

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October 2025	All UEA	All Areas

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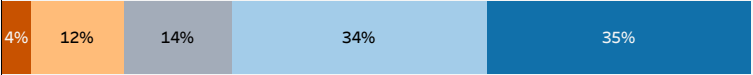
e.g. **Strongly disagree**    e.g. **Strongly agree**

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1. Breakdown of responses per question

This table is a breakdown of responses for all questions in the Line Management theme, followed by the % of positive responses (Strongly agree/Somewhat agree), and the total number of responses.

% Positive Responses

Line Management (theme average)			
Line Management (theme average)			
I am clear on the expectations of me as a line manager			557
I feel confident in my management skills to carry out my job effectively			557
I know how to find the right information to carry out my management responsibilities effectively			557
I know how to access the support I personally need, including mentoring and coaching, to carry out my management role effectively			557

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e.g. **Strongly disagree**    e.g. **Strongly agree**

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Survey date	Faculty/Division	Area
October 2025	All UEA	All Areas

1. Breakdown of responses per question

This table is a breakdown of responses for all questions in the My Manager theme, followed by the % of positive responses (Strongly agree/Somewhat agree), and the total number of responses.

% Positive Responses

My Manager (theme average)										
I feel the actions of my manager are consistent with UEA's values (Ambition, Collaboration, Empowerment, Respect)	4%	6%	9%	21%	59%					
I am trusted to make decisions within my role	5%	6%	25%	60%						
It is recognised and acknowledged when I have done my job well	6%	9%	10%	26%	48%					
I receive regular feedback on my performance that helps me develop	10%	16%	15%	27%	32%					
I have had a meaningful Performance and Development Review (appraisal) in the last 12 months	16%	10%	13%	21%	40%					
My manager keeps me informed about matters that affect me at UEA	5%	8%	11%	29%	47%					
My manager takes an interest in me as a person rather than just my work	7%	6%	11%	21%	55%					

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e.g. **Strongly disagree**    e.g. **Strongly agree**

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Survey date	Faculty/Division	Area
October 2025	All UEA	All Areas

1. Breakdown of responses per question

This table is a breakdown of responses for all questions in the My Team theme, followed by the % of positive responses (Strongly agree/Somewhat agree), and the total number of responses.

% Positive Responses

My Team (theme average)					
I can rely on my team for support when work gets challenging	6%	7%	29%	55%	84%
I believe my team collaborates well with other parts of the organisation	7%	11%	31%	48%	79%
I have a good understanding of the work and aims of my team	5%	8%	29%	56%	85%
I feel like I belong in my team	4%	7%	9%	23%	57%
I feel my team enable me to do my own job well	4%	6%	12%	29%	49%

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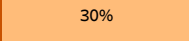
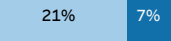
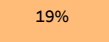
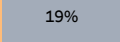
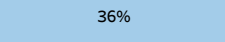
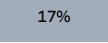
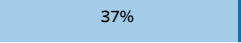
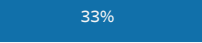
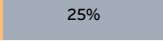
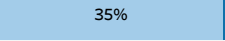
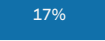
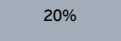
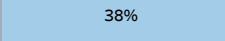
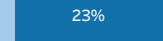
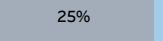
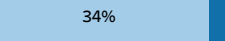
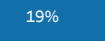
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1. Breakdown of responses per question

This table is a breakdown of responses for all questions in the Organisational Culture theme, followed by the % of positive responses (Strongly agree/Somewhat agree), and the total number of responses.

% Positive Responses

Organisational Culture (theme average)			
			
I feel able to challenge the way things are done at UEA	 27%  30%  16%  21%  7%		1,628
I am kept well informed about matters that affect me at UEA	 11%  19%  19%  36%  15%		1,636
I understand how to demonstrate our values in the way I work	 5%  8%  17%  37%  33%		1,612
My UEA colleagues are ambitious for future success - they are forward-thinking and brave in their approach and decisions	 8%  15%  25%  35%  17%		1,600
My UEA colleagues are collaborative in their approach - they build connections, share ideas and develop new networks	 6%  13%  20%  38%  23%		1,613
My UEA colleagues empower themselves and each other - they develop themselves and others and trust people to make decisions based on their expertise and knowledge	 7%  14%  25%  34%  19%		1,601
My UEA colleagues respect each other - they value diversity and are open to challenge so we can learn and improve	 5%  10%  16%  36%  33%		1,612

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e.g. **Strongly disagree**     e.g. **Strongly agree**

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October 2025	All UEA	All Areas

1. Breakdown of responses per question

This table is a breakdown of responses for all questions in the Leadership theme, followed by the % of positive responses (Strongly agree/Somewhat agree), and the total number of responses.

% Positive Responses

Question	16%	17%	20%	29%	18%	% Positive	Responses
Leadership (theme average)						44%	
I believe the actions of senior managers and leaders are consistent with UEA's values	16%	17%	20%	29%	18%	47%	1,588
I understand the reasons for organisational decisions and change at UEA	13%	19%	18%	33%	17%	51%	1,627
Senior managers and leaders communicate effectively with their service/ team	18%	21%	18%	28%	15%	43%	1,601
UEA's senior managers and leaders empower teams to work effectively	22%	22%	21%	23%	12%	35%	1,606

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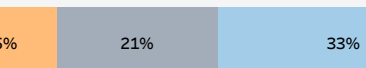
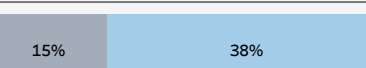
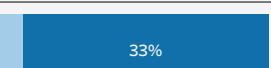
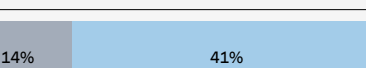
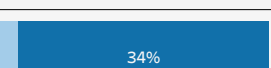
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1. Breakdown of responses per question

This table is a breakdown of responses for all questions in the Organisational Objectives and Purpose theme, followed by the % of positive responses (Strongly agree/Somewhat agree), and the total number of responses.

% Positive Responses

Organisational Objectives and Purpose (theme average)			
			
I am aware of Strategy 2030 and our vision	    		1,615
I understand how my role contributes to the objectives within Strategy 2030	    		1,605
I understand how my work fits with my Faculty's/Division's overall objectives	    		1,614
I understand how changes in the Higher Education Sector affect how we operate at UEA	    		1,615

Area
All Areas

Employee Offer (theme average)						45%	
I feel the total employee offer is fair	13%	19%	17%	35%	17%	51%	1,616
I feel pay is competitive for the region and sector	20%	24%	18%	26%	12%	38%	1,592

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e.g. **Strongly disagree**     e.g. **Strongly agree**

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Survey date	Faculty/Division	Area
October 2025	All UEA	All Areas

1. Breakdown of responses per question

This table is a breakdown of responses for all questions in the My Wellbeing theme, followed by the % of positive responses (Strongly agree/Somewhat agree), and the total number of responses.

% Positive Responses

My Wellbeing (theme average)						
My Wellbeing (theme average)						52%
UEA cares about the wellbeing of its staff	18%	22%	16%	31%	14%	45%
UEA cares about staff mental health and considers it a priority	20%	23%	18%	26%	13%	39%
I know where to seek support for my mental health and/or wellbeing at work	6%	12%	15%	39%	28%	67%
I feel able to discuss my individual needs to support mental health and/or wellbeing at work	11%	14%	17%	33%	24%	57%
I believe my individual needs will be addressed when I raise concerns	13%	16%	17%	31%	24%	54%
I am able to achieve a healthy work-life balance	14%	18%	15%	31%	22%	53%

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e.g. **Strongly disagree**    e.g. **Strongly agree**

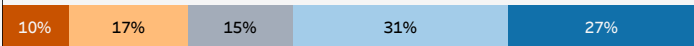
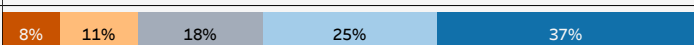
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Survey date	Faculty/Division	Area
October 2025	All UEA	All Areas

1. Breakdown of responses per question

This table is a breakdown of responses for all questions in the Inclusion and Fair Treatment theme, followed by the % of positive responses (Strongly agree/Somewhat agree), and the total number of responses.

% Positive Responses

Inclusion and Fair Treatment (theme average)			
I feel welcome at UEA			1,635
I feel that UEA staff respect individual differences (e.g. cultures, working styles, backgrounds, ideas etc.)			1,632
I feel workload is allocated fairly in my team			1,604
I would report it if I was subjected to any kind of harassment, sexual misconduct, bullying or abuse at ..			1,592
I would report it if I saw other members of staff subjected to any kind of harassment, sexual misconduct, bullying or abuse at work			1,619
I know how to report incidents of harassment, sexual misconduct, bullying or abuse at work			1,627
I am confident that appropriate action would be taken to address bullying, sexual misconduct, harassment ..			1,560
I am aware of the University's policies, training and procedures regarding sexual misconduct			1,631

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Colour key: The scale goes from dark orange (negative) through grey (neutral) to dark blue (positive)

e.g. Strongly disagree e.g. Strongly agree

To ensure robust analysis and anonymous reporting, 'theme average' questions will be limited to display % positive only.

1. Breakdown of responses per question

This table is a breakdown of responses for all questions in the Employee Engagement theme, followed by the % of positive responses (Strongly agree/Somewhat agree), and the total number of responses.

% Positive Responses

Employee Engagement (theme average)		64%	
I am proud to work at UEA	6% 9% 19% 36% 30%	66%	1,635
I am proud of the Faculty / Division that I work for	5% 8% 15% 30% 42%	72%	1,637
I would recommend UEA as a place to work	10% 14% 21% 32% 23%	54%	1,630

Please note the question: 'I have active plans to leave UEA in the next 12 months' is reverse scored. The % of positive responses for this question are made up of Strongly disagree/Somewhat disagree.

I have active plans to leave UEA in the next 12 months	9% 13% 26% 15% 37%	52%	1,504
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2. Breakdown of multiple choice question

This table is a breakdown of responses who answered 'strongly agree' or 'somewhat agree' to the "I have active plans to leave UEA in the 12 months question. As respondents could select more than one option, percentages will not add up to 100%.

Please tell us why you plan to leave UEA in the next 12 months	End of current contract	8%
	Retirement	2%
	Career development or change	38%
	Better pay and benefits	43%
	Workplace culture	38%
	Wellbeing	30%
	None of the above / something else (please specify)	17%
	Prefer not to say	2%