



**Positive People**  
*The Feedback Network*



## **2010 Staff Survey Highlights**

**Disabled Staff Group**

**21 April 2011**

# Next 20 minutes

## 1. Survey Background and Methodology

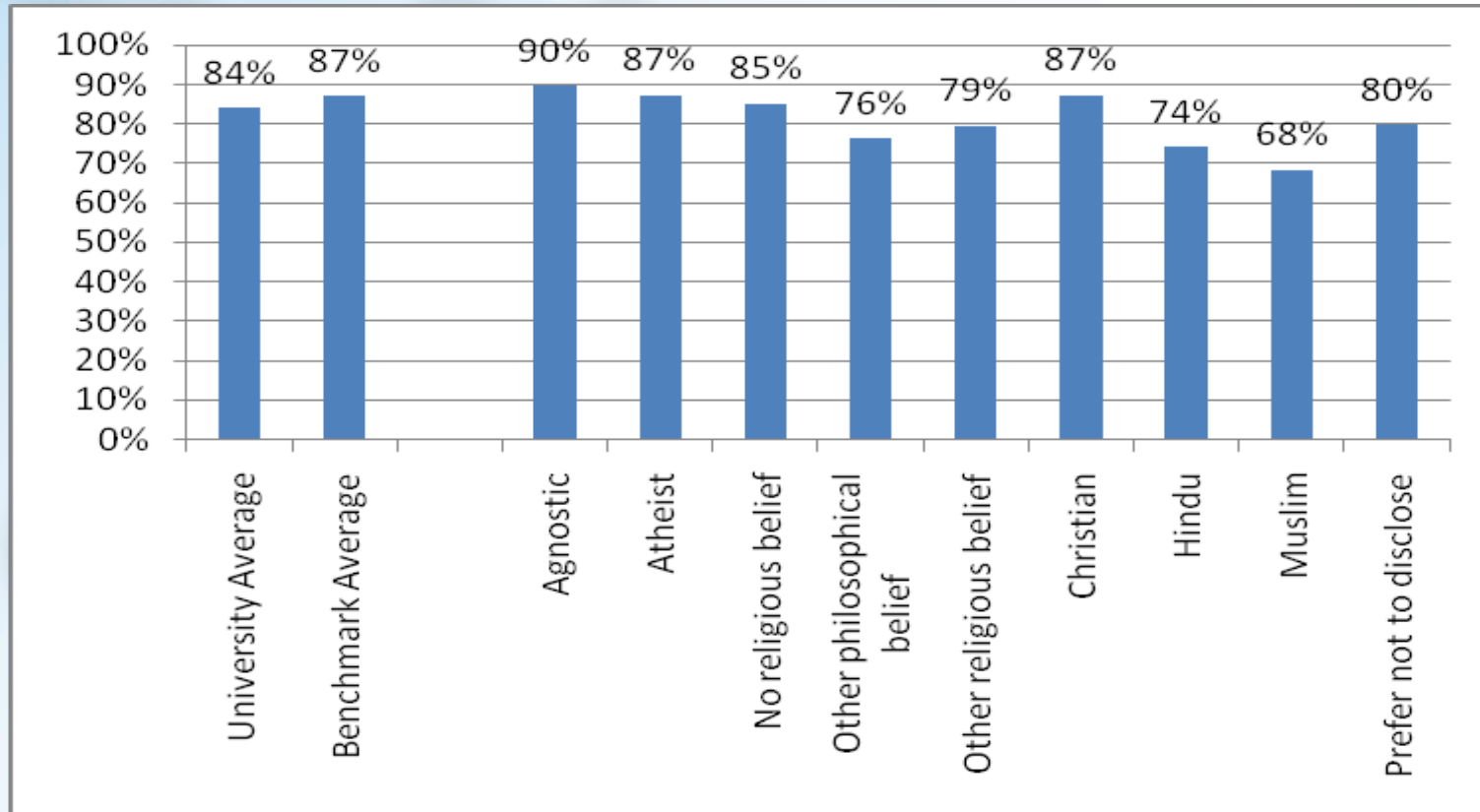
## 2. A dip into the results focusing on :

- Religion
- Sexual Orientation
- Age
- Ethnicity
- Disability

# RELIGION

## Your Job

I have some say over the way I work (QOWL)

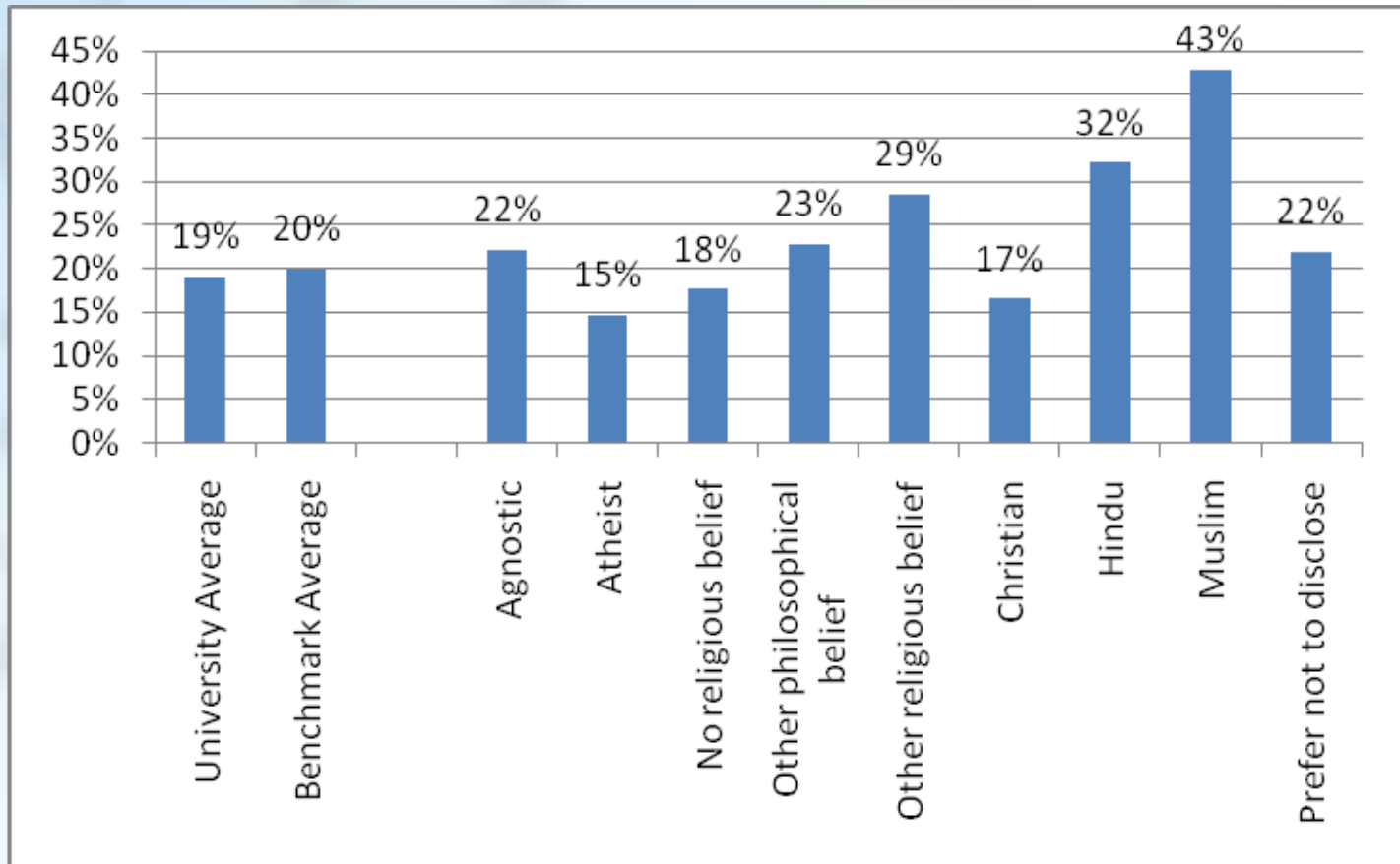


# RELIGION

## Health and Wellbeing

### Relationships at work are strained (QOWL)

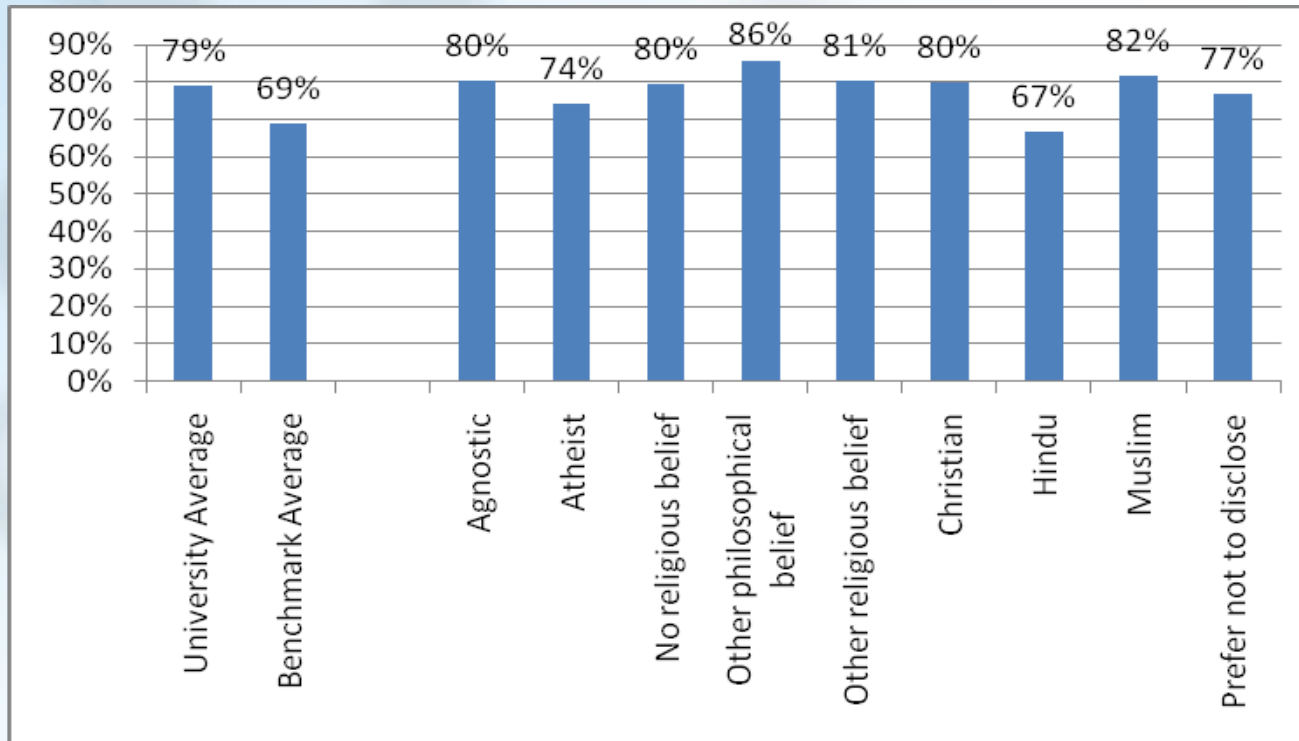
4



# RELIGION

## Leadership and Management – Line Managers

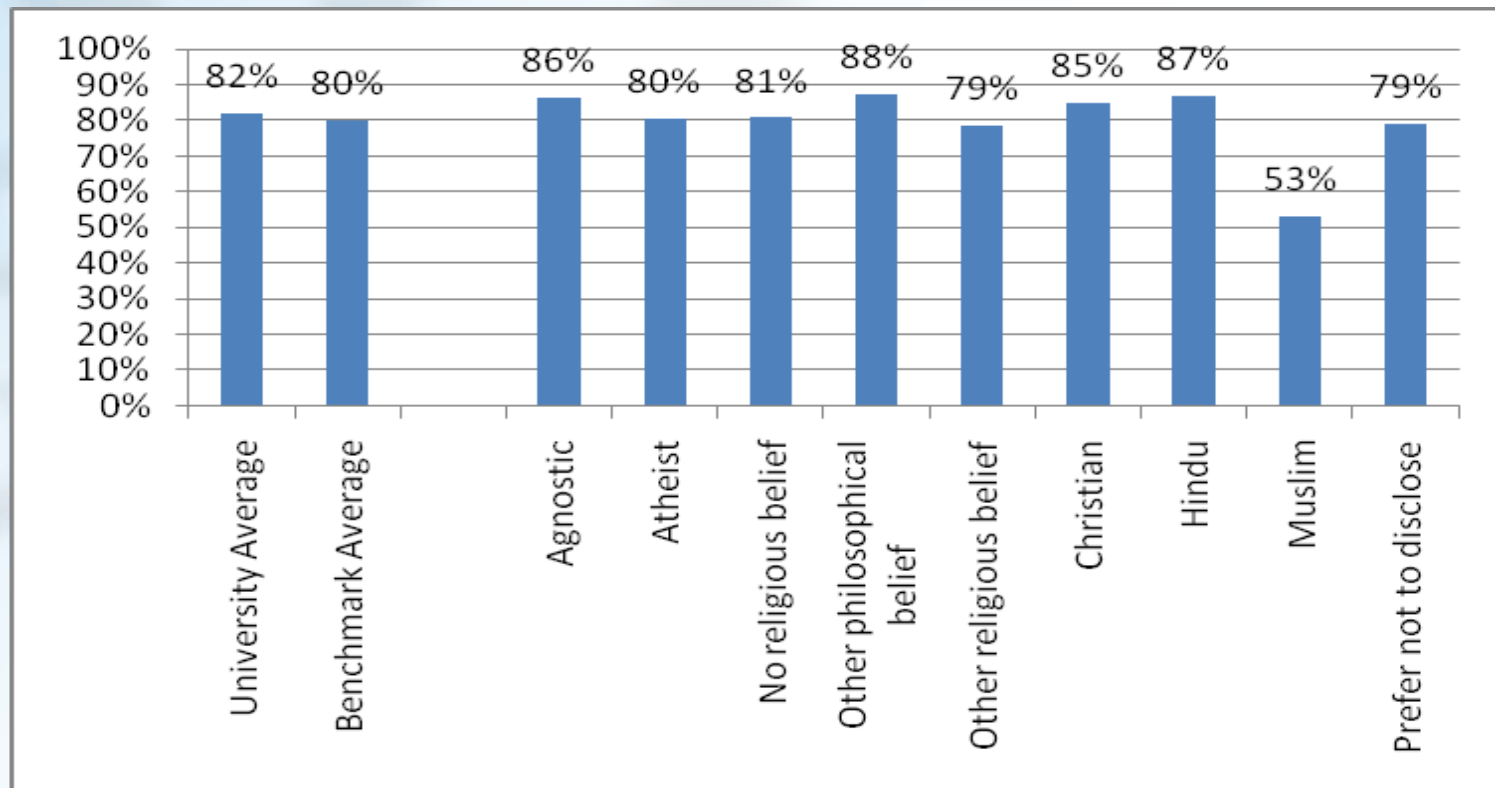
I can talk to my immediate line manager about something that has upset or annoyed me at work (QoWL)



# RELIGION

## Diversity

In my experience, staff at the University are treated fairly regardless of caring responsibilities i.e. children or dependent relatives

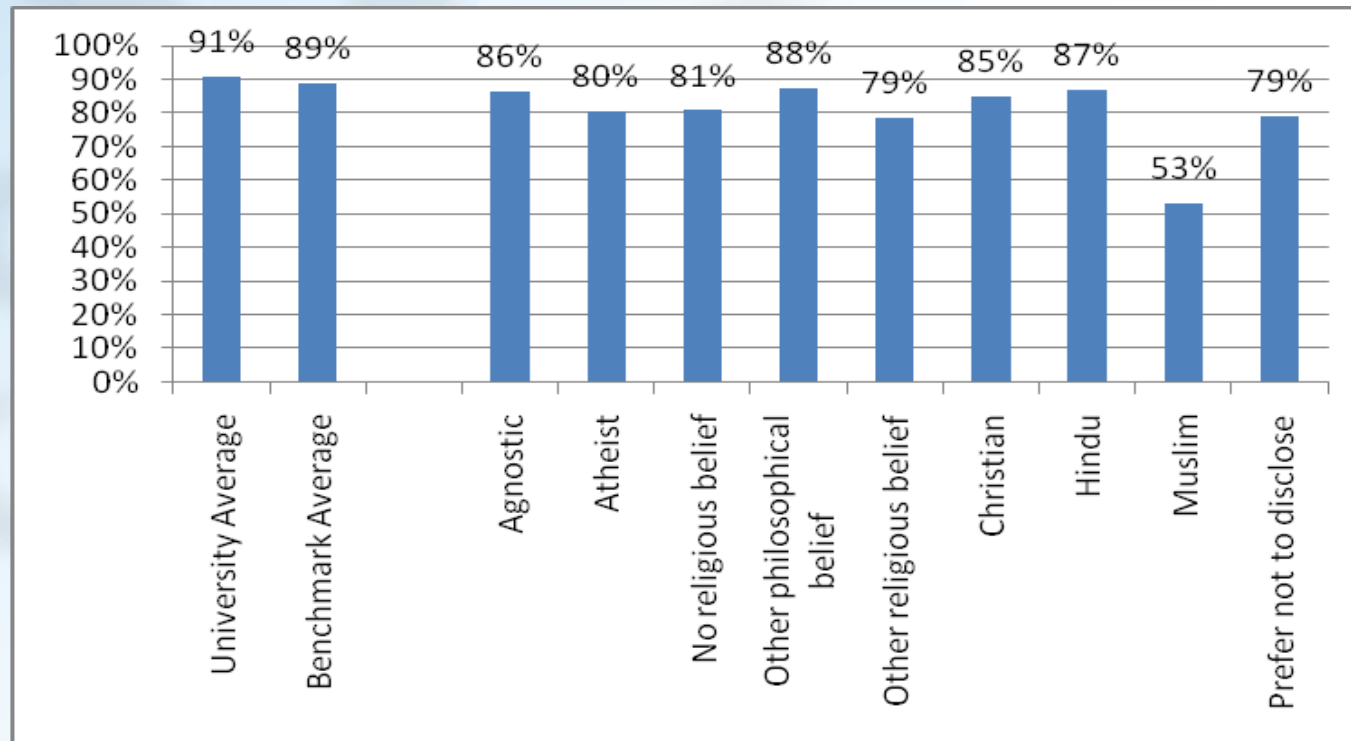




# RELIGION

## Diversity

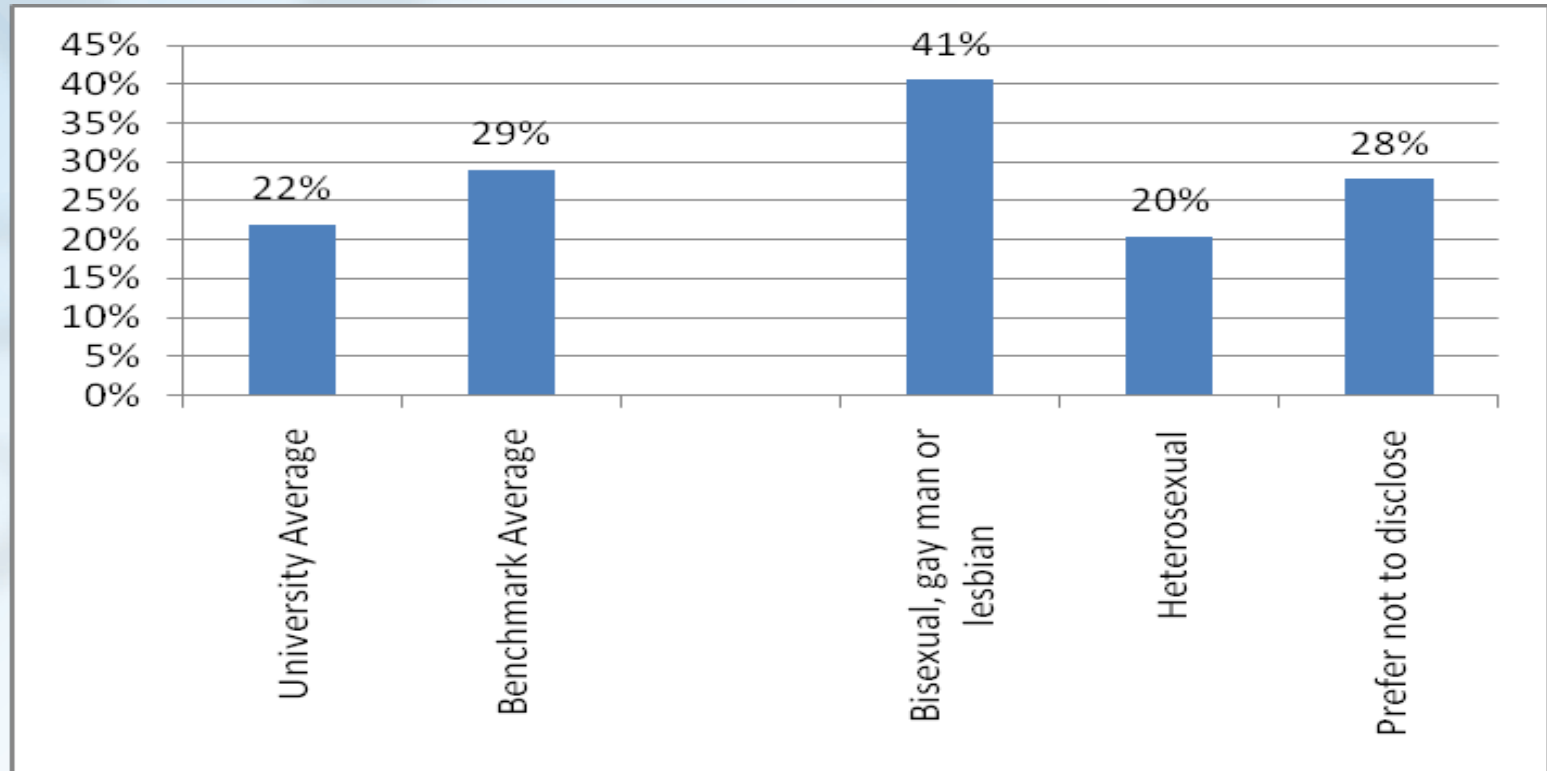
**In my experience, staff at the University are treated fairly regardless of disability**



# SEXUAL ORIENTATION

## Your Job

I have to neglect some tasks because I have too much work to do \* (QOWL)



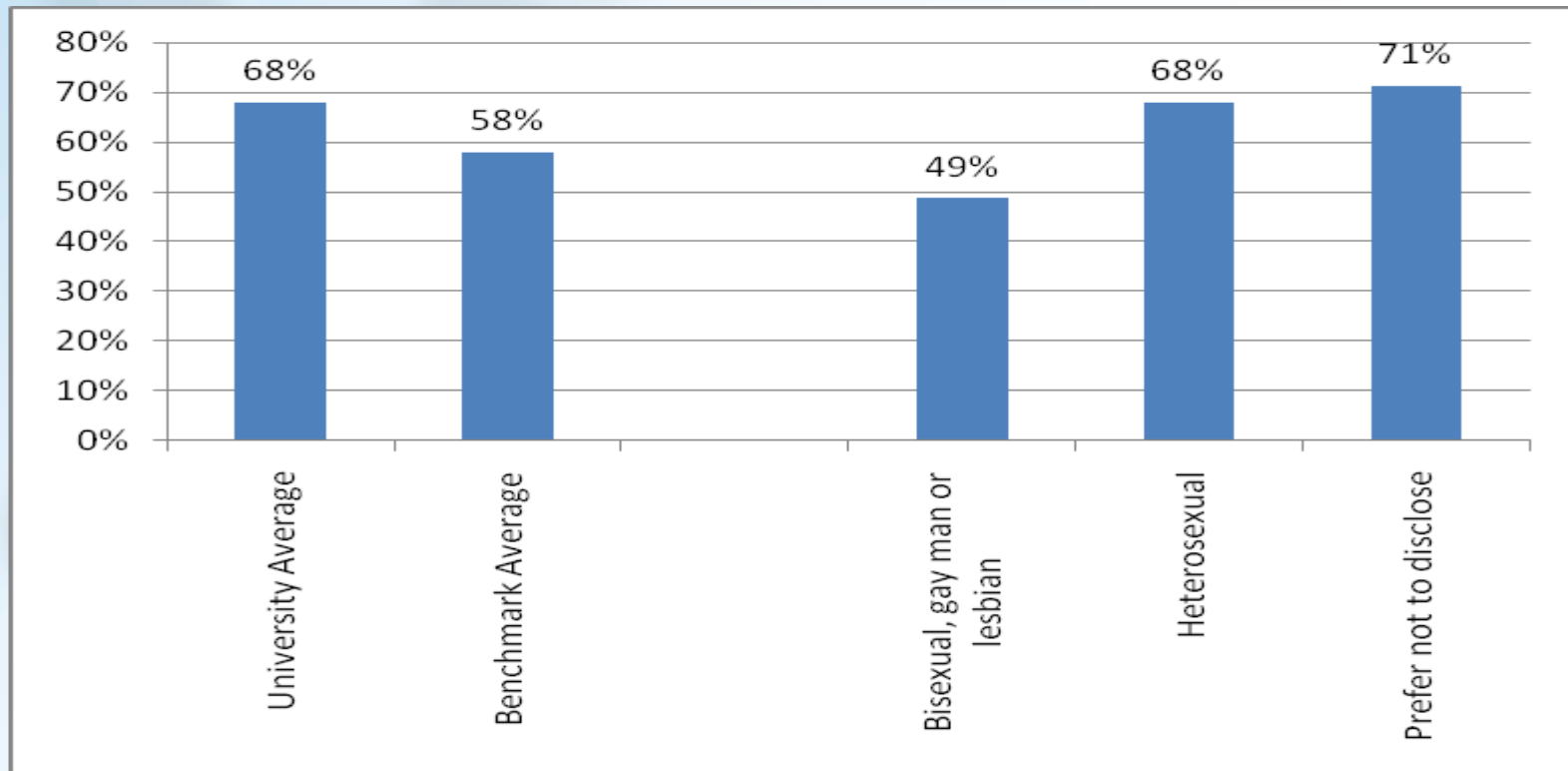
Positive People  
The Feedback Network



# SEXUAL ORIENTATION

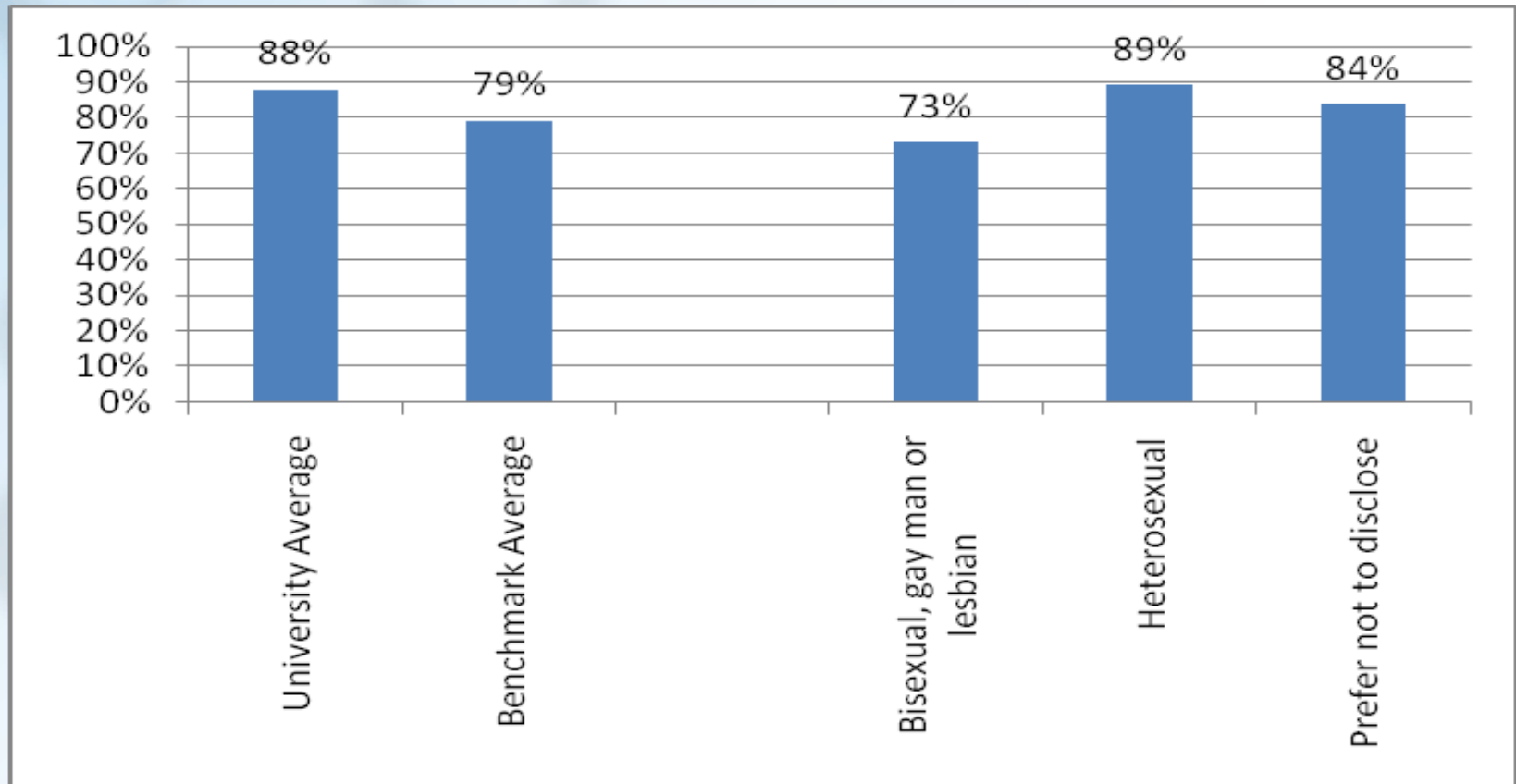
## Flexible Working

The University provides adequate facilities and flexibility for me to fit work in around my family life (QOWL)



# SEXUAL ORIENTATION

**My immediate line manager:  
gives me the support I need when I need it**

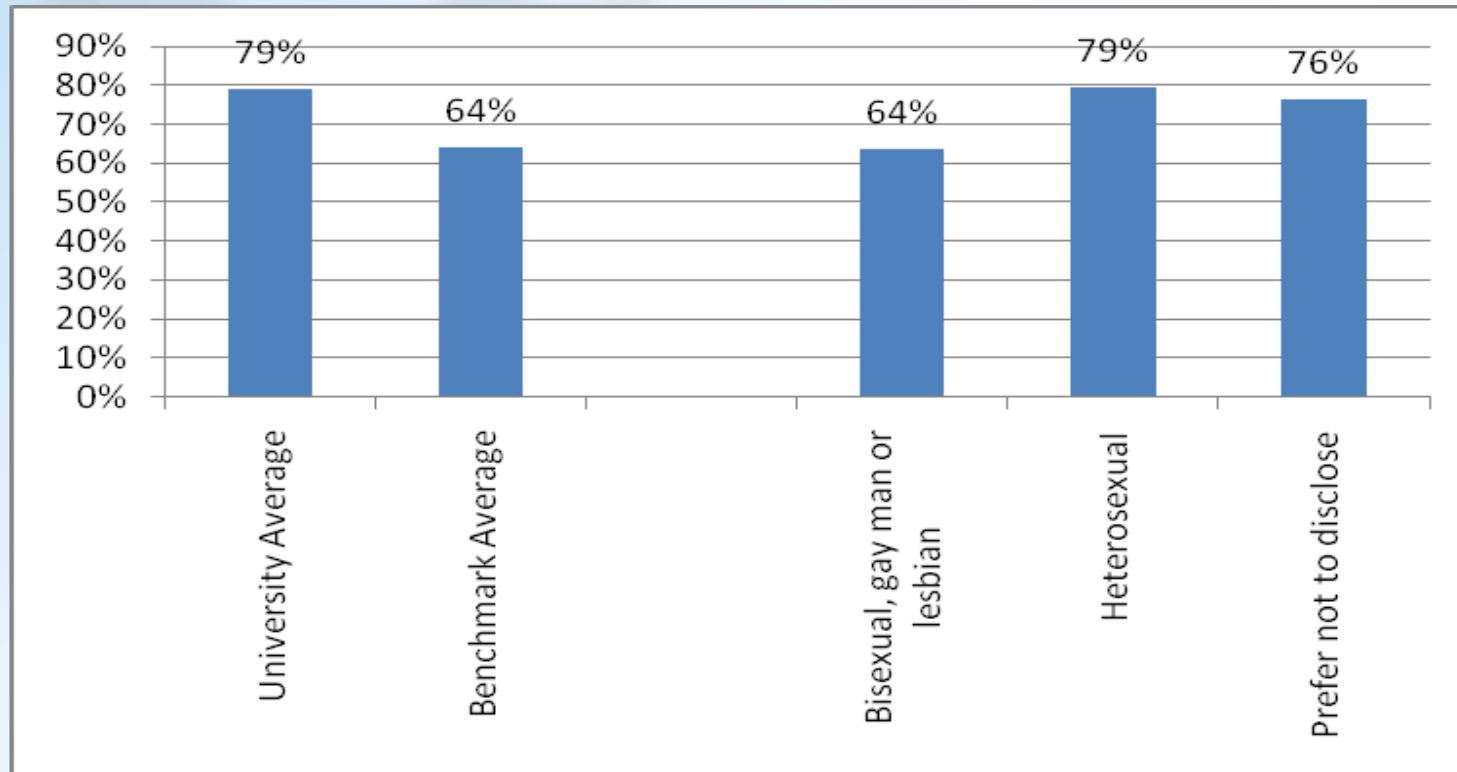


**Positive People**  
*The Feedback Network*

# SEXUAL ORIENTATION

## Learning, Development and Career Progression

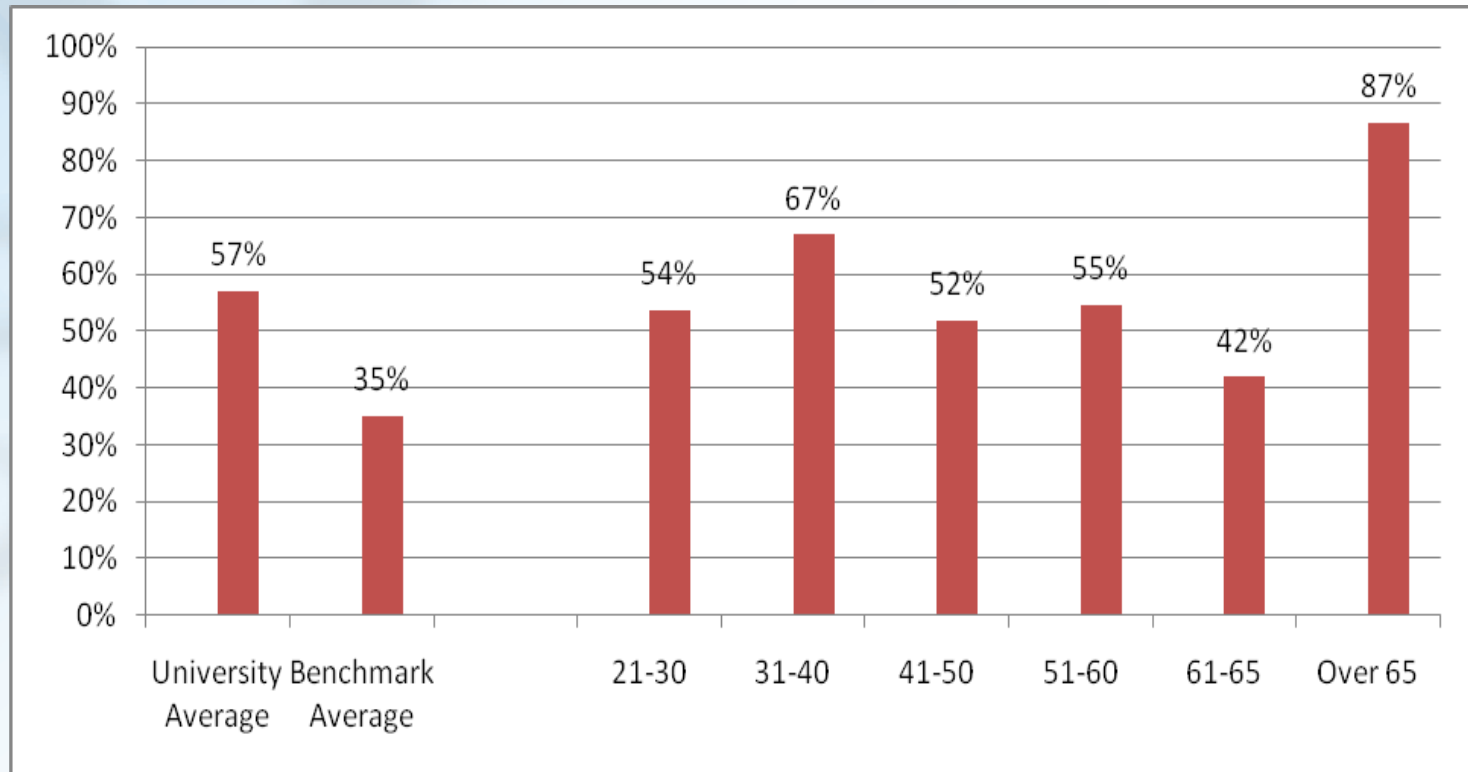
My immediate line manager takes an interest in my long-term career development



# AGE

## Your Job

When changes are made at work, I am clear how they will work in practice (QOWL)

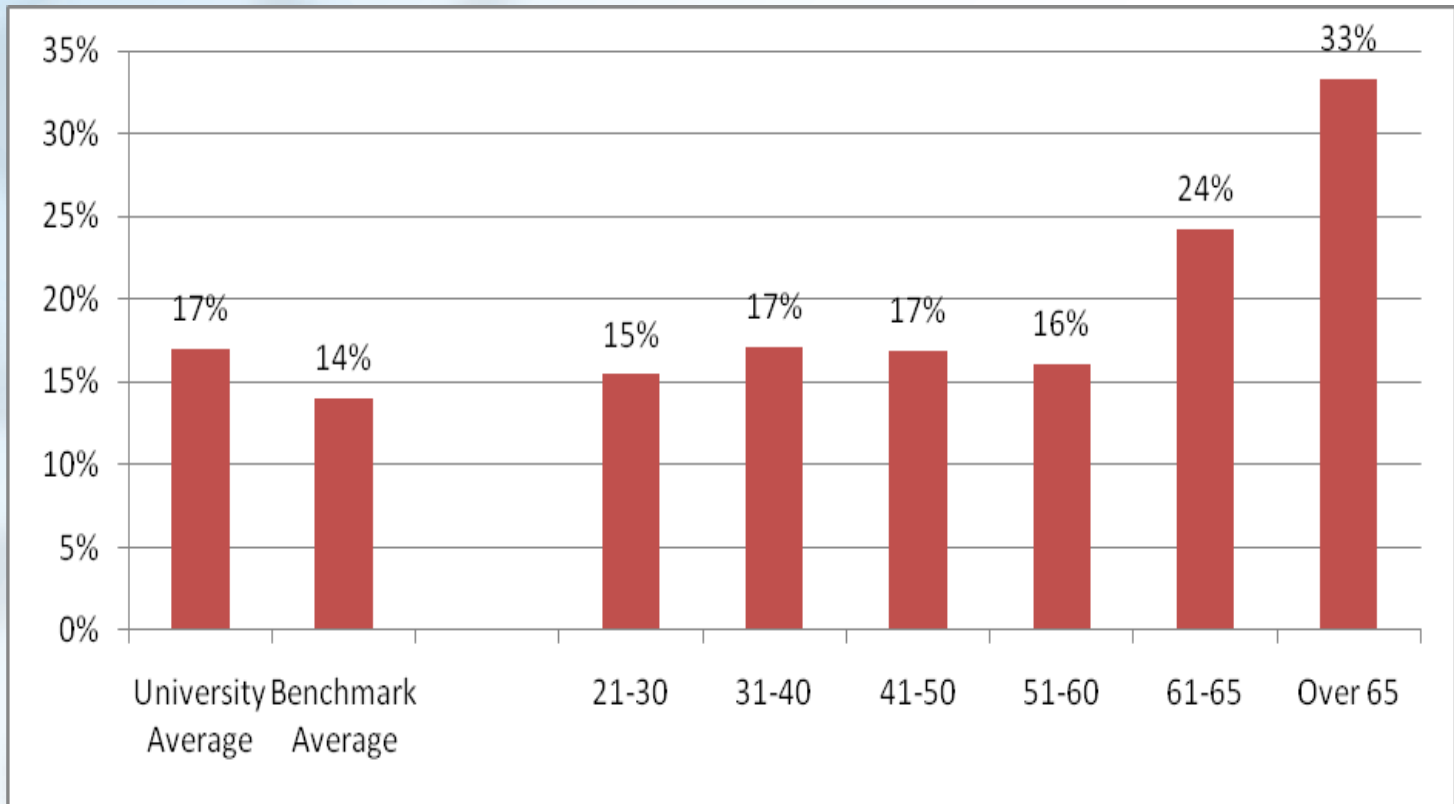


# AGE

## Your Job

I have unachievable deadlines \* (QOWL)

13

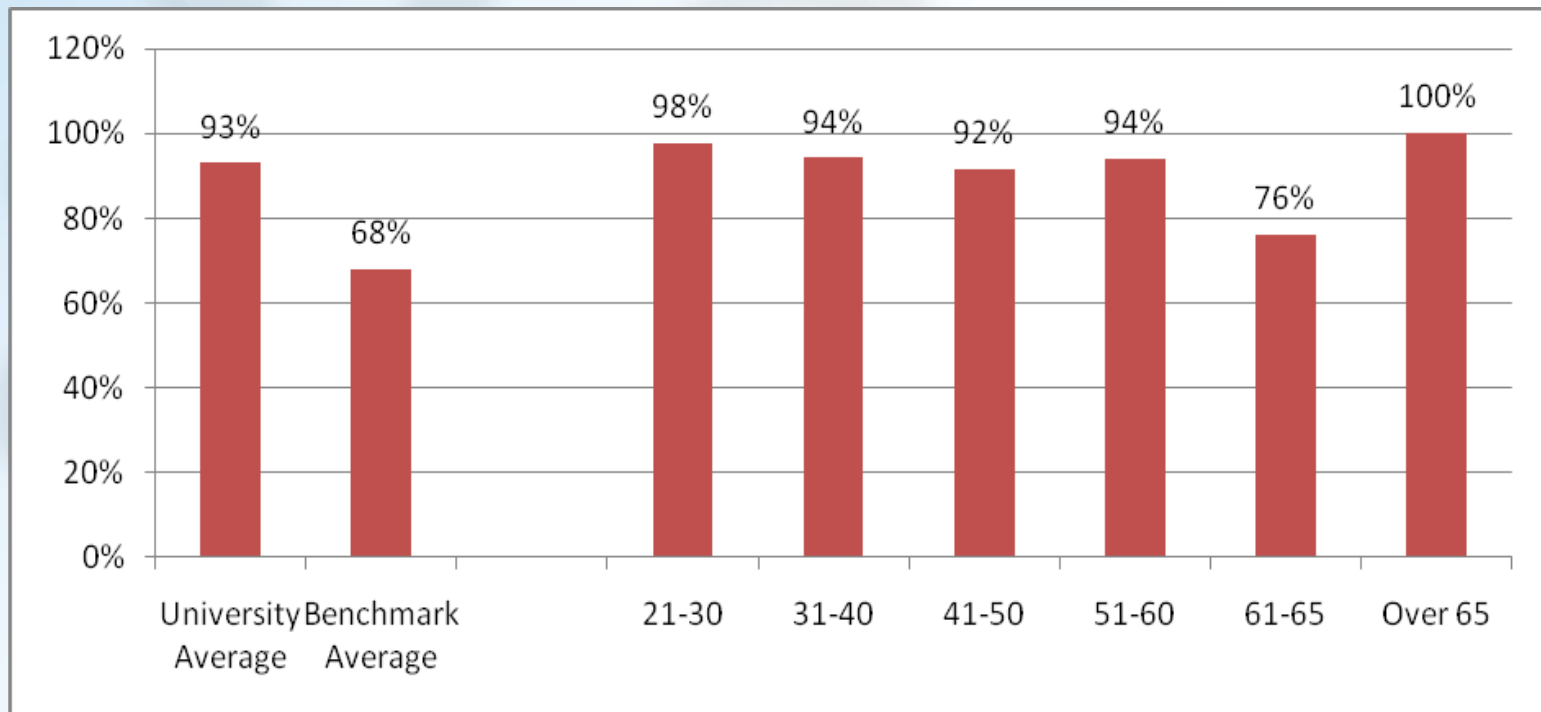


# AGE

## Flexible Working

How beneficial is flexible working to you in terms of the following:

- ability to enjoy leisure/social opportunities

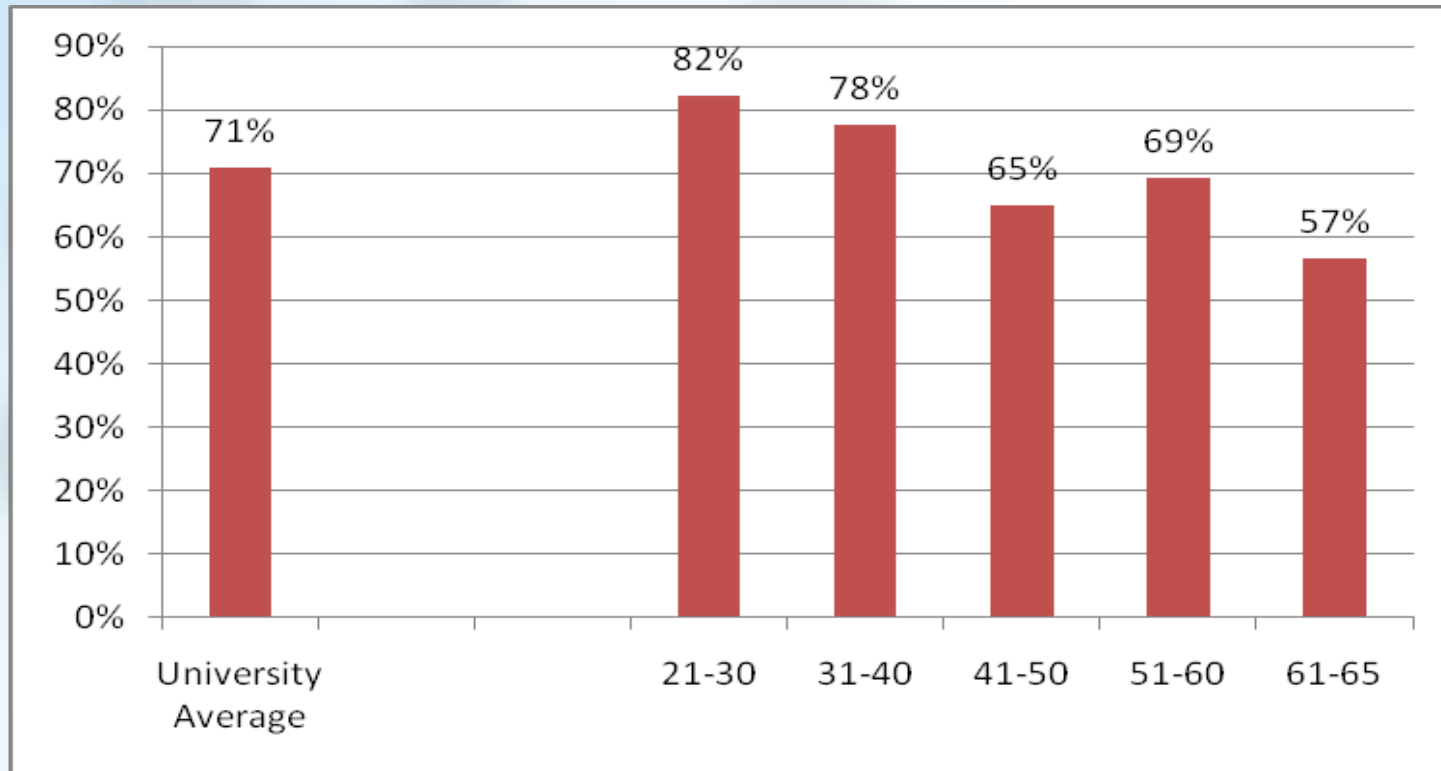




# AGE

## Leadership and Management

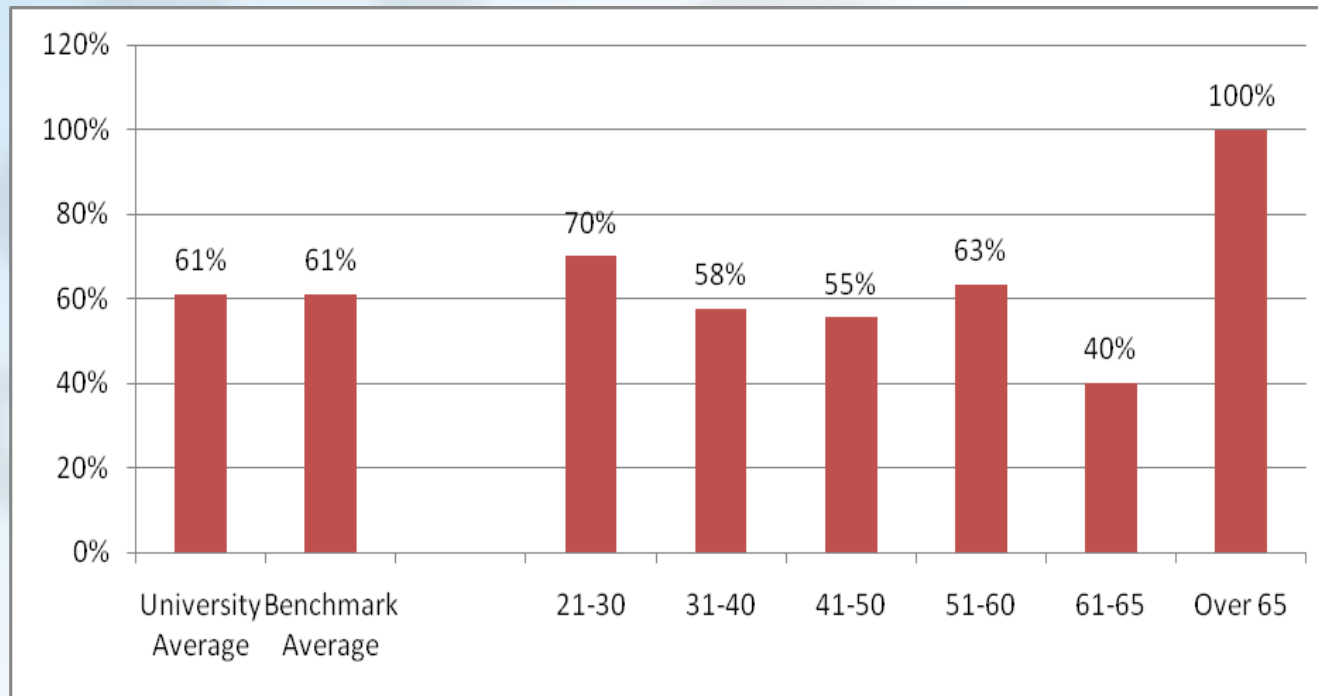
**Do you feel that your Faculty/Directorate Senior Management (Executive) Team :**  
**are in touch with the views and opinions of staff?**



# AGE

## Learning, Development and Career Progression

Please indicate the extent to which you have found the ADR/MAX Review process useful for resolving issues within your team

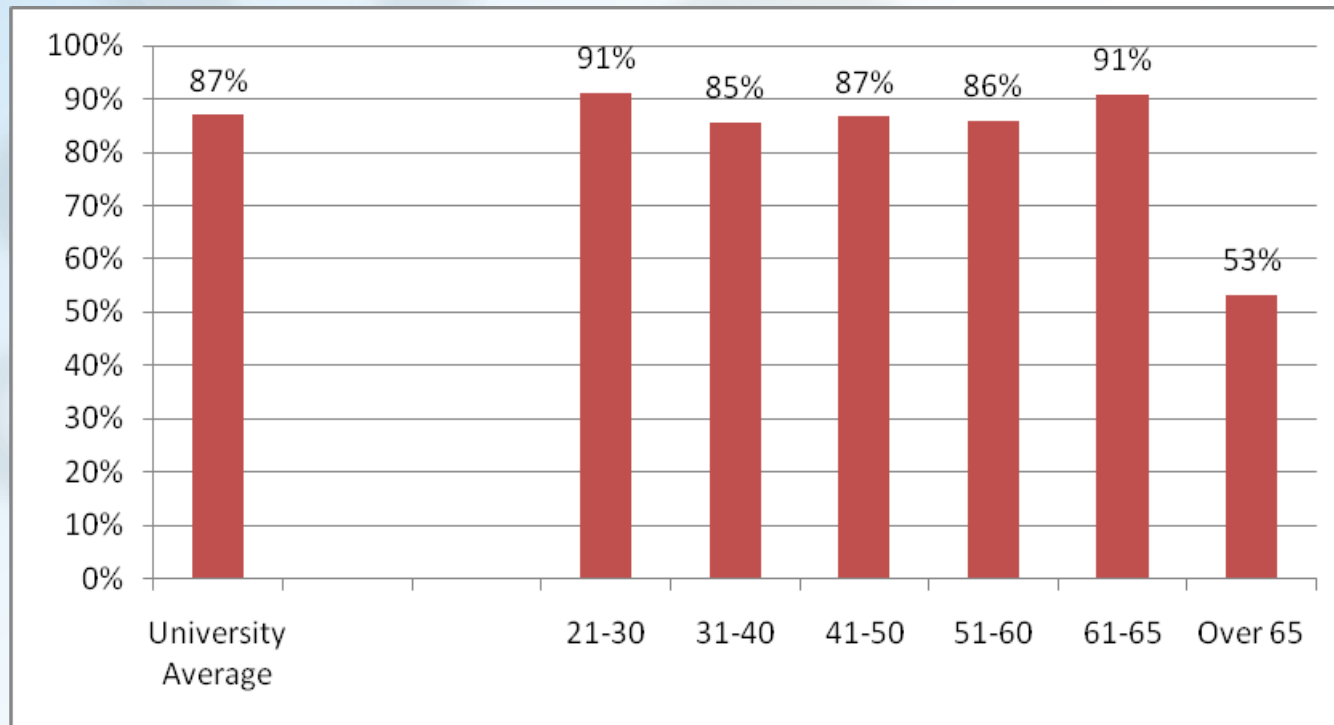


# AGE

## Dignity at Work

Are you aware of the following within DMU?

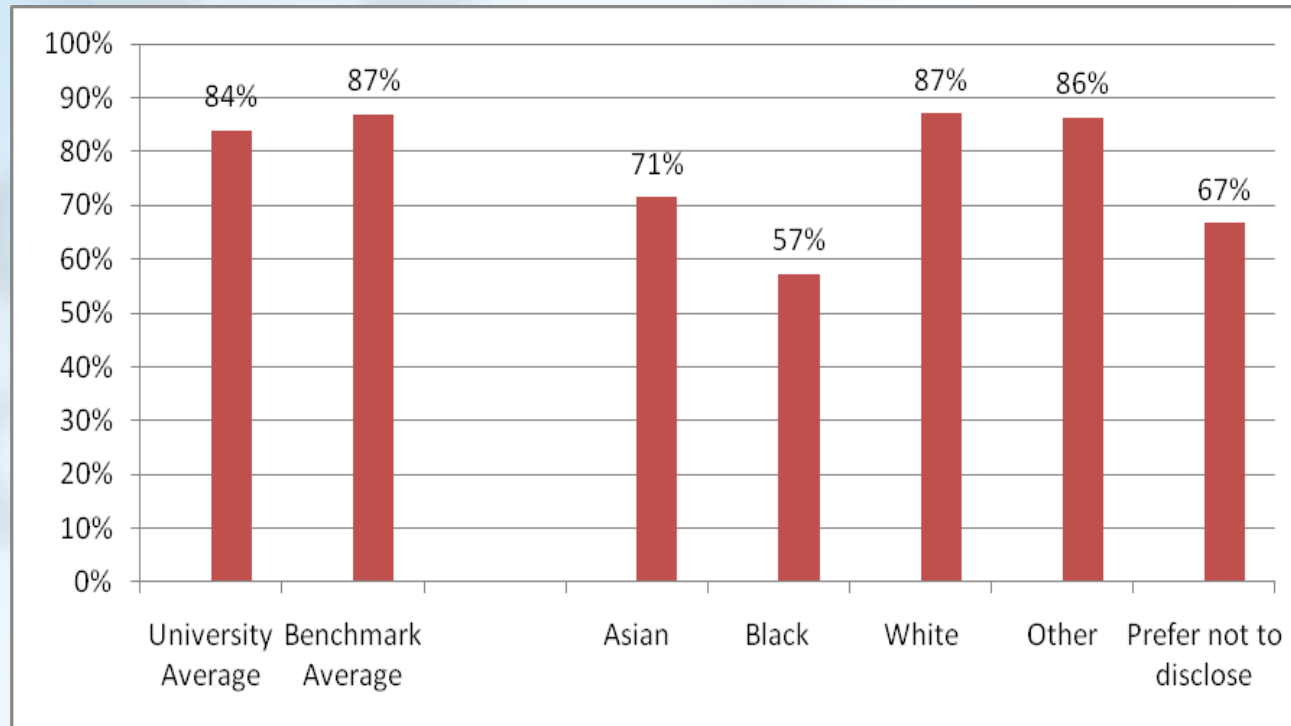
- Staff involvement groups -- Disabled Staff, Black & Minority Ethnic and Lesbian, Gay and Bisexual Staff?



# ETHNICITY

## Your Job

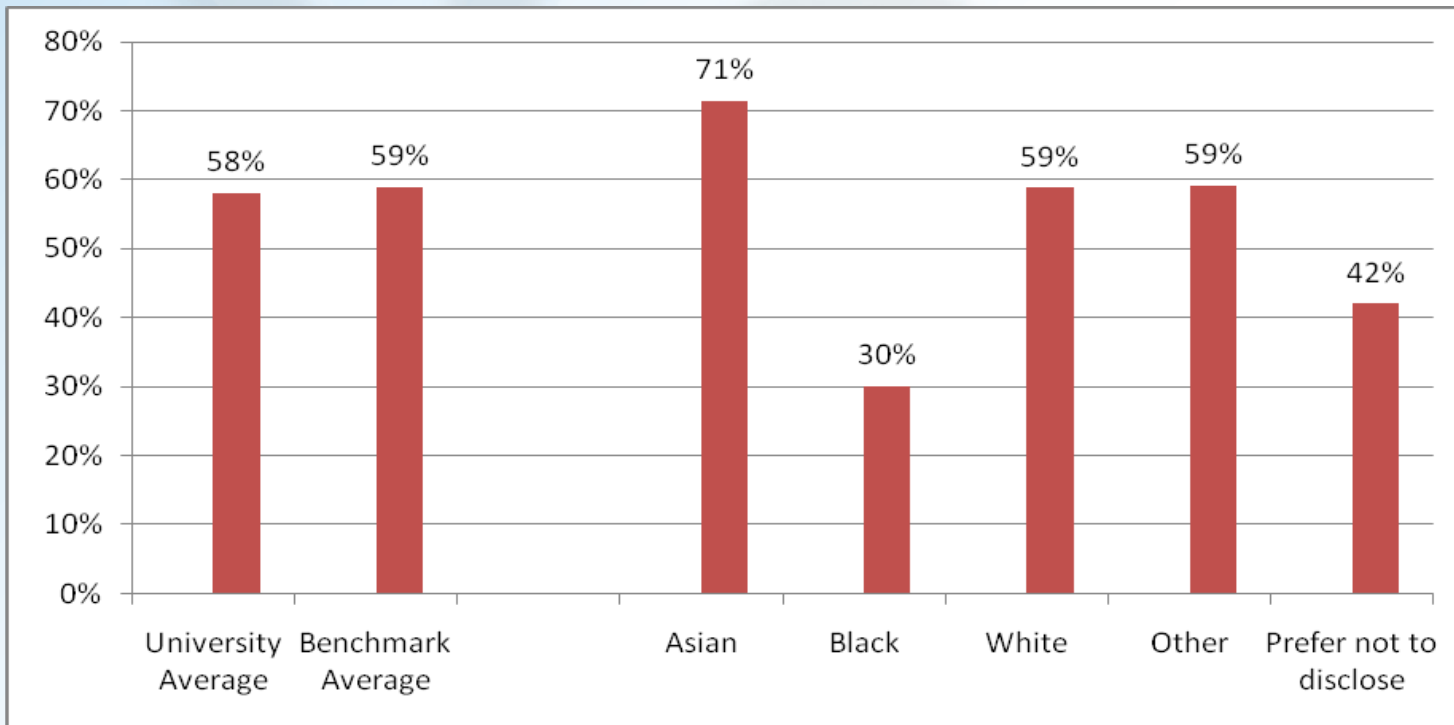
**I have some say over the way I work (QOWL)**



# ETHNICITY

## Your Job

If work gets difficult, my colleagues will help me



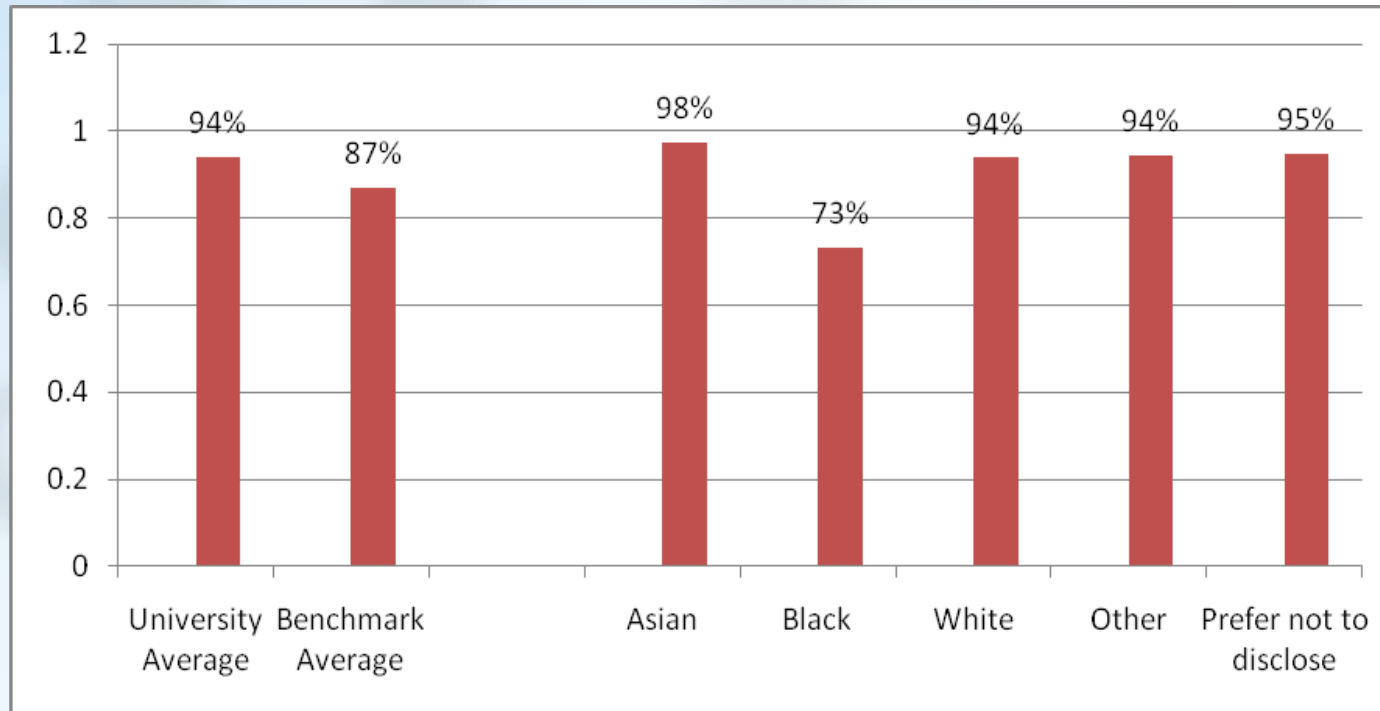
# ETHNICITY

## Flexible Working

20

How beneficial is flexible working to you in terms of the following :

- Levels of stress

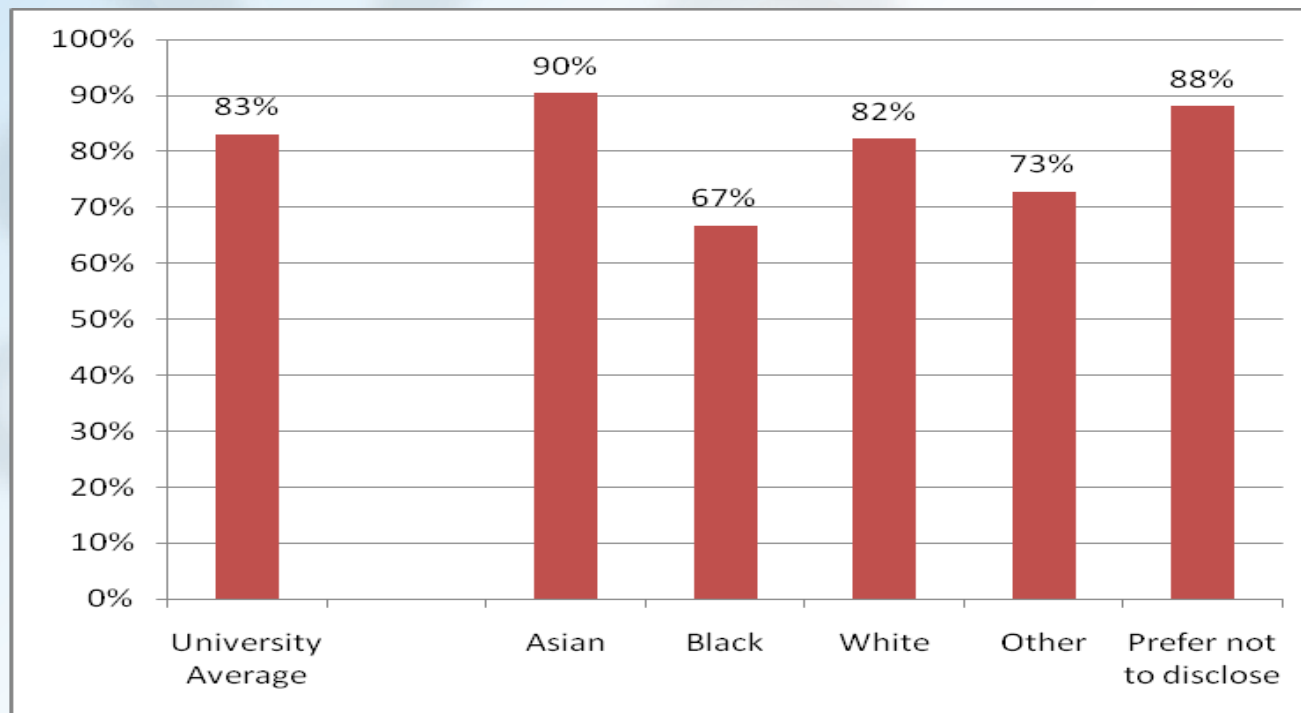




# ETHNICITY

## Learning, Development and Career Progression

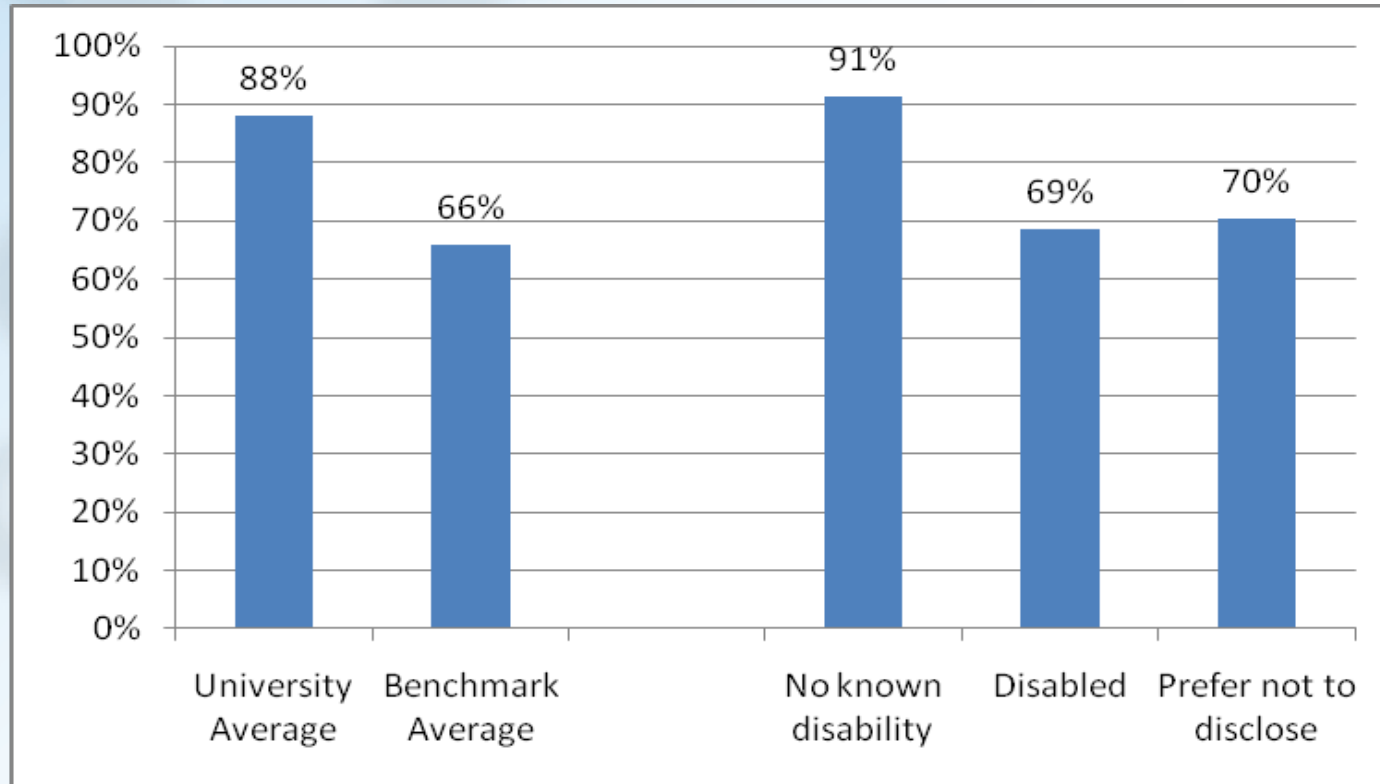
**In the past 12 months, was an Annual Development Review (ADR/ Max Review) meeting arranged with an immediate line manager or supervisor?**



# DISABILITY

## The Organisation

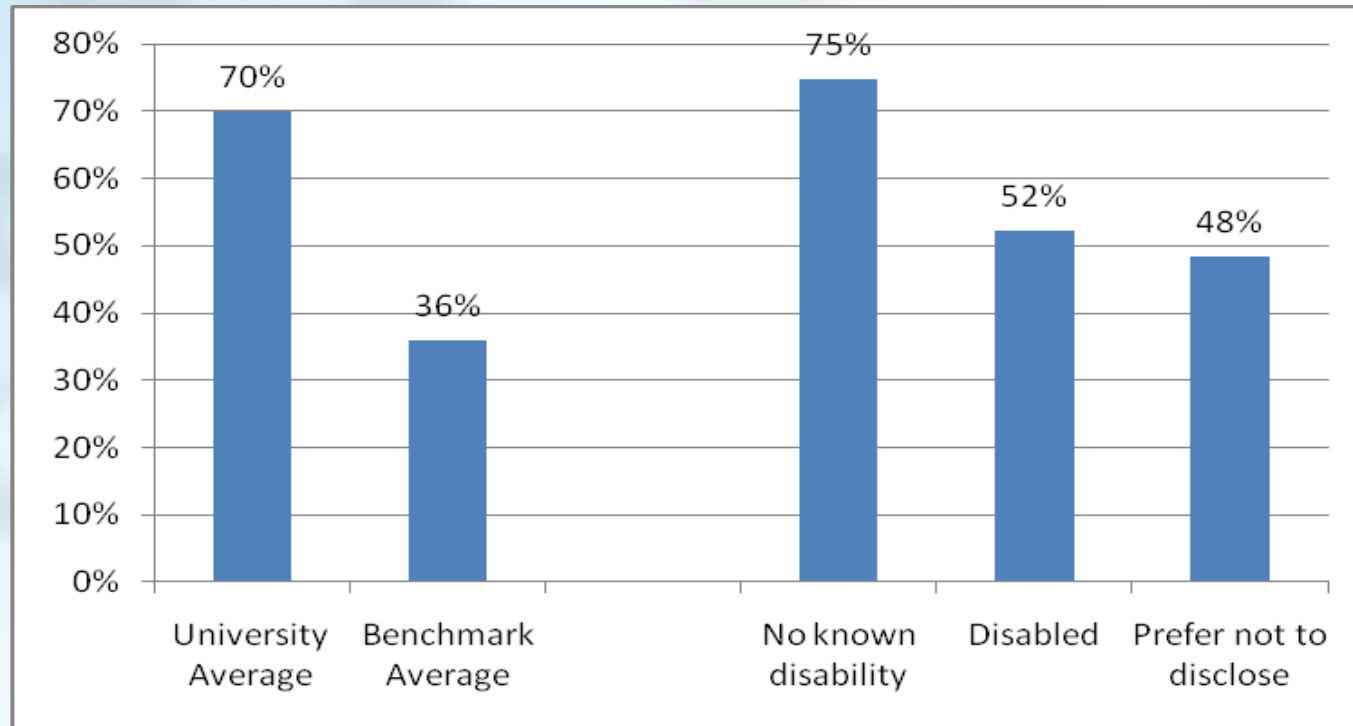
**The University demonstrates that it values the diversity of its workforce**



# DISABILITY

## The Organisation

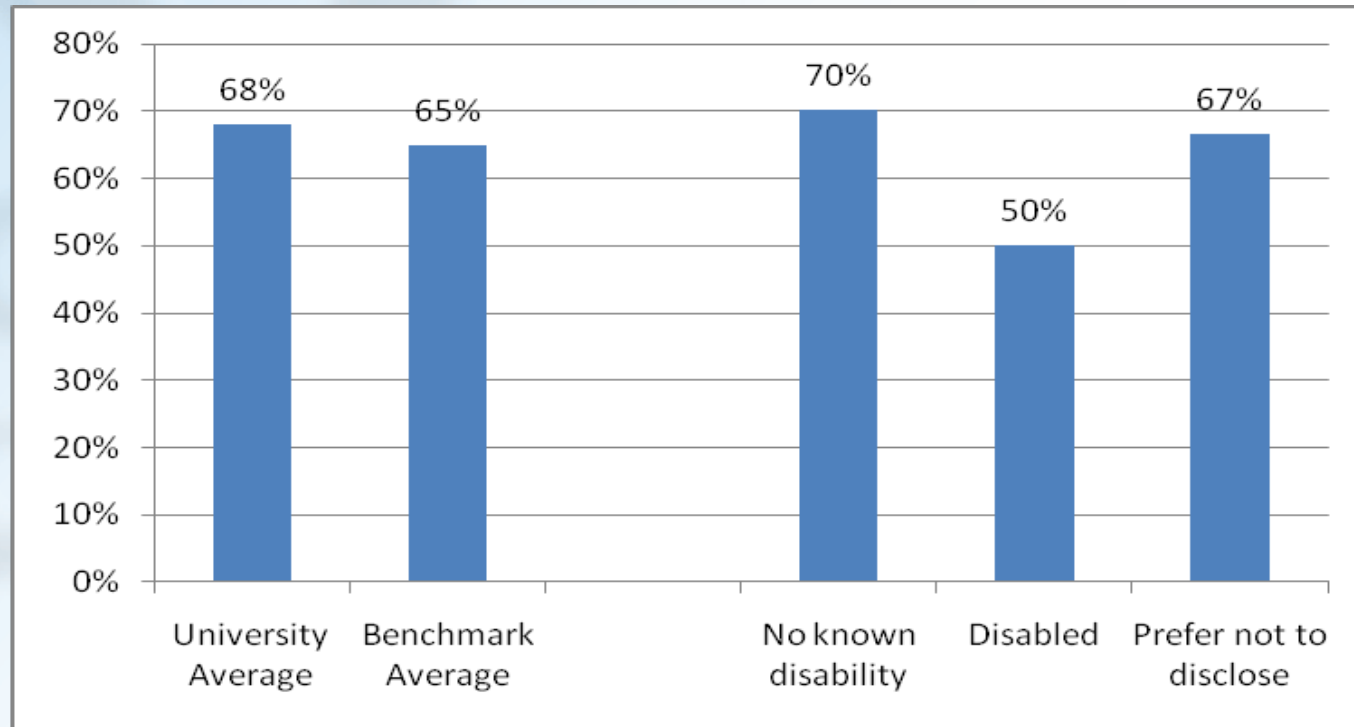
**People are treated fairly regardless of their position in the university**



# DISABILITY

## The Organisation

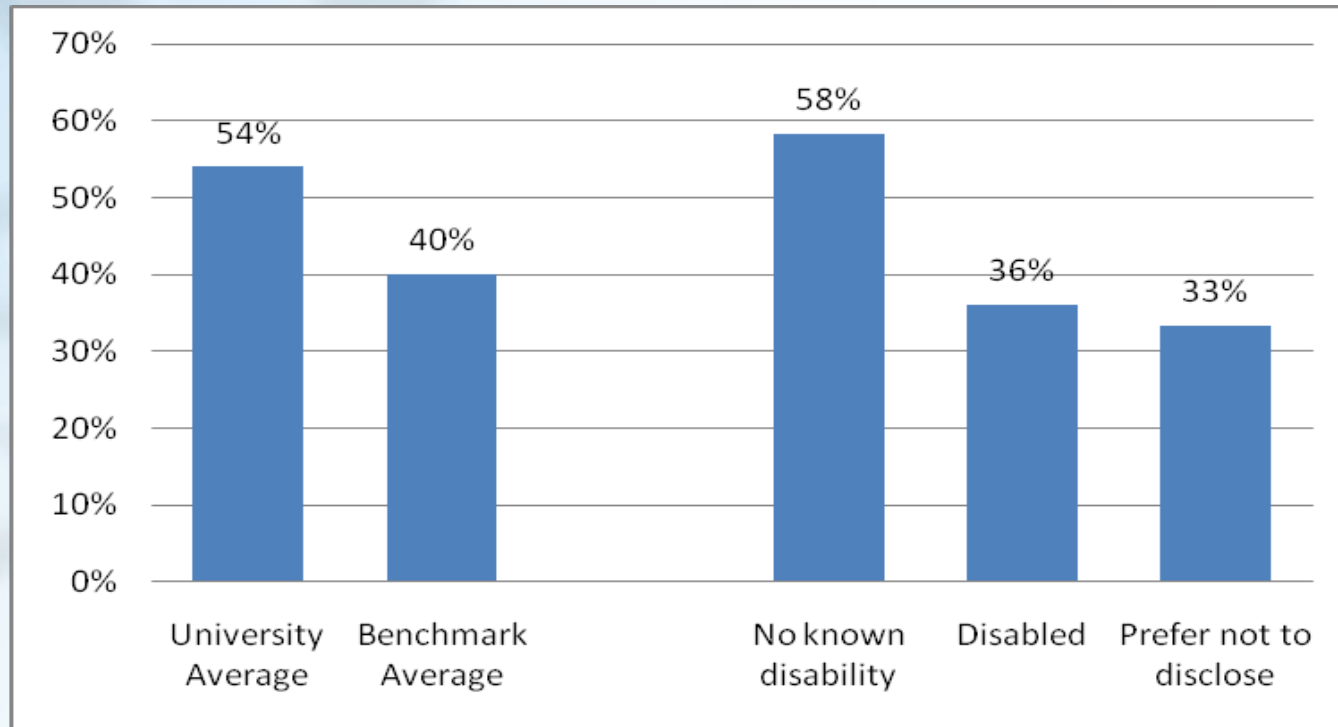
**There is good cooperation between Faculties/Directorates I have contact with across the University**



# DISABILITY

## Health and Wellbeing

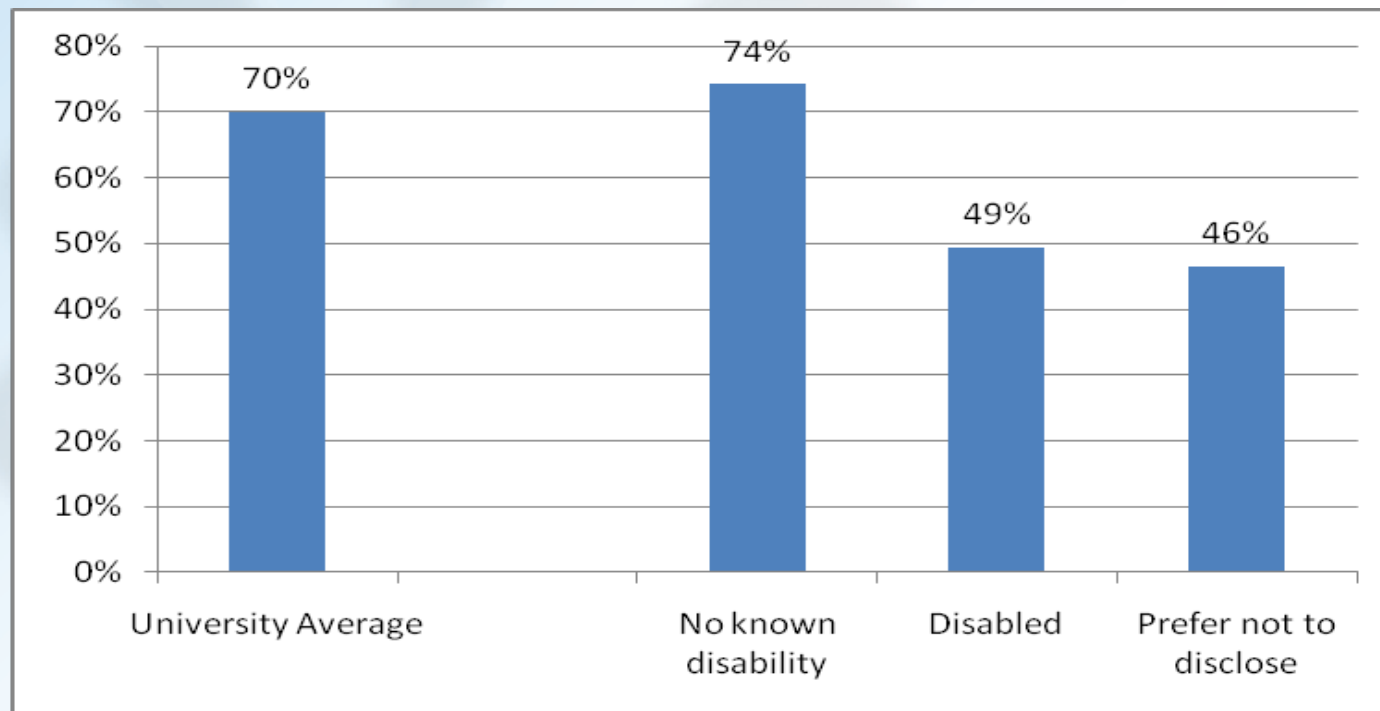
**I am supported through emotionally demanding work (QOWL)**



# DISABILITY

## Leadership and Managers – Senior Managers

**Do you feel that your Faculty/Directorate Senior Management (Executive) Team: Have a good understanding of the pressures faced by staff?**





# DISABILITY

## Leadership and Managers – Senior Managers

**Do you feel that your Faculty/Directorate Senior Management (Executive) Team: Are in touch with the views and opinions of staff?**

