



### Summary

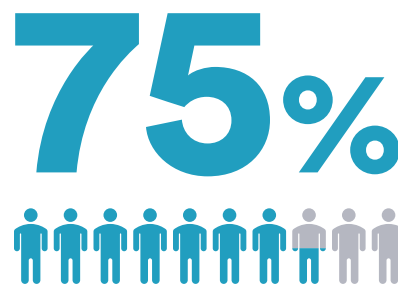
The University of Nottingham People and Culture Survey 2023 was commissioned to help us understand how well we are meeting employee needs.

The survey was completed across April and May and achieved a **63% response rate**. This was **5,548 of 8,872 people surveyed**. An external company, People Insight, carried out the survey.

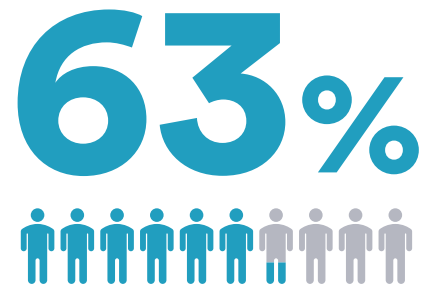
**Thank you for completing the survey!**

### Overall Scores

#### Engagement Score



#### Response Rate



### Response rates

Faculties	Response rate
Faculty of Arts	61%
Faculty of Engineering	67%
Faculty of Medicine & Health Sciences	57%
Faculty of Science	59%
Faculty of Social Sciences	62%

Professional services	Response rate
Campaign and Alumni Relations Office	88%
Digital and Technology Services	82%
Estates	43%
Facilities	32%
Financial and Business Services	83%
Human Resources	84%
Registrar's Department	79%

## Key themes

### Most positive / Least positive scores

#### Most positive

Statement	Agree
I care about the reputation/standing of the University of Nottingham	89%
My line manager treats me fairly and with respect	87%
I have some say over the way I work	85%
I am clear about how my work contributes to the success of our university	82%
I am clear about what is expected of me at work	81%

#### Least positive

Statement	Agree
There is good communication and collaboration between different parts of the university	20%
Our university manages change effectively	24%
I believe our university will take action to make changes as a result of this survey	36%
Considering the duties and responsibilities of my post, I feel my pay is fair	40%
Senior leaders are open and honest in their communications with staff	43%

### Key themes for further exploration



**Inclusion and fair treatment**



**Communication and collaboration**



**Health, safety and wellbeing**



**Learning and development**



**Managing change**



## Next steps



We will use these results at an institutional level to help track against our People and Culture Strategy, and to shape future improvements. School and department-level results have been shared with your team leaders, and you will be invited to take part in action-planning discussions over the coming months.