

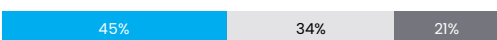









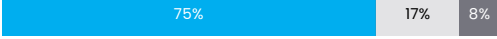









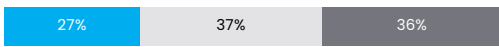


















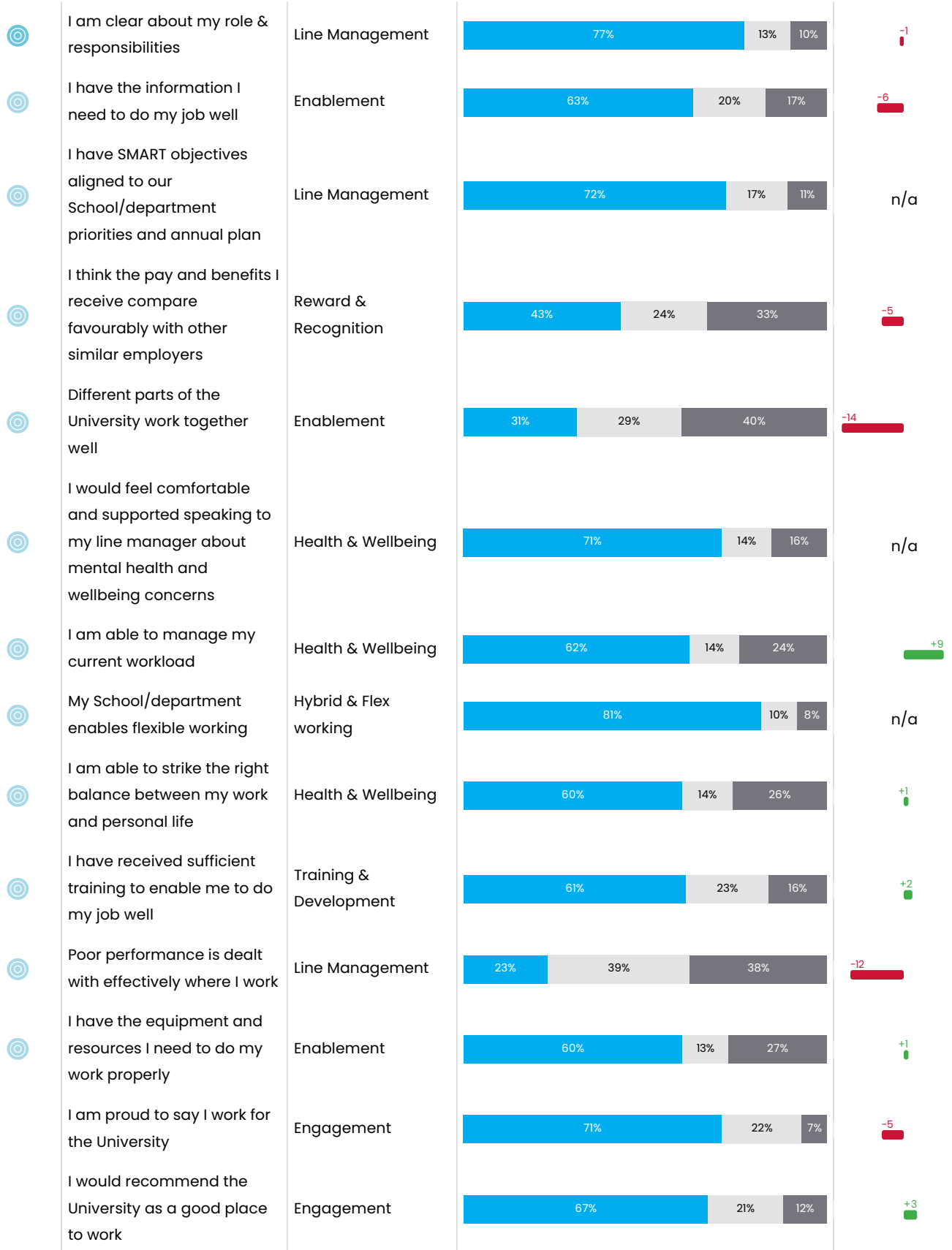
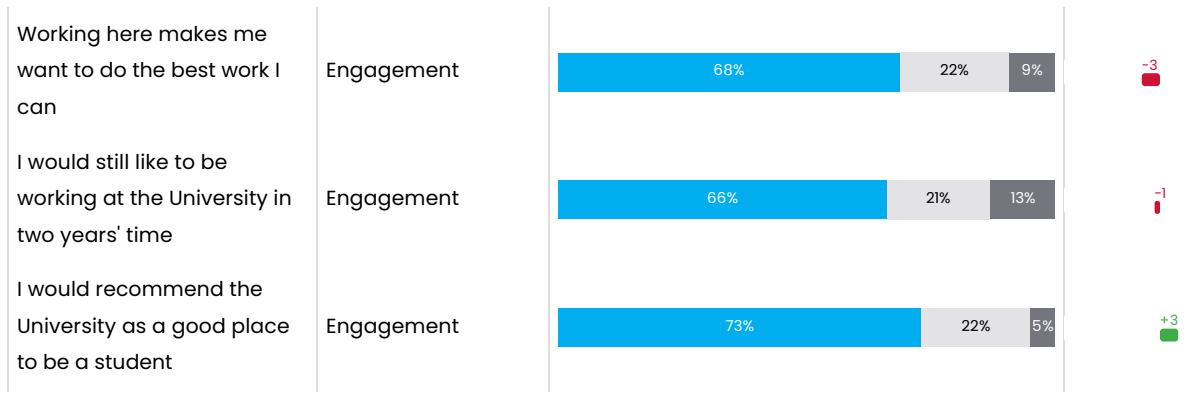


Scorecard

Impact	Question	Theme	Response favourability	Comparison
🎯	I feel a strong sense of belonging here	Inclusion		-5
🎯	I feel valued and recognised here	Reward & Recognition		-1
🎯	Senior Leaders manage and lead the University well	Leadership		n/a
🎯	My contributions are valued in my School/department	Reward & Recognition		n/a
🎯	The University treats people fairly and equally	Fairness & Equality		-8
🎯	I feel I can be my true self here	Inclusion		-3
🎯	People with backgrounds like mine can succeed here	Inclusion		n/a
🎯	Senior Leaders make the effort to listen to and communicate with staff	Communication		+7
🎯	My mental health and wellbeing are supported in my School/department	Health & Wellbeing		+1
🎯	My job makes good use of my skills and abilities	Autonomy		-2
🎯	The University demonstrates a commitment to Equality, Diversity and Inclusion (EDI)	Fairness & Equality		+5
🎯	I believe action will be taken as a result of this survey	Leadership		-6
🎯	I have the right opportunities to learn and grow at work	Training & Development		+3
🎯	I have the freedom I need to get on with my job	Autonomy		-2
🎯	My manager motivates me to do a good job	Line Management		+10

 I think it is safe to speak up and challenge the way that things are done here	Inclusion		+12
 I understand how my work contributes to the School/department goals	Line Management		n/a
 I receive regular appreciation and constructive feedback on my performance	Line Management		-2
 Change here is well managed	Leadership		-4
 I feel supported by the resources the University provides around health and wellbeing	Health & Wellbeing		n/a
 I am clear about what I am expected to achieve in my job	Autonomy		-1
 I am kept well informed about what's happening in the University	Communication		+4
 My opinion is sought on decisions that affect my work	Autonomy		0
 This University has a positive impact in the community and in society more widely	Purpose		n/a
 My manager encourages us to come up with new or better ways of doing things	Autonomy		+1
 I believe this organisation contributes to a more sustainable future	Purpose		+8
 There is a clear strategy for the future of the University	Purpose		+14
 My line manager has career conversations with me and supports my career development	Training & Development		n/a





Appendix

Dashboard:	Edinburgh Napier Survey 2022
Dashboard hierarchy type:	Organogram
Response count:	1160
Panel count:	1767
Participation:	66%
Partial results:	Excluded
Comparison:	HE Sector norm
Report produced:	10 February 2023