

## 2008 occupational stress survey

### Higher education institution data

#### Responses to HSE stress questionnaire, by HEI

There were sufficient respondents <sup>1</sup> from a large number of HEIs to allow the responses to the HSE stress questionnaire to be analysed at an institutional level. These were ranked by an overall average for scores for the HEI on each of the seven HSE stressors: demands, control, managerial support, peer support, relationships, role and change. On all of the HSE stressors, apart from control, HEIs on average reported lower well-being than the target group mean averages recorded in the HSE report 'Psychosocial Working Conditions in Britain in 2008'. That finding was also true for the 2004 HSE survey's 50<sup>th</sup> percentile figures, and even more so for the 2004 HSE survey's 'aspirational benchmark', which was at the level of the 80<sup>th</sup> percentile. In its report, HSE says: '... organisations should strive to ensure their employees achieve the level of those currently in the top 20% of the distribution for each of the standards ie be at or above the 80<sup>th</sup> percentile baseline of 2004.' <sup>2</sup> It is clear from the table of HEI scores that the higher education sector is far from achieving the HSE aspiration.

No HEI achieved the HSE 2008 survey target group mean average – let alone the 2004 report's 'aspirational benchmark' - for the following stressors: demands, managerial support, peer support, role and change. For the control stressor, a number of HEIs were above the HSE 2008 survey target group mean average, although none achieved the HSE's 'aspirational benchmark'. On the relationships stressor, one HEI (the London School of Hygiene and Tropical Medicine) was higher than the HSE 2008 report average; none achieved the 'aspirational benchmark'. At the other end of the spectrum, UCU members at a large number of HEIs reported stress levels considerably worse than the HSE average for the working population.

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<sup>1</sup> The acceptable sample size in the HSE surveys was 10 or over, see 'HSE Management Standards Analysis Tool User Manual' p. 9

<sup>2</sup> HSE, Psychosocial working conditions in Great Britain in 2004, p. 18

Ranked by average. 1=low well-being; 5=high well-being	Total N resp's in UCU sample	Total acad. resp's in UCU sample	Total acad's @ HEI	UCU sample as % of total acad's	Demands	Control	Managerial support	Peer support	Relationships	Role	Change	Average
HSE 2004 survey 50th percentile #					3.5	3.5	3.8	4.0	4.25	5.0	3.67	
HSE 2004 survey 'aspirational benchmark'					4.25	4.33	4.6	4.75	4.75	5.0	4.0	
HSE 2008 survey average: target group*					3.44	3.32	3.77	4.03	4.13	4.61	3.54	
UCU all HE respondents average					2.61	3.75	2.94	3.4	3.57	3.72	2.54	
UCU HEI average					2.59	3.7	2.91	3.39	3.5	3.67	2.47	3.18
London School of Hygiene	30	20	452	4.4%	3.00	4.28	3.36	3.71	4.24	3.85	3.20	3.66
Newman College	11	10	116	8.6%	2.58	3.83	3.75	3.89	3.82	4.13	2.82	3.54
University of Chichester	12	11	354	3.1%	2.93	3.70	3.38	3.42	3.60	3.93	2.86	3.40
University of Bristol	137	96	2334	4.1%	2.64	3.96	3.21	3.51	3.67	3.82	2.92	3.39
Open University	208	103	7815	1.3%	2.82	3.86	3.24	3.51	3.78	3.81	2.69	3.39
University of Reading	80	61	1469	4.2%	2.66	3.84	3.06	3.47	3.90	3.91	2.87	3.38
University of Nottingham	186	143	2926	4.9%	2.63	3.88	3.16	3.51	3.80	3.87	2.73	3.37
Central School Speech & Drama	11	7	55	12.7%	2.56	3.87	3.33	3.36	3.77	3.78	2.76	3.35
University of Leeds	269	167	2769	6.0%	2.65	3.83	3.11	3.46	3.77	3.82	2.86	3.35
University of Cambridge	102	60	4124	1.5%	2.75	4.06	2.78	3.41	3.67	3.90	2.87	3.35
Imperial College	62	35	3215	1.1%	2.69	3.99	3.21	3.44	3.66	3.80	2.68	3.35
Swansea University	98	80	736	10.9%	2.69	3.86	3.11	3.54	3.67	3.79	2.72	3.34
University of Edinburgh	230	150	2891	5.2%	2.67	3.91	2.95	3.48	3.72	3.82	2.70	3.32
University of Sheffield	164	114	2510	4.5%	2.67	3.81	3.09	3.44	3.71	3.82	2.74	3.32
University of Southampton	131	90	2442	3.7%	2.68	3.89	3.02	3.45	3.72	3.77	2.69	3.32
Cranfield University	38	28	632	4.4%	2.53	3.97	3.12	3.33	3.65	3.86	2.69	3.31
Leeds Trinity & All Saints	12	11	168	6.5%	2.89	3.56	3.08	3.75	3.59	3.70	2.53	3.30
University of Leicester	117	87	1512	5.8%	2.64	3.94	3.01	3.38	3.58	3.80	2.77	3.30
University of Aberdeen	104	75	1435	5.2%	2.78	3.77	2.88	3.48	3.81	3.77	2.62	3.30
University of St Andrews	39	24	891	2.7%	2.57	3.92	3.08	3.37	3.57	3.86	2.76	3.30
City University	43	30	1853	1.6%	2.64	3.67	3.28	3.57	3.60	3.81	2.56	3.30
University of York	96	68	1336	5.1%	2.57	3.78	2.96	3.37	3.64	3.84	2.82	3.28
Southampton Solent University	31	30	637	4.7%	2.92	3.60	3.04	3.55	3.61	3.82	2.43	3.28
University of Newcastle	139	108	2402	4.5%	2.68	3.89	3.04	3.37	3.67	3.72	2.62	3.28
University of Warwick	104	74	1831	4.0%	2.57	3.86	3.00	3.41	3.66	3.87	2.61	3.28
University of Strathclyde	84	55	1440	3.8%	2.73	3.84	2.92	3.36	3.67	3.81	2.63	3.28
Queen Mary & Westfield	90	59	1680	3.5%	2.68	3.88	2.98	3.39	3.61	3.77	2.68	3.28
Aberystwyth University	73	44	780	5.6%	2.55	3.79	2.94	3.47	3.68	3.81	2.62	3.27
University of Glasgow	180	115	2581	4.5%	2.59	3.88	2.95	3.38	3.57	3.88	2.65	3.27
London School of Economics	34	16	1380	1.2%	2.74	3.86	2.83	3.18	3.64	3.82	2.83	3.27
University of Liverpool	151	115	2037	5.6%	2.69	3.82	2.96	3.37	3.65	3.69	2.64	3.26
University of Portsmouth	38	29	1052	2.8%	2.70	3.67	3.07	3.53	3.53	3.83	2.49	3.26
University of Durham	131	101	1278	7.9%	2.57	3.80	2.91	3.32	3.67	3.86	2.60	3.25
University of Wales Lampeter	19	13	146	8.9%	2.50	3.92	3.07	3.45	3.46	3.71	2.54	3.24
University of Lancaster	110	57	1398	4.1%	2.58	3.84	2.98	3.49	3.59	3.72	2.51	3.24
Birkbeck College	35	28	1396	2.0%	2.79	3.85	2.72	3.22	3.52	3.77	2.79	3.24
University College London	100	77	4763	1.6%	2.62	3.87	2.92	3.33	3.59	3.73	2.64	3.24
University of East Anglia	73	53	1314	4.0%	2.47	3.81	3.10	3.46	3.53	3.72	2.54	3.23
University of Manchester	265	163	4217	3.9%	2.74	3.81	2.86	3.38	3.71	3.64	2.48	3.23
Heriot-Watt University	81	54	663	8.1%	2.63	3.89	2.89	3.32	3.54	3.70	2.56	3.22
St Mary's UC Twickenham	14	11	305	3.6%	3.14	3.72	2.84	3.59	3.46	3.57	2.21	3.22
University of Bath	61	39	1447	2.7%	2.64	3.78	2.91	3.34	3.51	3.73	2.60	3.22
Birmingham City University	52	33	1642	2.0%	2.73	3.62	3.01	3.50	3.58	3.64	2.44	3.22
Queen Margaret University Edinburgh	26	19	201	9.5%	2.67	3.81	2.91	3.55	3.53	3.74	2.24	3.21
University of Lincoln	44	37	664	5.6%	2.59	3.57	3.12	3.64	3.40	3.69	2.49	3.21
Liverpool John Moores University	65	58	1245	4.7%	2.69	3.72	2.90	3.54	3.67	3.67	2.27	3.21
Bath Spa University	19	15	372	4.0%	2.46	3.69	2.97	3.54	3.70	3.81	2.31	3.21

Ranked by average. 1=low well-being; 5=high well-being	Total N resp's in UCU sample	Total acad. resp's in UCU sample	Total acad's @ HEI	UCU sample as % of total acad's	Demands	Control	Managerial support	Peer support	Relation-ships	Role	Change	Average
Edge Hill University	61	52	764	6.8%	2.60	3.63	3.01	3.62	3.47	3.69	2.41	3.20
University of Plymouth	53	46	1121	4.1%	2.72	3.77	2.89	3.37	3.42	3.73	2.49	3.20
London South Bank University	37	33	815	4.0%	2.76	3.61	2.89	3.53	3.48	3.67	2.49	3.20
Canterbury Christ Church University	19	19	559	3.4%	2.63	3.67	2.96	3.49	3.47	3.68	2.49	3.20
Royal Holloway & Bedford	49	43	1058	4.1%	2.50	3.80	3.04	3.35	3.44	3.83	2.38	3.19
Sheffield Hallam University	77	69	1744	4.0%	2.56	3.59	3.02	3.51	3.51	3.59	2.54	3.19
Swansea Metropolitan University	12	11	308	3.6%	2.63	3.46	3.05	3.35	3.54	3.67	2.64	3.19
University of Keele	80	61	751	8.1%	2.62	3.74	2.99	3.38	3.48	3.67	2.38	3.18
University of Birmingham	160	124	2422	5.1%	2.53	3.91	2.78	3.35	3.63	3.64	2.44	3.18
University of West of England	104	74	1831	4.0%	2.52	3.67	3.02	3.51	3.65	3.62	2.24	3.18
School of Oriental & African Studies	52	32	842	3.8%	2.51	3.60	2.94	3.27	3.50	3.82	2.64	3.18
Brunel University	44	32	1124	2.8%	2.55	3.69	2.79	3.34	3.59	3.75	2.53	3.18
King's College London	98	79	2908	2.7%	2.50	3.82	2.80	3.21	3.60	3.75	2.54	3.18
Goldsmiths College	42	28	433	6.5%	2.55	3.80	2.88	3.30	3.46	3.60	2.59	3.17
Loughborough University	105	74	1506	4.9%	2.55	3.71	2.75	3.34	3.55	3.67	2.59	3.17
University of Surrey	38	32	1226	2.6%	2.55	3.65	3.03	3.31	3.62	3.61	2.41	3.17
Cardiff University	87	63	2806	2.2%	2.70	3.70	2.91	3.25	3.57	3.57	2.53	3.17
University of Bradford	124	80	661	12.1%	2.42	3.73	2.99	3.32	3.40	3.70	2.58	3.16
University of Bolton	20	18	291	6.2%	2.53	3.49	2.90	3.46	3.59	3.47	2.68	3.16
University of Kent	69	51	1440	3.5%	2.65	3.75	2.99	3.22	3.51	3.66	2.34	3.16
Oxford Brookes University	45	40	1188	3.4%	2.41	3.60	2.99	3.55	3.53	3.74	2.31	3.16
University of Wolverhampton	55	49	1140	4.3%	2.67	3.60	3.06	3.44	3.34	3.58	2.37	3.15
University of Glamorgan	48	41	1150	3.6%	2.62	3.66	3.00	3.40	3.36	3.65	2.37	3.15
Thames Valley University	45	36	1039	3.5%	2.71	3.44	2.82	3.36	3.51	3.69	2.50	3.15
University of Wales Institute Cardiff	42	40	552	7.2%	2.58	3.65	2.85	3.49	3.41	3.64	2.39	3.14
Bangor University	51	36	674	5.3%	2.56	3.77	2.82	3.13	3.48	3.77	2.48	3.14
University of Greenwich	35	32	1076	3.0%	2.68	3.71	2.70	3.50	3.41	3.63	2.33	3.14
Anglia Ruskin University	40	33	1137	2.9%	2.59	3.56	2.88	3.48	3.50	3.66	2.28	3.14
Writtle College	22	14	180	7.8%	2.73	3.43	3.01	3.56	3.32	3.65	2.19	3.13
York St John University	19	16	233	6.9%	2.60	3.59	2.97	3.53	3.34	3.57	2.32	3.13
University of Bedfordshire	31	24	561	4.3%	2.60	3.66	2.93	3.51	3.53	3.46	2.24	3.13
University of Abertay Dundee	22	18	217	8.3%	2.54	3.70	3.11	3.37	3.44	3.56	2.15	3.12
University of Huddersfield	55	51	1457	3.5%	2.43	3.40	2.85	3.42	3.62	3.60	2.53	3.12
Bishop Grosseteste UC	11	9	108	8.3%	2.32	3.71	2.96	3.87	3.32	3.65	1.94	3.11
University of Stirling	91	65	990	6.6%	2.50	3.70	2.81	3.30	3.48	3.65	2.36	3.11
University of East London	36	33	681	4.8%	2.60	3.71	2.81	3.38	3.13	3.61	2.51	3.11
Roehampton University	26	26	591	4.4%	2.43	3.44	3.03	3.49	3.44	3.54	2.39	3.11
Leeds Metropolitan University	31	26	1493	1.7%	2.48	3.51	2.97	3.36	3.52	3.59	2.35	3.11
University of Cumbria	63	48	635	7.6%	2.46	3.57	2.76	3.47	3.55	3.55	2.31	3.10
University of Hull	89	61	974	6.3%	2.57	3.72	2.86	3.14	3.37	3.68	2.39	3.10
University of Essex	67	43	994	4.3%	2.41	3.70	2.72	3.20	3.40	3.74	2.52	3.10
University of Dundee	94	61	1396	4.4%	2.65	3.67	2.75	3.37	3.38	3.57	2.26	3.09
University of Westminster	62	56	1855	3.0%	2.61	3.63	2.89	3.26	3.35	3.54	2.36	3.09
Nottingham Trent University	86	76	1479	5.1%	2.57	3.64	2.81	3.37	3.41	3.56	2.23	3.08
University of Salford	86	53	1224	4.3%	2.64	3.63	2.70	3.30	3.33	3.53	2.45	3.08
Manchester Metropolitan University	77	68	2020	3.4%	2.43	3.73	2.84	3.44	3.42	3.51	2.13	3.07
Coventry University	32	30	940	3.2%	2.48	3.56	2.98	3.28	3.23	3.56	2.43	3.07
De Montfort University	77	70	1236	5.7%	2.60	3.45	2.74	3.35	3.37	3.46	2.31	3.04
Aston University	26	19	587	3.2%	2.42	3.73	2.53	3.23	3.62	3.46	2.27	3.04
University of Derby	52	48	1039	4.6%	2.38	3.39	2.97	3.26	3.33	3.57	2.34	3.03
Bournemouth University	34	29	760	3.8%	2.47	3.57	2.65	3.35	3.45	3.58	2.09	3.02
University of Hertfordshire	46	45	1650	2.7%	2.42	3.65	2.65	3.23	3.32	3.59	2.30	3.02
Staffordshire University	55	50	760	6.6%	2.45	3.41	2.77	3.31	3.37	3.52	2.28	3.01

Ranked by average. 1=low well-being; 5=high well-being	Total N resp's in UCU sample	Total acad. resp's in UCU sample	Total acad's @ HEI	UCU sample as % of total		Demands	Control	Managerial support	Peer support	Relation-ships	Role	Change	Average
				acad's	total								
University of Ulster	143	103	1795	5.7%	2.56	3.55	2.70	3.19	3.25	3.56	2.30	3.01	
University of Northumbria	71	67	1238	5.4%	2.47	3.50	2.69	3.44	3.40	3.40	2.18	3.01	
Kingston University	69	54	1687	3.2%	2.59	3.57	2.67	3.29	3.23	3.48	2.21	3.00	
University of Gloucestershire	46	40	593	6.7%	2.52	3.52	2.55	3.34	3.29	3.44	2.27	2.99	
University of Central Lancashire	60	57	1168	4.9%	2.45	3.65	2.76	3.20	3.26	3.49	2.11	2.99	
Queen's University Belfast	148	124	1604	7.7%	2.48	3.68	2.49	3.10	3.26	3.51	2.12	2.95	
London Metropolitan University	46	38	1175	3.2%	2.52	3.53	2.46	3.22	3.46	3.45	2.03	2.95	
North-East Wales Institute of HE	16	16	291	5.5%	2.55	3.72	2.65	3.07	2.91	3.40	2.29	2.94	
Harper Adams UC	24	22	100	22.0%	2.63	3.67	2.78	3.01	3.05	3.29	2.09	2.93	
University of Teesside	37	32	689	4.6%	2.37	3.28	2.51	3.13	3.29	3.42	2.20	2.89	
Buckinghamshire New University	23	19	476	4.0%	2.42	3.29	2.50	3.07	3.17	3.50	1.94	2.84	
Liverpool Hope University	25	23	370	6.2%	2.10	3.03	2.41	3.27	3.02	3.32	1.59	2.68	

Excludes all HEIs with with <10 respondents. Also excludes HEIs with <3% academic sample and <30 respondents.

# ie half of HSE sample were at or above this score HSE, Psychosocial Working Conditions in Britain in 2004, March 2004 at <http://www.hse.gov.uk/statistics/causdis/pwc2004.pdf> p. 18

\* HSE target group of selected industries with highest rates of work stress-related ill-health and absence, which includes education. Source: S. Webster & P. Buckley, Psychosocial Working Conditions in Britain in 2008, HSE, August 2008 at <http://www.hse.gov.uk/statistics/pdf/pwc2008.pdf>